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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-5106
Revision No.: 12
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Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Kansas Missouri

Area: Kansas Counties of Johnson Leavenworth Linn Miami Wyandotte

Missouri Counties of Bates Caldwell Cass Clay Clinton Jackson Lafayette Platte Ray

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.97
01012 - Accounting Clerk II		17.93
01013 - Accounting Clerk III		20.05
01020 - Administrative Assistant		27.26
01035 - Court Reporter		24.39
01041 - Customer Service Representative I		14.00
01042 - Customer Service Representative II		15.74
01043 - Customer Service Representative III		17.18
01051 - Data Entry Operator I		14.46

01052 - Data Entry Operator II	15.78
01060 - Dispatcher Motor Vehicle	20.35
01070 - Document Preparation Clerk	17.23
01090 - Duplicating Machine Operator	17.23
01111 - General Clerk I	14.25
01112 - General Clerk II	15.64
01113 - General Clerk III	17.56
01120 - Housing Referral Assistant	20.79
01141 - Messenger Courier	15.77
01191 - Order Clerk I	15.40
01192 - Order Clerk II	17.28
01261 - Personnel Assistant (Employment) I	16.71
01262 - Personnel Assistant (Employment) II	18.69
01263 - Personnel Assistant (Employment) III	20.83
01270 - Production Control Clerk	25.14
01290 - Rental Clerk	14.97
01300 - Scheduler Maintenance	16.25
01311 - Secretary I	16.25
01312 - Secretary II	18.17
01313 - Secretary III	20.79
01320 - Service Order Dispatcher	21.18
01410 - Supply Technician	27.26
01420 - Survey Worker	17.02
01460 - Switchboard Operator/Receptionist	14.03
01531 - Travel Clerk I	17.26
01532 - Travel Clerk II	18.63
01533 - Travel Clerk III	20.00
01611 - Word Processor I	16.02
01612 - Word Processor II	17.99
01613 - Word Processor III	20.12
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.30
05010 - Automotive Electrician	21.47
05040 - Automotive Glass Installer	20.25
05070 - Automotive Worker	20.25
05110 - Mobile Equipment Servicer	17.53
05130 - Motor Equipment Metal Mechanic	22.44
05160 - Motor Equipment Metal Worker	20.25
05190 - Motor Vehicle Mechanic	22.44
05220 - Motor Vehicle Mechanic Helper	16.12
05250 - Motor Vehicle Upholstery Worker	18.90
05280 - Motor Vehicle Wrecker	20.25
05310 - Painter Automotive	21.47
05340 - Radiator Repair Specialist	20.25
05370 - Tire Repairer	15.18
05400 - Transmission Repair Specialist	22.44
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.52
07041 - Cook I	13.02
07042 - Cook II	15.04

07070 - Dishwasher 10.19
07130 - Food Service Worker 11.34
07210 - Meat Cutter 17.93
07260 - Waiter/Waitress 9.39
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.09
09040 - Furniture Handler 15.75
09080 - Furniture Refinisher 21.23
09090 - Furniture Refinisher Helper 17.01
09110 - Furniture Repairer Minor 19.27
09130 - Upholsterer 15.83
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.06
11060 - Elevator Operator 13.76
11090 - Gardener 20.67
11122 - Housekeeping Aide 13.76
11150 - Janitor 13.76
11210 - Laborer Grounds Maintenance 15.83
11240 - Maid or Houseman 10.97
11260 - Pruner 14.29
11270 - Tractor Operator 19.00
11330 - Trail Maintenance Worker 15.83
11360 - Window Cleaner 15.25
12000 - Health Occupations
12010 - Ambulance Driver 17.67
12011 - Breath Alcohol Technician 20.08
12012 - Certified Occupational Therapist Assistant 28.49
12015 - Certified Physical Therapist Assistant 27.87
12020 - Dental Assistant 19.43
12025 - Dental Hygienist 35.00
12030 - EKG Technician 30.45
12035 - Electroneurodiagnostic Technologist 30.45
12040 - Emergency Medical Technician 17.67
12071 - Licensed Practical Nurse I 17.96
12072 - Licensed Practical Nurse II 20.08
12073 - Licensed Practical Nurse III 22.39
12100 - Medical Assistant 16.70
12130 - Medical Laboratory Technician 22.73
12160 - Medical Record Clerk 19.38
12190 - Medical Record Technician 21.68
12195 - Medical Transcriptionist 17.61
12210 - Nuclear Medicine Technologist 39.55
12221 - Nursing Assistant I 11.59
12222 - Nursing Assistant II 13.04
12223 - Nursing Assistant III 14.23
12224 - Nursing Assistant IV 15.97
12235 - Optical Dispenser 16.73
12236 - Optical Technician 14.95
12250 - Pharmacy Technician 15.79
12280 - Phlebotomist 17.01

12305 - Radiologic Technologist		27.69
12311 - Registered Nurse I		23.68
12312 - Registered Nurse II		27.27
12313 - Registered Nurse II Specialist		27.27
12314 - Registered Nurse III		33.15
12315 - Registered Nurse III Anesthetist		33.15
12316 - Registered Nurse IV		39.45
12317 - Scheduler (Drug and Alcohol Testing)		24.87
12320 - Substance Abuse Treatment Counselor		20.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.13
13012 - Exhibits Specialist II		27.35
13013 - Exhibits Specialist III		32.01
13041 - Illustrator I		19.30
13042 - Illustrator II		23.90
13043 - Illustrator III		29.24
13047 - Librarian		30.95
13050 - Library Aide/Clerk		12.27
13054 - Library Information Technology Systems Administrator		23.49
13058 - Library Technician		16.42
13061 - Media Specialist I		18.41
13062 - Media Specialist II		20.60
13063 - Media Specialist III		22.96
13071 - Photographer I		17.20
13072 - Photographer II		19.24
13073 - Photographer III		23.84
13074 - Photographer IV		29.17
13075 - Photographer V		35.29
13090 - Technical Order Library Clerk		16.42
13110 - Video Teleconference Technician		22.84
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.15
14042 - Computer Operator II		19.19
14043 - Computer Operator III		21.39
14044 - Computer Operator IV		23.76
14045 - Computer Operator V		26.31
14071 - Computer Programmer I	(see 1)	22.38
14072 - Computer Programmer II	(see 1)	27.43
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		17.15
14160 - Personal Computer Support Technician		23.76
14170 - System Support Specialist		29.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.33
15020 - Aircrew Training Devices Instructor (Rated)		35.48

15030 - Air Crew Training Devices Instructor (Pilot)	42.53
15050 - Computer Based Training Specialist / Instructor	29.33
15060 - Educational Technologist	30.38
15070 - Flight Instructor (Pilot)	42.53
15080 - Graphic Artist	25.30
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.53
15086 - Maintenance Test Pilot Rotary Wing	42.53
15088 - Non-Maintenance Test/Co-Pilot	42.53
15090 - Technical Instructor	24.09
15095 - Technical Instructor/Course Developer	29.48
15110 - Test Proctor	19.46
15120 - Tutor	19.46
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.63
16030 - Counter Attendant	10.63
16040 - Dry Cleaner	13.41
16070 - Finisher Flatwork Machine	10.63
16090 - Presser Hand	10.63
16110 - Presser Machine Drycleaning	10.63
16130 - Presser Machine Shirts	10.63
16160 - Presser Machine Wearing Apparel Laundry	10.63
16190 - Sewing Machine Operator	14.40
16220 - Tailor	15.40
16250 - Washer Machine	11.45
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.66
19040 - Tool And Die Maker	32.18
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.24
21030 - Material Coordinator	25.14
21040 - Material Expediter	25.14
21050 - Material Handling Laborer	16.19
21071 - Order Filler	13.52
21080 - Production Line Worker (Food Processing)	19.24
21110 - Shipping Packer	16.12
21130 - Shipping/Receiving Clerk	16.12
21140 - Store Worker I	14.99
21150 - Stock Clerk	20.53
21210 - Tools And Parts Attendant	19.24
21410 - Warehouse Specialist	19.24
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.43
23019 - Aircraft Logs and Records Technician	25.45
23021 - Aircraft Mechanic I	30.22
23022 - Aircraft Mechanic II	31.43
23023 - Aircraft Mechanic III	32.61
23040 - Aircraft Mechanic Helper	21.71
23050 - Aircraft Painter	28.91
23060 - Aircraft Servicer	25.45
23070 - Aircraft Survival Flight Equipment Technician	28.91

23080 - Aircraft Worker 27.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.22
23110 - Appliance Mechanic 21.23
23120 - Bicycle Repairer 20.49
23125 - Cable Splicer 40.77
23130 - Carpenter Maintenance 25.73
23140 - Carpet Layer 25.78
23160 - Electrician Maintenance 30.70
23181 - Electronics Technician Maintenance I 26.08
23182 - Electronics Technician Maintenance II 28.85
23183 - Electronics Technician Maintenance III 30.13
23260 - Fabric Worker 22.14
23290 - Fire Alarm System Mechanic 24.62
23310 - Fire Extinguisher Repairer 20.54
23311 - Fuel Distribution System Mechanic 33.04
23312 - Fuel Distribution System Operator 25.85
23370 - General Maintenance Worker 20.36
23380 - Ground Support Equipment Mechanic 30.22
23381 - Ground Support Equipment Servicer 25.45
23382 - Ground Support Equipment Worker 27.27
23391 - Gunsmith I 20.54
23392 - Gunsmith II 23.73
23393 - Gunsmith III 26.26
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.08
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.17
23430 - Heavy Equipment Mechanic 26.01
23440 - Heavy Equipment Operator 27.83
23460 - Instrument Mechanic 24.78
23465 - Laboratory/Shelter Mechanic 25.15
23470 - Laborer 14.86
23510 - Locksmith 24.84
23530 - Machinery Maintenance Mechanic 26.56
23550 - Machinist Maintenance 22.05
23580 - Maintenance Trades Helper 16.31
23591 - Metrology Technician I 24.78
23592 - Metrology Technician II 25.77
23593 - Metrology Technician III 26.75
23640 - Millwright 34.31
23710 - Office Appliance Repairer 21.38
23760 - Painter Maintenance 21.58
23790 - Pipefitter Maintenance 32.02
23810 - Plumber Maintenance 30.63
23820 - Pneudraulic Systems Mechanic 26.26
23850 - Rigger 25.25
23870 - Scale Mechanic 23.73

23890 - Sheet-Metal Worker Maintenance 29.58
23910 - Small Engine Mechanic 21.10
23931 - Telecommunications Mechanic I 25.19
23932 - Telecommunications Mechanic II 26.20
23950 - Telephone Lineman 24.54
23960 - Welder Combination Maintenance 22.01
23965 - Well Driller 28.22
23970 - Woodcraft Worker 26.26
23980 - Woodworker 20.54
24000 - Personal Needs Occupations
24550 - Case Manager 16.34
24570 - Child Care Attendant 10.80
24580 - Child Care Center Clerk 14.51
24610 - Chore Aide 11.09
24620 - Family Readiness And Support Services Coordinator 16.34
24630 - Homemaker 16.34
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.67
25040 - Sewage Plant Operator 22.55
25070 - Stationary Engineer 28.67
25190 - Ventilation Equipment Tender 20.60
25210 - Water Treatment Plant Operator 22.55
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.33
27007 - Baggage Inspector 15.81
27008 - Corrections Officer 18.89
27010 - Court Security Officer 20.82
27030 - Detection Dog Handler 17.68
27040 - Detention Officer 18.89
27070 - Firefighter 24.20
27101 - Guard I 15.81
27102 - Guard II 17.68
27131 - Police Officer I 22.60
27132 - Police Officer II 25.11
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.88
28042 - Carnival Equipment Repairer 14.00
28043 - Carnival Worker 9.68
28210 - Gate Attendant/Gate Tender 15.77
28310 - Lifeguard 12.47
28350 - Park Attendant (Aide) 17.64
28510 - Recreation Aide/Health Facility Attendant 12.87
28515 - Recreation Specialist 21.85
28630 - Sports Official 14.05
28690 - Swimming Pool Operator 19.20
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 33.76
29020 - Hatch Tender 33.76
29030 - Line Handler 33.76

29041 - Stevedore I		31.50
29042 - Stevedore II		35.78
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.60
30021 - Archeological Technician I		18.04
30022 - Archeological Technician II		20.18
30023 - Archeological Technician III		24.76
30030 - Cartographic Technician		25.01
30040 - Civil Engineering Technician		25.38
30051 - Cryogenic Technician I		25.41
30052 - Cryogenic Technician II		28.08
30061 - Drafter/CAD Operator I		18.04
30062 - Drafter/CAD Operator II		20.18
30063 - Drafter/CAD Operator III		22.51
30064 - Drafter/CAD Operator IV		27.69
30081 - Engineering Technician I		15.54
30082 - Engineering Technician II		19.08
30083 - Engineering Technician III		21.95
30084 - Engineering Technician IV		24.41
30085 - Engineering Technician V		29.54
30086 - Engineering Technician VI		36.00
30090 - Environmental Technician		23.10
30095 - Evidence Control Specialist		22.95
30210 - Laboratory Technician		22.08
30221 - Latent Fingerprint Technician I		23.39
30222 - Latent Fingerprint Technician II		25.84
30240 - Mathematical Technician		27.51
30361 - Paralegal/Legal Assistant I		19.19
30362 - Paralegal/Legal Assistant II		23.77
30363 - Paralegal/Legal Assistant III		29.08
30364 - Paralegal/Legal Assistant IV		35.18
30375 - Petroleum Supply Specialist		28.08
30390 - Photo-Optics Technician		25.01
30395 - Radiation Control Technician		28.08
30461 - Technical Writer I		22.96
30462 - Technical Writer II		30.90
30463 - Technical Writer III		33.99
30491 - Unexploded Ordnance (UXO) Technician I		25.61
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.14
30494 - Unexploded (UXO) Safety Escort		25.61
30495 - Unexploded (UXO) Sweep Personnel		25.61
30501 - Weather Forecaster I		27.69
30502 - Weather Forecaster II		33.68
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.51
30621 - Weather Observer Senior	(see 2)	25.01
31000 - Transportation/Mobile Equipment Operation Occupations		

31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.18
31030 - Bus Driver	19.95
31043 - Driver Courier	15.32
31260 - Parking and Lot Attendant	12.47
31290 - Shuttle Bus Driver	16.66
31310 - Taxi Driver	12.72
31361 - Truckdriver Light	16.66
31362 - Truckdriver Medium	21.15
31363 - Truckdriver Heavy	22.92
31364 - Truckdriver Tractor-Trailer	22.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	11.02
99050 - Desk Clerk	10.69
99095 - Embalmer	24.03
99130 - Flight Follower	25.61
99251 - Laboratory Animal Caretaker I	13.18
99252 - Laboratory Animal Caretaker II	14.33
99260 - Marketing Analyst	29.91
99310 - Mortician	30.24
99410 - Pest Controller	17.98
99510 - Photofinishing Worker	15.44
99710 - Recycling Laborer	17.70
99711 - Recycling Specialist	21.25
99730 - Refuse Collector	15.97
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	12.17
99830 - Survey Party Chief	26.02
99831 - Surveying Aide	16.18
99832 - Surveying Technician	22.15
99840 - Vending Machine Attendant	15.43
99841 - Vending Machine Repairer	19.39
99842 - Vending Machine Repairer Helper	15.43

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

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

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

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

Daniel W. Simms
Director

Division of Wage Determinations

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

Wage Determination No.: 2015-5107
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Kansas Missouri

Area: Kansas County of Doniphan

Missouri Counties of Andrew Buchanan De Kalb

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.18
01012 - Accounting Clerk II		15.92
01013 - Accounting Clerk III		17.81
01020 - Administrative Assistant		26.48
01035 - Court Reporter		18.32
01041 - Customer Service Representative I		13.17
01042 - Customer Service Representative II		14.80
01043 - Customer Service Representative III		16.16
01051 - Data Entry Operator I		13.43
01052 - Data Entry Operator II		14.65
01060 - Dispatcher Motor Vehicle		20.41
01070 - Document Preparation Clerk		14.22
01090 - Duplicating Machine Operator		14.22

01111 - General Clerk I 13.27
01112 - General Clerk II 14.48
01113 - General Clerk III 16.26
01120 - Housing Referral Assistant 20.79
01141 - Messenger Courier 11.41
01191 - Order Clerk I 14.00
01192 - Order Clerk II 15.92
01261 - Personnel Assistant (Employment) I 16.17
01262 - Personnel Assistant (Employment) II 17.97
01263 - Personnel Assistant (Employment) III 20.54
01270 - Production Control Clerk 22.02
01290 - Rental Clerk 14.97
01300 - Scheduler Maintenance 15.96
01311 - Secretary I 15.96
01312 - Secretary II 17.90
01313 - Secretary III 20.79
01320 - Service Order Dispatcher 21.18
01410 - Supply Technician 26.48
01420 - Survey Worker 17.02
01460 - Switchboard Operator/Receptionist 13.87
01531 - Travel Clerk I 13.50
01532 - Travel Clerk II 14.54
01533 - Travel Clerk III 15.67
01611 - Word Processor I 14.09
01612 - Word Processor II 15.81
01613 - Word Processor III 17.69
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.30
05010 - Automotive Electrician 19.32
05040 - Automotive Glass Installer 18.59
05070 - Automotive Worker 18.59
05110 - Mobile Equipment Servicer 16.51
05130 - Motor Equipment Metal Mechanic 20.04
05160 - Motor Equipment Metal Worker 18.59
05190 - Motor Vehicle Mechanic 21.70
05220 - Motor Vehicle Mechanic Helper 15.47
05250 - Motor Vehicle Upholstery Worker 17.54
05280 - Motor Vehicle Wrecker 18.59
05310 - Painter Automotive 19.32
05340 - Radiator Repair Specialist 18.59
05370 - Tire Repairer 15.18
05400 - Transmission Repair Specialist 20.04
07000 - Food Preparation And Service Occupations
07010 - Baker 14.52
07041 - Cook I 10.99
07042 - Cook II 12.70
07070 - Dishwasher 9.60
07130 - Food Service Worker 10.31
07210 - Meat Cutter 15.48
07260 - Waiter/Waitress 10.23

09000 - Furniture Maintenance And Repair Occupations
  09010 - Electrostatic Spray Painter 25.69
  09040 - Furniture Handler 16.97
  09080 - Furniture Refinisher 25.69
  09090 - Furniture Refinisher Helper 20.34
  09110 - Furniture Repairer Minor 23.84
  09130 - Upholsterer 17.34
11000 - General Services And Support Occupations
  11030 - Cleaner Vehicles 16.19
  11060 - Elevator Operator 16.19
  11090 - Gardener 17.86
  11122 - Housekeeping Aide 13.21
  11150 - Janitor 13.21
  11210 - Laborer Grounds Maintenance 13.68
  11240 - Maid or Houseman 10.63
  11260 - Pruner 12.93
  11270 - Tractor Operator 16.42
  11330 - Trail Maintenance Worker 13.68
  11360 - Window Cleaner 14.64
12000 - Health Occupations
  12010 - Ambulance Driver 17.51
  12011 - Breath Alcohol Technician 17.70
  12012 - Certified Occupational Therapist Assistant 24.28
  12015 - Certified Physical Therapist Assistant 26.71
  12020 - Dental Assistant 20.97
  12025 - Dental Hygienist 42.94
  12030 - EKG Technician 26.82
  12035 - Electroneurodiagnostic Technologist 26.82
  12040 - Emergency Medical Technician 17.51
  12071 - Licensed Practical Nurse I 15.82
  12072 - Licensed Practical Nurse II 17.70
  12073 - Licensed Practical Nurse III 19.73
  12100 - Medical Assistant 14.08
  12130 - Medical Laboratory Technician 17.07
  12160 - Medical Record Clerk 18.13
  12190 - Medical Record Technician 22.04
  12195 - Medical Transcriptionist 15.82
  12210 - Nuclear Medicine Technologist 38.89
  12221 - Nursing Assistant I 11.70
  12222 - Nursing Assistant II 13.15
  12223 - Nursing Assistant III 14.36
  12224 - Nursing Assistant IV 16.12
  12235 - Optical Dispenser 17.70
  12236 - Optical Technician 15.82
  12250 - Pharmacy Technician 15.08
  12280 - Phlebotomist 16.11
  12305 - Radiologic Technologist 26.08
  12311 - Registered Nurse I 24.07
  12312 - Registered Nurse II 29.45
  12313 - Registered Nurse II Specialist 29.45

12314 - Registered Nurse III		35.63
12315 - Registered Nurse III Anesthetist		35.63
12316 - Registered Nurse IV		42.71
12317 - Scheduler (Drug and Alcohol Testing)		21.92
12320 - Substance Abuse Treatment Counselor		17.45
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.11
13012 - Exhibits Specialist II		27.35
13013 - Exhibits Specialist III		29.94
13041 - Illustrator I		18.65
13042 - Illustrator II		22.33
13043 - Illustrator III		27.90
13047 - Librarian		30.95
13050 - Library Aide/Clerk		12.55
13054 - Library Information Technology Systems Administrator		23.49
13058 - Library Technician		15.90
13061 - Media Specialist I		17.03
13062 - Media Specialist II		19.04
13063 - Media Specialist III		21.24
13071 - Photographer I		17.20
13072 - Photographer II		19.24
13073 - Photographer III		23.84
13074 - Photographer IV		29.17
13075 - Photographer V		35.29
13090 - Technical Order Library Clerk		15.89
13110 - Video Teleconference Technician		17.91
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.03
14042 - Computer Operator II		17.93
14043 - Computer Operator III		19.99
14044 - Computer Operator IV		23.48
14045 - Computer Operator V		24.61
14071 - Computer Programmer I	(see 1)	22.38
14072 - Computer Programmer II	(see 1)	26.04
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		16.03
14160 - Personal Computer Support Technician		23.48
14170 - System Support Specialist		27.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.54
15020 - Aircrew Training Devices Instructor (Rated)		34.52
15030 - Air Crew Training Devices Instructor (Pilot)		41.38
15050 - Computer Based Training Specialist / Instructor		28.54
15060 - Educational Technologist		29.33
15070 - Flight Instructor (Pilot)		41.38

15080 - Graphic Artist 25.38
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.38
15086 - Maintenance Test Pilot Rotary Wing 41.38
15088 - Non-Maintenance Test/Co-Pilot 41.38
15090 - Technical Instructor 20.74
15095 - Technical Instructor/Course Developer 25.38
15110 - Test Proctor 17.30
15120 - Tutor 17.30
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.65
16030 - Counter Attendant 10.65
16040 - Dry Cleaner 13.44
16070 - Finisher Flatwork Machine 10.65
16090 - Presser Hand 10.65
16110 - Presser Machine Drycleaning 10.65
16130 - Presser Machine Shirts 10.65
16160 - Presser Machine Wearing Apparel Laundry 10.65
16190 - Sewing Machine Operator 14.43
16220 - Tailor 15.43
16250 - Washer Machine 11.48
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.12
19040 - Tool And Die Maker 31.58
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.24
21030 - Material Coordinator 22.02
21040 - Material Expediter 22.02
21050 - Material Handling Laborer 16.19
21071 - Order Filler 13.52
21080 - Production Line Worker (Food Processing) 19.24
21110 - Shipping Packer 16.89
21130 - Shipping/Receiving Clerk 16.89
21140 - Store Worker I 14.99
21150 - Stock Clerk 20.53
21210 - Tools And Parts Attendant 19.24
21410 - Warehouse Specialist 19.24
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.17
23019 - Aircraft Logs and Records Technician 26.05
23021 - Aircraft Mechanic I 30.93
23022 - Aircraft Mechanic II 32.17
23023 - Aircraft Mechanic III 33.38
23040 - Aircraft Mechanic Helper 22.22
23050 - Aircraft Painter 29.59
23060 - Aircraft Servicer 26.05
23070 - Aircraft Survival Flight Equipment Technician 29.59
23080 - Aircraft Worker 27.91
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.91
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 30.93

II
23110 - Appliance Mechanic 27.12
23120 - Bicycle Repairer 22.15
23125 - Cable Splicer 38.46
23130 - Carpenter Maintenance 26.14
23140 - Carpet Layer 25.78
23160 - Electrician Maintenance 32.58
23181 - Electronics Technician Maintenance I 25.58
23182 - Electronics Technician Maintenance II 27.18
23183 - Electronics Technician Maintenance III 28.35
23260 - Fabric Worker 23.87
23290 - Fire Alarm System Mechanic 28.35
23310 - Fire Extinguisher Repairer 22.15
23311 - Fuel Distribution System Mechanic 28.35
23312 - Fuel Distribution System Operator 22.15
23370 - General Maintenance Worker 20.36
23380 - Ground Support Equipment Mechanic 30.93
23381 - Ground Support Equipment Servicer 26.05
23382 - Ground Support Equipment Worker 27.91
23391 - Gunsmith I 22.15
23392 - Gunsmith II 25.58
23393 - Gunsmith III 28.35
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.80
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.71
23430 - Heavy Equipment Mechanic 29.70
23440 - Heavy Equipment Operator 29.34
23460 - Instrument Mechanic 28.35
23465 - Laboratory/Shelter Mechanic 27.12
23470 - Laborer 13.82
23510 - Locksmith 27.12
23530 - Machinery Maintenance Mechanic 25.83
23550 - Machinist Maintenance 24.64
23580 - Maintenance Trades Helper 20.36
23591 - Metrology Technician I 28.35
23592 - Metrology Technician II 29.48
23593 - Metrology Technician III 30.59
23640 - Millwright 28.35
23710 - Office Appliance Repairer 27.12
23760 - Painter Maintenance 25.69
23790 - Pipefitter Maintenance 32.13
23810 - Plumber Maintenance 30.78
23820 - Pneudraulic Systems Mechanic 28.35
23850 - Rigger 28.35
23870 - Scale Mechanic 25.58
23890 - Sheet-Metal Worker Maintenance 32.86
23910 - Small Engine Mechanic 25.55
23931 - Telecommunications Mechanic I 28.35
23932 - Telecommunications Mechanic II 29.48

23950 - Telephone Lineman		34.21
23960 - Welder Combination Maintenance		27.63
23965 - Well Driller		28.35
23970 - Woodcraft Worker		28.35
23980 - Woodworker		22.15
24000 - Personal Needs Occupations		
24550 - Case Manager		14.65
24570 - Child Care Attendant		10.63
24580 - Child Care Center Clerk		14.51
24610 - Chore Aide		11.34
24620 - Family Readiness And Support Services Coordinator		14.65
24630 - Homemaker		16.12
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.35
25040 - Sewage Plant Operator		21.30
25070 - Stationary Engineer		28.35
25190 - Ventilation Equipment Tender		20.36
25210 - Water Treatment Plant Operator		21.23
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.02
27007 - Baggage Inspector		13.98
27008 - Corrections Officer		18.89
27010 - Court Security Officer		20.41
27030 - Detection Dog Handler		16.62
27040 - Detention Officer		18.89
27070 - Firefighter		22.59
27101 - Guard I		13.98
27102 - Guard II		16.62
27131 - Police Officer I		22.07
27132 - Police Officer II		24.53
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.38
28042 - Carnival Equipment Repairer		14.39
28043 - Carnival Worker		10.07
28210 - Gate Attendant/Gate Tender		17.68
28310 - Lifeguard		15.75
28350 - Park Attendant (Aide)		19.78
28510 - Recreation Aide/Health Facility Attendant		14.43
28515 - Recreation Specialist		24.49
28630 - Sports Official		15.75
28690 - Swimming Pool Operator		19.20
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.58
29020 - Hatch Tender		25.58
29030 - Line Handler		25.58
29041 - Stevedore I		23.87
29042 - Stevedore II		27.12
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.60
30021 - Archeological Technician I 18.04
30022 - Archeological Technician II 20.18
30023 - Archeological Technician III 24.76
30030 - Cartographic Technician 25.01
30040 - Civil Engineering Technician 25.17
30051 - Cryogenic Technician I 26.66
30052 - Cryogenic Technician II 29.44
30061 - Drafter/CAD Operator I 18.04
30062 - Drafter/CAD Operator II 20.18
30063 - Drafter/CAD Operator III 22.51
30064 - Drafter/CAD Operator IV 27.69
30081 - Engineering Technician I 15.54
30082 - Engineering Technician II 19.08
30083 - Engineering Technician III 21.95
30084 - Engineering Technician IV 24.41
30085 - Engineering Technician V 29.54
30086 - Engineering Technician VI 36.00
30090 - Environmental Technician 22.76
30095 - Evidence Control Specialist 24.07
30210 - Laboratory Technician 23.98
30221 - Latent Fingerprint Technician I 26.66
30222 - Latent Fingerprint Technician II 29.44
30240 - Mathematical Technician 25.01
30361 - Paralegal/Legal Assistant I 18.62
30362 - Paralegal/Legal Assistant II 23.07
30363 - Paralegal/Legal Assistant III 28.22
30364 - Paralegal/Legal Assistant IV 34.14
30375 - Petroleum Supply Specialist 29.44
30390 - Photo-Optics Technician 25.01
30395 - Radiation Control Technician 29.44
30461 - Technical Writer I 22.76
30462 - Technical Writer II 27.85
30463 - Technical Writer III 33.69
30491 - Unexploded Ordnance (UXO) Technician I 25.61
30492 - Unexploded Ordnance (UXO) Technician II 30.98
30493 - Unexploded Ordnance (UXO) Technician III 37.14
30494 - Unexploded (UXO) Safety Escort 25.61
30495 - Unexploded (UXO) Sweep Personnel 25.61
30501 - Weather Forecaster I 26.66
30502 - Weather Forecaster II 32.42
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.51
30621 - Weather Observer Senior (see 2) 25.01
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 14.67
31030 - Bus Driver 20.64
31043 - Driver Courier 16.53

31260 - Parking and Lot Attendant	13.23
31290 - Shuttle Bus Driver	17.98
31310 - Taxi Driver	14.30
31361 - Truckdriver Light	17.98
31362 - Truckdriver Medium	21.15
31363 - Truckdriver Heavy	22.12
31364 - Truckdriver Tractor-Trailer	22.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	10.25
99050 - Desk Clerk	9.86
99095 - Embalmer	30.24
99130 - Flight Follower	25.61
99251 - Laboratory Animal Caretaker I	15.97
99252 - Laboratory Animal Caretaker II	17.16
99260 - Marketing Analyst	30.52
99310 - Mortician	30.24
99410 - Pest Controller	26.26
99510 - Photofinishing Worker	13.46
99710 - Recycling Laborer	18.66
99711 - Recycling Specialist	22.40
99730 - Refuse Collector	16.84
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	16.84
99830 - Survey Party Chief	21.44
99831 - Surveying Aide	13.33
99832 - Surveying Technician	18.25
99840 - Vending Machine Attendant	22.40
99841 - Vending Machine Repairer	28.11
99842 - Vending Machine Repairer Helper	22.40

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5108
Revision No.: 12
Date Of Last Revision: 06/26/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Kansas Missouri

Area: Kansas County of Doniphan

Missouri Counties of Andrew Buchanan De Kalb

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.18
01012 - Accounting Clerk II		15.92
01013 - Accounting Clerk III		17.81
01020 - Administrative Assistant		26.48
01035 - Court Reporter		18.32
01041 - Customer Service Representative I		13.17
01042 - Customer Service Representative II		14.80
01043 - Customer Service Representative III		16.16
01051 - Data Entry Operator I		13.43
01052 - Data Entry Operator II		14.65

01060 - Dispatcher Motor Vehicle 20.41
01070 - Document Preparation Clerk 14.22
01090 - Duplicating Machine Operator 14.22
01111 - General Clerk I 13.27
01112 - General Clerk II 14.48
01113 - General Clerk III 16.26
01120 - Housing Referral Assistant 20.79
01141 - Messenger Courier 11.41
01191 - Order Clerk I 14.00
01192 - Order Clerk II 15.92
01261 - Personnel Assistant (Employment) I 16.17
01262 - Personnel Assistant (Employment) II 17.97
01263 - Personnel Assistant (Employment) III 20.54
01270 - Production Control Clerk 22.02
01290 - Rental Clerk 14.97
01300 - Scheduler Maintenance 15.96
01311 - Secretary I 15.96
01312 - Secretary II 17.90
01313 - Secretary III 20.79
01320 - Service Order Dispatcher 21.18
01410 - Supply Technician 26.48
01420 - Survey Worker 17.02
01460 - Switchboard Operator/Receptionist 13.87
01531 - Travel Clerk I 13.50
01532 - Travel Clerk II 14.54
01533 - Travel Clerk III 15.67
01611 - Word Processor I 14.09
01612 - Word Processor II 15.81
01613 - Word Processor III 17.69
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.30
05010 - Automotive Electrician 19.32
05040 - Automotive Glass Installer 18.59
05070 - Automotive Worker 18.59
05110 - Mobile Equipment Servicer 16.51
05130 - Motor Equipment Metal Mechanic 20.04
05160 - Motor Equipment Metal Worker 18.59
05190 - Motor Vehicle Mechanic 21.70
05220 - Motor Vehicle Mechanic Helper 15.47
05250 - Motor Vehicle Upholstery Worker 17.54
05280 - Motor Vehicle Wrecker 18.59
05310 - Painter Automotive 19.32
05340 - Radiator Repair Specialist 18.59
05370 - Tire Repairer 15.18
05400 - Transmission Repair Specialist 20.04
07000 - Food Preparation And Service Occupations
07010 - Baker 14.52
07041 - Cook I 10.99
07042 - Cook II 12.70
07070 - Dishwasher 9.60

07130 - Food Service Worker	10.31
07210 - Meat Cutter	15.48
07260 - Waiter/Waitress	10.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.69
09040 - Furniture Handler	16.97
09080 - Furniture Refinisher	25.69
09090 - Furniture Refinisher Helper	20.34
09110 - Furniture Repairer Minor	23.84
09130 - Upholsterer	17.34
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	16.19
11060 - Elevator Operator	16.19
11090 - Gardener	17.86
11122 - Housekeeping Aide	13.21
11150 - Janitor	13.21
11210 - Laborer Grounds Maintenance	13.68
11240 - Maid or Houseman	10.63
11260 - Pruner	12.93
11270 - Tractor Operator	16.42
11330 - Trail Maintenance Worker	13.68
11360 - Window Cleaner	14.64
12000 - Health Occupations	
12010 - Ambulance Driver	17.51
12011 - Breath Alcohol Technician	17.70
12012 - Certified Occupational Therapist Assistant	24.28
12015 - Certified Physical Therapist Assistant	26.71
12020 - Dental Assistant	20.97
12025 - Dental Hygienist	42.94
12030 - EKG Technician	26.82
12035 - Electroneurodiagnostic Technologist	26.82
12040 - Emergency Medical Technician	17.51
12071 - Licensed Practical Nurse I	15.82
12072 - Licensed Practical Nurse II	17.70
12073 - Licensed Practical Nurse III	19.73
12100 - Medical Assistant	14.08
12130 - Medical Laboratory Technician	17.07
12160 - Medical Record Clerk	18.13
12190 - Medical Record Technician	22.04
12195 - Medical Transcriptionist	15.82
12210 - Nuclear Medicine Technologist	38.89
12221 - Nursing Assistant I	11.70
12222 - Nursing Assistant II	13.15
12223 - Nursing Assistant III	14.36
12224 - Nursing Assistant IV	16.12
12235 - Optical Dispenser	17.70
12236 - Optical Technician	15.82
12250 - Pharmacy Technician	15.08
12280 - Phlebotomist	16.11
12305 - Radiologic Technologist	26.08

12311 - Registered Nurse I		24.07
12312 - Registered Nurse II		29.45
12313 - Registered Nurse II Specialist		29.45
12314 - Registered Nurse III		35.63
12315 - Registered Nurse III Anesthetist		35.63
12316 - Registered Nurse IV		42.71
12317 - Scheduler (Drug and Alcohol Testing)		21.92
12320 - Substance Abuse Treatment Counselor		17.45
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.11
13012 - Exhibits Specialist II		27.35
13013 - Exhibits Specialist III		29.94
13041 - Illustrator I		18.65
13042 - Illustrator II		22.33
13043 - Illustrator III		27.90
13047 - Librarian		30.95
13050 - Library Aide/Clerk		12.55
13054 - Library Information Technology Systems Administrator		23.49
13058 - Library Technician		15.90
13061 - Media Specialist I		17.03
13062 - Media Specialist II		19.04
13063 - Media Specialist III		21.24
13071 - Photographer I		17.20
13072 - Photographer II		19.24
13073 - Photographer III		23.84
13074 - Photographer IV		29.17
13075 - Photographer V		35.29
13090 - Technical Order Library Clerk		15.89
13110 - Video Teleconference Technician		17.91
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.03
14042 - Computer Operator II		17.93
14043 - Computer Operator III		19.99
14044 - Computer Operator IV		23.48
14045 - Computer Operator V		24.61
14071 - Computer Programmer I	(see 1)	22.38
14072 - Computer Programmer II	(see 1)	26.04
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		16.03
14160 - Personal Computer Support Technician		23.48
14170 - System Support Specialist		27.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.54
15020 - Aircrew Training Devices Instructor (Rated)		34.52
15030 - Air Crew Training Devices Instructor (Pilot)		41.38

15050 - Computer Based Training Specialist / Instructor	28.54
15060 - Educational Technologist	29.33
15070 - Flight Instructor (Pilot)	41.38
15080 - Graphic Artist	25.38
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.38
15086 - Maintenance Test Pilot Rotary Wing	41.38
15088 - Non-Maintenance Test/Co-Pilot	41.38
15090 - Technical Instructor	20.74
15095 - Technical Instructor/Course Developer	25.38
15110 - Test Proctor	17.30
15120 - Tutor	17.30
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.65
16030 - Counter Attendant	10.65
16040 - Dry Cleaner	13.44
16070 - Finisher Flatwork Machine	10.65
16090 - Presser Hand	10.65
16110 - Presser Machine Drycleaning	10.65
16130 - Presser Machine Shirts	10.65
16160 - Presser Machine Wearing Apparel Laundry	10.65
16190 - Sewing Machine Operator	14.43
16220 - Tailor	15.43
16250 - Washer Machine	11.48
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.12
19040 - Tool And Die Maker	31.58
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.24
21030 - Material Coordinator	22.02
21040 - Material Expediter	22.02
21050 - Material Handling Laborer	16.19
21071 - Order Filler	13.52
21080 - Production Line Worker (Food Processing)	19.24
21110 - Shipping Packer	16.89
21130 - Shipping/Receiving Clerk	16.89
21140 - Store Worker I	14.99
21150 - Stock Clerk	20.53
21210 - Tools And Parts Attendant	19.24
21410 - Warehouse Specialist	19.24
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.17
23019 - Aircraft Logs and Records Technician	26.05
23021 - Aircraft Mechanic I	30.93
23022 - Aircraft Mechanic II	32.17
23023 - Aircraft Mechanic III	33.38
23040 - Aircraft Mechanic Helper	22.22
23050 - Aircraft Painter	29.59
23060 - Aircraft Servicer	26.05
23070 - Aircraft Survival Flight Equipment Technician	29.59
23080 - Aircraft Worker	27.91

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.91
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.93
23110 - Appliance Mechanic 27.12
23120 - Bicycle Repairer 22.15
23125 - Cable Splicer 38.46
23130 - Carpenter Maintenance 26.14
23140 - Carpet Layer 25.78
23160 - Electrician Maintenance 32.58
23181 - Electronics Technician Maintenance I 25.58
23182 - Electronics Technician Maintenance II 27.18
23183 - Electronics Technician Maintenance III 28.35
23260 - Fabric Worker 23.87
23290 - Fire Alarm System Mechanic 28.35
23310 - Fire Extinguisher Repairer 22.15
23311 - Fuel Distribution System Mechanic 28.35
23312 - Fuel Distribution System Operator 22.15
23370 - General Maintenance Worker 20.36
23380 - Ground Support Equipment Mechanic 30.93
23381 - Ground Support Equipment Servicer 26.05
23382 - Ground Support Equipment Worker 27.91
23391 - Gunsmith I 22.15
23392 - Gunsmith II 25.58
23393 - Gunsmith III 28.35
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.80
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.71
23430 - Heavy Equipment Mechanic 29.70
23440 - Heavy Equipment Operator 29.34
23460 - Instrument Mechanic 28.35
23465 - Laboratory/Shelter Mechanic 27.12
23470 - Laborer 13.82
23510 - Locksmith 27.12
23530 - Machinery Maintenance Mechanic 25.83
23550 - Machinist Maintenance 24.64
23580 - Maintenance Trades Helper 20.36
23591 - Metrology Technician I 28.35
23592 - Metrology Technician II 29.48
23593 - Metrology Technician III 30.59
23640 - Millwright 28.35
23710 - Office Appliance Repairer 27.12
23760 - Painter Maintenance 25.69
23790 - Pipefitter Maintenance 32.13
23810 - Plumber Maintenance 30.78
23820 - Pneudraulic Systems Mechanic 28.35
23850 - Rigger 28.35
23870 - Scale Mechanic 25.58
23890 - Sheet-Metal Worker Maintenance 32.86

23910 - Small Engine Mechanic	25.55
23931 - Telecommunications Mechanic I	28.35
23932 - Telecommunications Mechanic II	29.48
23950 - Telephone Lineman	34.21
23960 - Welder Combination Maintenance	27.63
23965 - Well Driller	28.35
23970 - Woodcraft Worker	28.35
23980 - Woodworker	22.15
24000 - Personal Needs Occupations	
24550 - Case Manager	14.65
24570 - Child Care Attendant	10.63
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	11.34
24620 - Family Readiness And Support Services Coordinator	14.65
24630 - Homemaker	16.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.35
25040 - Sewage Plant Operator	21.30
25070 - Stationary Engineer	28.35
25190 - Ventilation Equipment Tender	20.36
25210 - Water Treatment Plant Operator	21.23
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.02
27007 - Baggage Inspector	13.98
27008 - Corrections Officer	18.89
27010 - Court Security Officer	20.41
27030 - Detection Dog Handler	16.62
27040 - Detention Officer	18.89
27070 - Firefighter	22.59
27101 - Guard I	13.98
27102 - Guard II	16.62
27131 - Police Officer I	22.07
27132 - Police Officer II	24.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.38
28042 - Carnival Equipment Repairer	14.39
28043 - Carnival Worker	10.07
28210 - Gate Attendant/Gate Tender	17.68
28310 - Lifeguard	15.75
28350 - Park Attendant (Aide)	19.78
28510 - Recreation Aide/Health Facility Attendant	14.43
28515 - Recreation Specialist	24.49
28630 - Sports Official	15.75
28690 - Swimming Pool Operator	19.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.58
29020 - Hatch Tender	25.58
29030 - Line Handler	25.58
29041 - Stevedore I	23.87

29042 - Stevedore II 27.12
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.60
30021 - Archeological Technician I 18.04
30022 - Archeological Technician II 20.18
30023 - Archeological Technician III 24.76
30030 - Cartographic Technician 25.01
30040 - Civil Engineering Technician 25.17
30051 - Cryogenic Technician I 26.66
30052 - Cryogenic Technician II 29.44
30061 - Drafter/CAD Operator I 18.04
30062 - Drafter/CAD Operator II 20.18
30063 - Drafter/CAD Operator III 22.51
30064 - Drafter/CAD Operator IV 27.69
30081 - Engineering Technician I 15.54
30082 - Engineering Technician II 19.08
30083 - Engineering Technician III 21.95
30084 - Engineering Technician IV 24.41
30085 - Engineering Technician V 29.54
30086 - Engineering Technician VI 36.00
30090 - Environmental Technician 22.76
30095 - Evidence Control Specialist 24.07
30210 - Laboratory Technician 23.98
30221 - Latent Fingerprint Technician I 26.66
30222 - Latent Fingerprint Technician II 29.44
30240 - Mathematical Technician 25.01
30361 - Paralegal/Legal Assistant I 18.62
30362 - Paralegal/Legal Assistant II 23.07
30363 - Paralegal/Legal Assistant III 28.22
30364 - Paralegal/Legal Assistant IV 34.14
30375 - Petroleum Supply Specialist 29.44
30390 - Photo-Optics Technician 25.01
30395 - Radiation Control Technician 29.44
30461 - Technical Writer I 22.76
30462 - Technical Writer II 27.85
30463 - Technical Writer III 33.69
30491 - Unexploded Ordnance (UXO) Technician I 25.61
30492 - Unexploded Ordnance (UXO) Technician II 30.98
30493 - Unexploded Ordnance (UXO) Technician III 37.14
30494 - Unexploded (UXO) Safety Escort 25.61
30495 - Unexploded (UXO) Sweep Personnel 25.61
30501 - Weather Forecaster I 26.66
30502 - Weather Forecaster II 32.42
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.51
30621 - Weather Observer Senior (see 2) 25.01
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98

31020 - Bus Aide	14.67
31030 - Bus Driver	20.64
31043 - Driver Courier	16.53
31260 - Parking and Lot Attendant	13.23
31290 - Shuttle Bus Driver	17.98
31310 - Taxi Driver	14.30
31361 - Truckdriver Light	17.98
31362 - Truckdriver Medium	21.15
31363 - Truckdriver Heavy	22.12
31364 - Truckdriver Tractor-Trailer	22.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	10.25
99050 - Desk Clerk	9.86
99095 - Embalmer	30.24
99130 - Flight Follower	25.61
99251 - Laboratory Animal Caretaker I	15.97
99252 - Laboratory Animal Caretaker II	17.16
99260 - Marketing Analyst	30.52
99310 - Mortician	30.24
99410 - Pest Controller	26.26
99510 - Photofinishing Worker	13.46
99710 - Recycling Laborer	18.66
99711 - Recycling Specialist	22.40
99730 - Refuse Collector	16.84
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	16.84
99830 - Survey Party Chief	21.44
99831 - Surveying Aide	13.33
99832 - Surveying Technician	18.25
99840 - Vending Machine Attendant	22.40
99841 - Vending Machine Repairer	28.11
99842 - Vending Machine Repairer Helper	22.40

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

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

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

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

Daniel W. Simms
Director

Division of Wage Determinations

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

Wage Determination No.: 2015-5109
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Benton Madison Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.05
01012 - Accounting Clerk II		15.77
01013 - Accounting Clerk III		17.65
01020 - Administrative Assistant		26.60
01035 - Court Reporter		17.26
01041 - Customer Service Representative I		12.34
01042 - Customer Service Representative II		13.88
01043 - Customer Service Representative III		15.15
01051 - Data Entry Operator I		14.53
01052 - Data Entry Operator II		15.85
01060 - Dispatcher Motor Vehicle		18.63
01070 - Document Preparation Clerk		15.20
01090 - Duplicating Machine Operator		15.20
01111 - General Clerk I		13.18
01112 - General Clerk II		14.38

01113 - General Clerk III 16.15
01120 - Housing Referral Assistant 19.24
01141 - Messenger Courier 14.18
01191 - Order Clerk I 17.71
01192 - Order Clerk II 19.68
01261 - Personnel Assistant (Employment) I 16.52
01262 - Personnel Assistant (Employment) II 18.49
01263 - Personnel Assistant (Employment) III 20.61
01270 - Production Control Clerk 20.18
01290 - Rental Clerk 11.69
01300 - Scheduler Maintenance 15.42
01311 - Secretary I 15.42
01312 - Secretary II 17.26
01313 - Secretary III 19.24
01320 - Service Order Dispatcher 16.03
01410 - Supply Technician 26.60
01420 - Survey Worker 14.27
01460 - Switchboard Operator/Receptionist 13.18
01531 - Travel Clerk I 13.00
01532 - Travel Clerk II 14.15
01533 - Travel Clerk III 14.96
01611 - Word Processor I 13.74
01612 - Word Processor II 15.42
01613 - Word Processor III 17.26
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.16
05010 - Automotive Electrician 17.60
05040 - Automotive Glass Installer 16.36
05070 - Automotive Worker 16.36
05110 - Mobile Equipment Servicer 13.91
05130 - Motor Equipment Metal Mechanic 18.85
05160 - Motor Equipment Metal Worker 16.36
05190 - Motor Vehicle Mechanic 18.85
05220 - Motor Vehicle Mechanic Helper 12.74
05250 - Motor Vehicle Upholstery Worker 15.12
05280 - Motor Vehicle Wrecker 16.36
05310 - Painter Automotive 17.60
05340 - Radiator Repair Specialist 16.36
05370 - Tire Repairer 13.08
05400 - Transmission Repair Specialist 18.85
07000 - Food Preparation And Service Occupations
07010 - Baker 13.04
07041 - Cook I 11.46
07042 - Cook II 13.04
07070 - Dishwasher 10.07
07130 - Food Service Worker 10.73
07210 - Meat Cutter 15.03
07260 - Waiter/Waitress 9.43
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.31

09040 - Furniture Handler 10.00
09080 - Furniture Refinisher 17.31
09090 - Furniture Refinisher Helper 12.52
09110 - Furniture Repairer Minor 14.91
09130 - Upholsterer 17.31
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.72
11060 - Elevator Operator 13.08
11090 - Gardener 18.42
11122 - Housekeeping Aide 13.08
11150 - Janitor 13.08
11210 - Laborer Grounds Maintenance 13.40
11240 - Maid or Houseman 10.32
11260 - Pruner 11.77
11270 - Tractor Operator 16.76
11330 - Trail Maintenance Worker 13.40
11360 - Window Cleaner 14.89
12000 - Health Occupations
12010 - Ambulance Driver 16.09
12011 - Breath Alcohol Technician 19.61
12012 - Certified Occupational Therapist Assistant 32.05
12015 - Certified Physical Therapist Assistant 29.62
12020 - Dental Assistant 17.72
12025 - Dental Hygienist 35.36
12030 - EKG Technician 26.49
12035 - Electroneurodiagnostic Technologist 26.49
12040 - Emergency Medical Technician 16.09
12071 - Licensed Practical Nurse I 17.52
12072 - Licensed Practical Nurse II 19.61
12073 - Licensed Practical Nurse III 21.86
12100 - Medical Assistant 14.23
12130 - Medical Laboratory Technician 22.02
12160 - Medical Record Clerk 13.83
12190 - Medical Record Technician 17.35
12195 - Medical Transcriptionist 15.95
12210 - Nuclear Medicine Technologist 43.09
12221 - Nursing Assistant I 11.26
12222 - Nursing Assistant II 12.67
12223 - Nursing Assistant III 13.82
12224 - Nursing Assistant IV 15.51
12235 - Optical Dispenser 18.03
12236 - Optical Technician 17.07
12250 - Pharmacy Technician 16.07
12280 - Phlebotomist 15.36
12305 - Radiologic Technologist 26.33
12311 - Registered Nurse I 23.35
12312 - Registered Nurse II 28.57
12313 - Registered Nurse II Specialist 28.57
12314 - Registered Nurse III 34.57
12315 - Registered Nurse III Anesthetist 34.57

12316 - Registered Nurse IV		41.43
12317 - Scheduler (Drug and Alcohol Testing)		24.29
12320 - Substance Abuse Treatment Counselor		22.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.42
13012 - Exhibits Specialist II		25.29
13013 - Exhibits Specialist III		30.93
13041 - Illustrator I		20.42
13042 - Illustrator II		25.29
13043 - Illustrator III		30.93
13047 - Librarian		28.01
13050 - Library Aide/Clerk		12.50
13054 - Library Information Technology Systems Administrator		25.29
13058 - Library Technician		15.13
13061 - Media Specialist I		18.25
13062 - Media Specialist II		20.42
13063 - Media Specialist III		22.77
13071 - Photographer I		14.71
13072 - Photographer II		15.55
13073 - Photographer III		19.44
13074 - Photographer IV		23.74
13075 - Photographer V		28.72
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.31
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.21
14042 - Computer Operator II		16.39
14043 - Computer Operator III		18.46
14044 - Computer Operator IV		19.92
14045 - Computer Operator V		22.71
14071 - Computer Programmer I	(see 1)	18.95
14072 - Computer Programmer II	(see 1)	23.24
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.21
14160 - Personal Computer Support Technician		19.92
14170 - System Support Specialist		24.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.75
15020 - Aircrew Training Devices Instructor (Rated)		34.78
15030 - Air Crew Training Devices Instructor (Pilot)		41.68
15050 - Computer Based Training Specialist / Instructor		28.75
15060 - Educational Technologist		31.69
15070 - Flight Instructor (Pilot)		41.68
15080 - Graphic Artist		21.13
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.68

15086 - Maintenance Test Pilot Rotary Wing 41.68
15088 - Non-Maintenance Test/Co-Pilot 41.68
15090 - Technical Instructor 22.17
15095 - Technical Instructor/Course Developer 27.12
15110 - Test Proctor 17.90
15120 - Tutor 17.90
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.94
16030 - Counter Attendant 10.94
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.94
16090 - Presser Hand 10.94
16110 - Presser Machine Drycleaning 10.94
16130 - Presser Machine Shirts 10.94
16160 - Presser Machine Wearing Apparel Laundry 10.94
16190 - Sewing Machine Operator 13.02
16220 - Tailor 13.86
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 17.83
19040 - Tool And Die Maker 22.21
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.66
21030 - Material Coordinator 20.18
21040 - Material Expediter 20.18
21050 - Material Handling Laborer 12.67
21071 - Order Filler 13.17
21080 - Production Line Worker (Food Processing) 16.66
21110 - Shipping Packer 15.74
21130 - Shipping/Receiving Clerk 15.74
21140 - Store Worker I 11.13
21150 - Stock Clerk 16.47
21210 - Tools And Parts Attendant 16.66
21410 - Warehouse Specialist 16.66
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.23
23019 - Aircraft Logs and Records Technician 17.55
23021 - Aircraft Mechanic I 21.87
23022 - Aircraft Mechanic II 23.23
23023 - Aircraft Mechanic III 24.64
23040 - Aircraft Mechanic Helper 14.73
23050 - Aircraft Painter 20.42
23060 - Aircraft Servicer 17.55
23070 - Aircraft Survival Flight Equipment Technician 20.42
23080 - Aircraft Worker 18.98
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.98
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.87
23110 - Appliance Mechanic 20.36

23120 - Bicycle Repairer 16.09
23125 - Cable Splicer 29.14
23130 - Carpenter Maintenance 18.85
23140 - Carpet Layer 18.93
23160 - Electrician Maintenance 19.87
23181 - Electronics Technician Maintenance I 19.05
23182 - Electronics Technician Maintenance II 21.74
23183 - Electronics Technician Maintenance III 22.13
23260 - Fabric Worker 17.50
23290 - Fire Alarm System Mechanic 20.40
23310 - Fire Extinguisher Repairer 16.09
23311 - Fuel Distribution System Mechanic 27.01
23312 - Fuel Distribution System Operator 20.65
23370 - General Maintenance Worker 18.14
23380 - Ground Support Equipment Mechanic 21.87
23381 - Ground Support Equipment Servicer 17.55
23382 - Ground Support Equipment Worker 18.98
23391 - Gunsmith I 16.09
23392 - Gunsmith II 18.93
23393 - Gunsmith III 21.81
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.98
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.34
23430 - Heavy Equipment Mechanic 20.62
23440 - Heavy Equipment Operator 18.64
23460 - Instrument Mechanic 21.81
23465 - Laboratory/Shelter Mechanic 20.36
23470 - Laborer 12.67
23510 - Locksmith 21.47
23530 - Machinery Maintenance Mechanic 22.14
23550 - Machinist Maintenance 17.23
23580 - Maintenance Trades Helper 13.66
23591 - Metrology Technician I 21.81
23592 - Metrology Technician II 23.16
23593 - Metrology Technician III 24.57
23640 - Millwright 20.34
23710 - Office Appliance Repairer 16.19
23760 - Painter Maintenance 17.70
23790 - Pipefitter Maintenance 23.83
23810 - Plumber Maintenance 22.33
23820 - Pneudraulic Systems Mechanic 21.81
23850 - Rigger 21.81
23870 - Scale Mechanic 18.93
23890 - Sheet-Metal Worker Maintenance 17.46
23910 - Small Engine Mechanic 19.33
23931 - Telecommunications Mechanic I 24.86
23932 - Telecommunications Mechanic II 26.25
23950 - Telephone Lineman 35.63
23960 - Welder Combination Maintenance 17.63

23965 - Well Driller	21.81
23970 - Woodcraft Worker	21.81
23980 - Woodworker	16.09
24000 - Personal Needs Occupations	
24550 - Case Manager	13.90
24570 - Child Care Attendant	9.65
24580 - Child Care Center Clerk	12.38
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	13.90
24630 - Homemaker	13.90
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.50
25040 - Sewage Plant Operator	18.73
25070 - Stationary Engineer	23.50
25190 - Ventilation Equipment Tender	15.83
25210 - Water Treatment Plant Operator	18.73
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.29
27007 - Baggage Inspector	11.54
27008 - Corrections Officer	16.56
27010 - Court Security Officer	17.26
27030 - Detection Dog Handler	12.91
27040 - Detention Officer	16.56
27070 - Firefighter	16.19
27101 - Guard I	11.54
27102 - Guard II	12.91
27131 - Police Officer I	19.32
27132 - Police Officer II	21.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.84
28042 - Carnival Equipment Repairer	15.21
28043 - Carnival Worker	9.72
28210 - Gate Attendant/Gate Tender	13.06
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.62
28510 - Recreation Aide/Health Facility Attendant	10.67
28515 - Recreation Specialist	18.00
28630 - Sports Official	11.64
28690 - Swimming Pool Operator	17.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.97
29020 - Hatch Tender	21.97
29030 - Line Handler	21.97
29041 - Stevedore I	20.31
29042 - Stevedore II	23.58
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		15.90
30022 - Archeological Technician II		17.79
30023 - Archeological Technician III		22.04
30030 - Cartographic Technician		22.04
30040 - Civil Engineering Technician		24.24
30051 - Cryogenic Technician I		24.41
30052 - Cryogenic Technician II		26.96
30061 - Drafter/CAD Operator I		15.90
30062 - Drafter/CAD Operator II		17.79
30063 - Drafter/CAD Operator III		19.84
30064 - Drafter/CAD Operator IV		24.41
30081 - Engineering Technician I		15.84
30082 - Engineering Technician II		17.78
30083 - Engineering Technician III		19.90
30084 - Engineering Technician IV		24.64
30085 - Engineering Technician V		30.15
30086 - Engineering Technician VI		36.48
30090 - Environmental Technician		22.04
30095 - Evidence Control Specialist		22.04
30210 - Laboratory Technician		18.76
30221 - Latent Fingerprint Technician I		24.41
30222 - Latent Fingerprint Technician II		26.96
30240 - Mathematical Technician		22.04
30361 - Paralegal/Legal Assistant I		18.70
30362 - Paralegal/Legal Assistant II		23.16
30363 - Paralegal/Legal Assistant III		28.33
30364 - Paralegal/Legal Assistant IV		34.28
30375 - Petroleum Supply Specialist		26.96
30390 - Photo-Optics Technician		22.04
30395 - Radiation Control Technician		26.96
30461 - Technical Writer I		24.35
30462 - Technical Writer II		29.79
30463 - Technical Writer III		36.04
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		24.41
30502 - Weather Forecaster II		29.70
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	19.84
30621 - Weather Observer Senior	(see 2)	22.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.07
31030 - Bus Driver		19.44
31043 - Driver Courier		12.87
31260 - Parking and Lot Attendant		11.08
31290 - Shuttle Bus Driver		14.14

31310 - Taxi Driver	12.22
31361 - Truckdriver Light	14.14
31362 - Truckdriver Medium	15.38
31363 - Truckdriver Heavy	23.10
31364 - Truckdriver Tractor-Trailer	23.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.57
99050 - Desk Clerk	10.08
99095 - Embalmer	24.24
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.64
99252 - Laboratory Animal Caretaker II	14.75
99260 - Marketing Analyst	36.94
99310 - Mortician	24.24
99410 - Pest Controller	17.28
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.44
99711 - Recycling Specialist	23.07
99730 - Refuse Collector	16.20
99810 - Sales Clerk	10.85
99820 - School Crossing Guard	12.85
99830 - Survey Party Chief	21.00
99831 - Surveying Aide	13.88
99832 - Surveying Technician	19.09
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	23.66
99842 - Vending Machine Repairer Helper	18.30

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5110
Revision No.: 14
Date Of Last Revision: 05/20/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Benton Madison Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.05
01012 - Accounting Clerk II		15.77
01013 - Accounting Clerk III		17.65
01020 - Administrative Assistant		26.60
01035 - Court Reporter		17.26
01041 - Customer Service Representative I		12.34
01042 - Customer Service Representative II		13.88
01043 - Customer Service Representative III		15.15
01051 - Data Entry Operator I		14.53
01052 - Data Entry Operator II		15.85
01060 - Dispatcher Motor Vehicle		18.63
01070 - Document Preparation Clerk		15.20

01090 - Duplicating Machine Operator 15.20
01111 - General Clerk I 13.18
01112 - General Clerk II 14.38
01113 - General Clerk III 16.15
01120 - Housing Referral Assistant 19.24
01141 - Messenger Courier 14.18
01191 - Order Clerk I 17.71
01192 - Order Clerk II 19.68
01261 - Personnel Assistant (Employment) I 16.52
01262 - Personnel Assistant (Employment) II 18.49
01263 - Personnel Assistant (Employment) III 20.61
01270 - Production Control Clerk 20.18
01290 - Rental Clerk 11.69
01300 - Scheduler Maintenance 15.42
01311 - Secretary I 15.42
01312 - Secretary II 17.26
01313 - Secretary III 19.24
01320 - Service Order Dispatcher 16.03
01410 - Supply Technician 26.60
01420 - Survey Worker 14.27
01460 - Switchboard Operator/Receptionist 13.18
01531 - Travel Clerk I 13.00
01532 - Travel Clerk II 14.15
01533 - Travel Clerk III 14.96
01611 - Word Processor I 13.74
01612 - Word Processor II 15.42
01613 - Word Processor III 17.26
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.16
05010 - Automotive Electrician 17.60
05040 - Automotive Glass Installer 16.36
05070 - Automotive Worker 16.36
05110 - Mobile Equipment Servicer 13.91
05130 - Motor Equipment Metal Mechanic 18.85
05160 - Motor Equipment Metal Worker 16.36
05190 - Motor Vehicle Mechanic 18.85
05220 - Motor Vehicle Mechanic Helper 12.74
05250 - Motor Vehicle Upholstery Worker 15.12
05280 - Motor Vehicle Wrecker 16.36
05310 - Painter Automotive 17.60
05340 - Radiator Repair Specialist 16.36
05370 - Tire Repairer 13.08
05400 - Transmission Repair Specialist 18.85
07000 - Food Preparation And Service Occupations
07010 - Baker 13.04
07041 - Cook I 11.46
07042 - Cook II 13.04
07070 - Dishwasher 10.07
07130 - Food Service Worker 10.73
07210 - Meat Cutter 15.03

07260 - Waiter/Waitress	9.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.31
09040 - Furniture Handler	10.00
09080 - Furniture Refinisher	17.31
09090 - Furniture Refinisher Helper	12.52
09110 - Furniture Repairer Minor	14.91
09130 - Upholsterer	17.31
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.72
11060 - Elevator Operator	13.08
11090 - Gardener	18.42
11122 - Housekeeping Aide	13.08
11150 - Janitor	13.08
11210 - Laborer Grounds Maintenance	13.40
11240 - Maid or Houseman	10.32
11260 - Pruner	11.77
11270 - Tractor Operator	16.76
11330 - Trail Maintenance Worker	13.40
11360 - Window Cleaner	14.89
12000 - Health Occupations	
12010 - Ambulance Driver	16.09
12011 - Breath Alcohol Technician	19.61
12012 - Certified Occupational Therapist Assistant	32.05
12015 - Certified Physical Therapist Assistant	29.62
12020 - Dental Assistant	17.72
12025 - Dental Hygienist	35.36
12030 - EKG Technician	26.49
12035 - Electroneurodiagnostic Technologist	26.49
12040 - Emergency Medical Technician	16.09
12071 - Licensed Practical Nurse I	17.52
12072 - Licensed Practical Nurse II	19.61
12073 - Licensed Practical Nurse III	21.86
12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	22.02
12160 - Medical Record Clerk	13.83
12190 - Medical Record Technician	17.35
12195 - Medical Transcriptionist	15.95
12210 - Nuclear Medicine Technologist	43.09
12221 - Nursing Assistant I	11.26
12222 - Nursing Assistant II	12.67
12223 - Nursing Assistant III	13.82
12224 - Nursing Assistant IV	15.51
12235 - Optical Dispenser	18.03
12236 - Optical Technician	17.07
12250 - Pharmacy Technician	16.07
12280 - Phlebotomist	15.36
12305 - Radiologic Technologist	26.33
12311 - Registered Nurse I	23.35
12312 - Registered Nurse II	28.57

12313 - Registered Nurse II Specialist		28.57
12314 - Registered Nurse III		34.57
12315 - Registered Nurse III Anesthetist		34.57
12316 - Registered Nurse IV		41.43
12317 - Scheduler (Drug and Alcohol Testing)		24.29
12320 - Substance Abuse Treatment Counselor		22.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.42
13012 - Exhibits Specialist II		25.29
13013 - Exhibits Specialist III		30.93
13041 - Illustrator I		20.42
13042 - Illustrator II		25.29
13043 - Illustrator III		30.93
13047 - Librarian		28.01
13050 - Library Aide/Clerk		12.50
13054 - Library Information Technology Systems Administrator		25.29
13058 - Library Technician		15.13
13061 - Media Specialist I		18.25
13062 - Media Specialist II		20.42
13063 - Media Specialist III		22.77
13071 - Photographer I		14.71
13072 - Photographer II		15.55
13073 - Photographer III		19.44
13074 - Photographer IV		23.74
13075 - Photographer V		28.72
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.31
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.21
14042 - Computer Operator II		16.39
14043 - Computer Operator III		18.46
14044 - Computer Operator IV		19.92
14045 - Computer Operator V		22.71
14071 - Computer Programmer I	(see 1)	18.95
14072 - Computer Programmer II	(see 1)	23.24
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.21
14160 - Personal Computer Support Technician		19.92
14170 - System Support Specialist		24.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.75
15020 - Aircrew Training Devices Instructor (Rated)		34.78
15030 - Air Crew Training Devices Instructor (Pilot)		41.68
15050 - Computer Based Training Specialist / Instructor		28.75
15060 - Educational Technologist		31.69

15070 - Flight Instructor (Pilot) 41.68
15080 - Graphic Artist 21.13
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.68
15086 - Maintenance Test Pilot Rotary Wing 41.68
15088 - Non-Maintenance Test/Co-Pilot 41.68
15090 - Technical Instructor 22.17
15095 - Technical Instructor/Course Developer 27.12
15110 - Test Proctor 17.90
15120 - Tutor 17.90
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.94
16030 - Counter Attendant 10.94
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.94
16090 - Presser Hand 10.94
16110 - Presser Machine Drycleaning 10.94
16130 - Presser Machine Shirts 10.94
16160 - Presser Machine Wearing Apparel Laundry 10.94
16190 - Sewing Machine Operator 13.02
16220 - Tailor 13.86
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 17.83
19040 - Tool And Die Maker 22.21
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.66
21030 - Material Coordinator 20.18
21040 - Material Expediter 20.18
21050 - Material Handling Laborer 12.67
21071 - Order Filler 13.17
21080 - Production Line Worker (Food Processing) 16.66
21110 - Shipping Packer 15.74
21130 - Shipping/Receiving Clerk 15.74
21140 - Store Worker I 11.13
21150 - Stock Clerk 16.47
21210 - Tools And Parts Attendant 16.66
21410 - Warehouse Specialist 16.66
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.23
23019 - Aircraft Logs and Records Technician 17.55
23021 - Aircraft Mechanic I 21.87
23022 - Aircraft Mechanic II 23.23
23023 - Aircraft Mechanic III 24.64
23040 - Aircraft Mechanic Helper 14.73
23050 - Aircraft Painter 20.42
23060 - Aircraft Servicer 17.55
23070 - Aircraft Survival Flight Equipment Technician 20.42
23080 - Aircraft Worker 18.98
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.98

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.87
23110 - Appliance Mechanic 20.36
23120 - Bicycle Repairer 16.09
23125 - Cable Splicer 29.14
23130 - Carpenter Maintenance 18.85
23140 - Carpet Layer 18.93
23160 - Electrician Maintenance 19.87
23181 - Electronics Technician Maintenance I 19.05
23182 - Electronics Technician Maintenance II 21.74
23183 - Electronics Technician Maintenance III 22.13
23260 - Fabric Worker 17.50
23290 - Fire Alarm System Mechanic 20.40
23310 - Fire Extinguisher Repairer 16.09
23311 - Fuel Distribution System Mechanic 27.01
23312 - Fuel Distribution System Operator 20.65
23370 - General Maintenance Worker 18.14
23380 - Ground Support Equipment Mechanic 21.87
23381 - Ground Support Equipment Servicer 17.55
23382 - Ground Support Equipment Worker 18.98
23391 - Gunsmith I 16.09
23392 - Gunsmith II 18.93
23393 - Gunsmith III 21.81
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.98
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.34
23430 - Heavy Equipment Mechanic 20.62
23440 - Heavy Equipment Operator 18.64
23460 - Instrument Mechanic 21.81
23465 - Laboratory/Shelter Mechanic 20.36
23470 - Laborer 12.67
23510 - Locksmith 21.47
23530 - Machinery Maintenance Mechanic 22.14
23550 - Machinist Maintenance 17.23
23580 - Maintenance Trades Helper 13.66
23591 - Metrology Technician I 21.81
23592 - Metrology Technician II 23.16
23593 - Metrology Technician III 24.57
23640 - Millwright 20.34
23710 - Office Appliance Repairer 16.19
23760 - Painter Maintenance 17.70
23790 - Pipefitter Maintenance 23.83
23810 - Plumber Maintenance 22.33
23820 - Pneudraulic Systems Mechanic 21.81
23850 - Rigger 21.81
23870 - Scale Mechanic 18.93
23890 - Sheet-Metal Worker Maintenance 17.46
23910 - Small Engine Mechanic 19.33
23931 - Telecommunications Mechanic I 24.86

23932 - Telecommunications Mechanic II 26.25
23950 - Telephone Lineman 35.63
23960 - Welder Combination Maintenance 17.63
23965 - Well Driller 21.81
23970 - Woodcraft Worker 21.81
23980 - Woodworker 16.09
24000 - Personal Needs Occupations
24550 - Case Manager 13.90
24570 - Child Care Attendant 9.65
24580 - Child Care Center Clerk 12.38
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 13.90
24630 - Homemaker 13.90
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.50
25040 - Sewage Plant Operator 18.73
25070 - Stationary Engineer 23.50
25190 - Ventilation Equipment Tender 15.83
25210 - Water Treatment Plant Operator 18.73
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.29
27007 - Baggage Inspector 11.54
27008 - Corrections Officer 16.56
27010 - Court Security Officer 17.26
27030 - Detection Dog Handler 12.91
27040 - Detention Officer 16.56
27070 - Firefighter 16.19
27101 - Guard I 11.54
27102 - Guard II 12.91
27131 - Police Officer I 19.32
27132 - Police Officer II 21.46
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.84
28042 - Carnival Equipment Repairer 15.21
28043 - Carnival Worker 9.72
28210 - Gate Attendant/Gate Tender 13.06
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 14.62
28510 - Recreation Aide/Health Facility Attendant 10.67
28515 - Recreation Specialist 18.00
28630 - Sports Official 11.64
28690 - Swimming Pool Operator 17.90
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.97
29020 - Hatch Tender 21.97
29030 - Line Handler 21.97
29041 - Stevedore I 20.31
29042 - Stevedore II 23.58
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 15.90
30022 - Archeological Technician II 17.79
30023 - Archeological Technician III 22.04
30030 - Cartographic Technician 22.04
30040 - Civil Engineering Technician 24.24
30051 - Cryogenic Technician I 24.41
30052 - Cryogenic Technician II 26.96
30061 - Drafter/CAD Operator I 15.90
30062 - Drafter/CAD Operator II 17.79
30063 - Drafter/CAD Operator III 19.84
30064 - Drafter/CAD Operator IV 24.41
30081 - Engineering Technician I 15.84
30082 - Engineering Technician II 17.78
30083 - Engineering Technician III 19.90
30084 - Engineering Technician IV 24.64
30085 - Engineering Technician V 30.15
30086 - Engineering Technician VI 36.48
30090 - Environmental Technician 22.04
30095 - Evidence Control Specialist 22.04
30210 - Laboratory Technician 18.76
30221 - Latent Fingerprint Technician I 24.41
30222 - Latent Fingerprint Technician II 26.96
30240 - Mathematical Technician 22.04
30361 - Paralegal/Legal Assistant I 18.70
30362 - Paralegal/Legal Assistant II 23.16
30363 - Paralegal/Legal Assistant III 28.33
30364 - Paralegal/Legal Assistant IV 34.28
30375 - Petroleum Supply Specialist 26.96
30390 - Photo-Optics Technician 22.04
30395 - Radiation Control Technician 26.96
30461 - Technical Writer I 24.35
30462 - Technical Writer II 29.79
30463 - Technical Writer III 36.04
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 24.41
30502 - Weather Forecaster II 29.70
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 19.84
30621 - Weather Observer Senior (see 2) 22.04
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.07
31030 - Bus Driver 19.44

31043 - Driver Courier	12.87
31260 - Parking and Lot Attendant	11.08
31290 - Shuttle Bus Driver	14.14
31310 - Taxi Driver	12.22
31361 - Truckdriver Light	14.14
31362 - Truckdriver Medium	15.38
31363 - Truckdriver Heavy	23.10
31364 - Truckdriver Tractor-Trailer	23.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.57
99050 - Desk Clerk	10.08
99095 - Embalmer	24.24
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.64
99252 - Laboratory Animal Caretaker II	14.75
99260 - Marketing Analyst	36.94
99310 - Mortician	24.24
99410 - Pest Controller	17.28
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.44
99711 - Recycling Specialist	23.07
99730 - Refuse Collector	16.20
99810 - Sales Clerk	10.85
99820 - School Crossing Guard	12.85
99830 - Survey Party Chief	21.00
99831 - Surveying Aide	13.88
99832 - Surveying Technician	19.09
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	23.66
99842 - Vending Machine Repairer Helper	18.30

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

the request.

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-5111
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri County of McDonald

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.05
01012 - Accounting Clerk II		15.77
01013 - Accounting Clerk III		17.65
01020 - Administrative Assistant		26.60
01035 - Court Reporter		17.26
01041 - Customer Service Representative I		12.34
01042 - Customer Service Representative II		13.88
01043 - Customer Service Representative III		15.15
01051 - Data Entry Operator I		14.53
01052 - Data Entry Operator II		15.85
01060 - Dispatcher Motor Vehicle		16.17
01070 - Document Preparation Clerk		15.11
01090 - Duplicating Machine Operator		15.11
01111 - General Clerk I		13.18
01112 - General Clerk II		14.38

01113 - General Clerk III 16.15
01120 - Housing Referral Assistant 19.24
01141 - Messenger Courier 14.18
01191 - Order Clerk I 17.27
01192 - Order Clerk II 19.60
01261 - Personnel Assistant (Employment) I 16.52
01262 - Personnel Assistant (Employment) II 18.49
01263 - Personnel Assistant (Employment) III 20.61
01270 - Production Control Clerk 20.05
01290 - Rental Clerk 12.62
01300 - Scheduler Maintenance 15.42
01311 - Secretary I 15.42
01312 - Secretary II 17.26
01313 - Secretary III 19.24
01320 - Service Order Dispatcher 14.45
01410 - Supply Technician 26.60
01420 - Survey Worker 14.90
01460 - Switchboard Operator/Receptionist 13.18
01531 - Travel Clerk I 13.15
01532 - Travel Clerk II 14.15
01533 - Travel Clerk III 15.09
01611 - Word Processor I 13.74
01612 - Word Processor II 15.42
01613 - Word Processor III 17.26
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.35
05010 - Automotive Electrician 17.60
05040 - Automotive Glass Installer 16.36
05070 - Automotive Worker 16.36
05110 - Mobile Equipment Servicer 14.19
05130 - Motor Equipment Metal Mechanic 18.85
05160 - Motor Equipment Metal Worker 16.36
05190 - Motor Vehicle Mechanic 18.85
05220 - Motor Vehicle Mechanic Helper 13.33
05250 - Motor Vehicle Upholstery Worker 15.36
05280 - Motor Vehicle Wrecker 16.36
05310 - Painter Automotive 17.60
05340 - Radiator Repair Specialist 16.36
05370 - Tire Repairer 13.08
05400 - Transmission Repair Specialist 18.85
07000 - Food Preparation And Service Occupations
07010 - Baker 12.72
07041 - Cook I 10.71
07042 - Cook II 12.60
07070 - Dishwasher 10.07
07130 - Food Service Worker 10.73
07210 - Meat Cutter 15.03
07260 - Waiter/Waitress 9.43
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.42

09040 - Furniture Handler 11.57
09080 - Furniture Refinisher 17.42
09090 - Furniture Refinisher Helper 14.25
09110 - Furniture Repairer Minor 15.47
09130 - Upholsterer 17.31
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.72
11060 - Elevator Operator 13.08
11090 - Gardener 18.42
11122 - Housekeeping Aide 13.08
11150 - Janitor 13.08
11210 - Laborer Grounds Maintenance 13.40
11240 - Maid or Houseman 10.32
11260 - Pruner 11.77
11270 - Tractor Operator 16.76
11330 - Trail Maintenance Worker 13.40
11360 - Window Cleaner 14.89
12000 - Health Occupations
12010 - Ambulance Driver 18.11
12011 - Breath Alcohol Technician 19.61
12012 - Certified Occupational Therapist Assistant 30.49
12015 - Certified Physical Therapist Assistant 27.72
12020 - Dental Assistant 17.72
12025 - Dental Hygienist 35.36
12030 - EKG Technician 26.49
12035 - Electroneurodiagnostic Technologist 26.49
12040 - Emergency Medical Technician 18.11
12071 - Licensed Practical Nurse I 17.52
12072 - Licensed Practical Nurse II 19.61
12073 - Licensed Practical Nurse III 21.86
12100 - Medical Assistant 14.23
12130 - Medical Laboratory Technician 19.32
12160 - Medical Record Clerk 14.09
12190 - Medical Record Technician 17.35
12195 - Medical Transcriptionist 15.95
12210 - Nuclear Medicine Technologist 43.09
12221 - Nursing Assistant I 11.26
12222 - Nursing Assistant II 12.67
12223 - Nursing Assistant III 13.82
12224 - Nursing Assistant IV 15.51
12235 - Optical Dispenser 18.03
12236 - Optical Technician 17.07
12250 - Pharmacy Technician 14.92
12280 - Phlebotomist 15.36
12305 - Radiologic Technologist 26.33
12311 - Registered Nurse I 23.35
12312 - Registered Nurse II 28.57
12313 - Registered Nurse II Specialist 28.57
12314 - Registered Nurse III 34.57
12315 - Registered Nurse III Anesthetist 34.57

12316 - Registered Nurse IV		41.43
12317 - Scheduler (Drug and Alcohol Testing)		24.29
12320 - Substance Abuse Treatment Counselor		22.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.42
13012 - Exhibits Specialist II		25.29
13013 - Exhibits Specialist III		30.93
13041 - Illustrator I		20.42
13042 - Illustrator II		25.29
13043 - Illustrator III		30.93
13047 - Librarian		28.01
13050 - Library Aide/Clerk		12.51
13054 - Library Information Technology Systems Administrator		25.29
13058 - Library Technician		14.15
13061 - Media Specialist I		18.25
13062 - Media Specialist II		20.42
13063 - Media Specialist III		22.77
13071 - Photographer I		14.64
13072 - Photographer II		16.38
13073 - Photographer III		20.29
13074 - Photographer IV		24.82
13075 - Photographer V		30.59
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.31
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.21
14042 - Computer Operator II		16.01
14043 - Computer Operator III		17.85
14044 - Computer Operator IV		19.84
14045 - Computer Operator V		21.96
14071 - Computer Programmer I	(see 1)	18.76
14072 - Computer Programmer II	(see 1)	23.24
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.21
14160 - Personal Computer Support Technician		19.84
14170 - System Support Specialist		24.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.75
15020 - Aircrew Training Devices Instructor (Rated)		34.78
15030 - Air Crew Training Devices Instructor (Pilot)		41.68
15050 - Computer Based Training Specialist / Instructor		28.75
15060 - Educational Technologist		31.69
15070 - Flight Instructor (Pilot)		41.68
15080 - Graphic Artist		22.19
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.68

15086 - Maintenance Test Pilot Rotary Wing 41.68
15088 - Non-Maintenance Test/Co-Pilot 41.68
15090 - Technical Instructor 22.17
15095 - Technical Instructor/Course Developer 27.12
15110 - Test Proctor 17.90
15120 - Tutor 17.90
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.94
16030 - Counter Attendant 10.94
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.94
16090 - Presser Hand 10.94
16110 - Presser Machine Drycleaning 10.94
16130 - Presser Machine Shirts 10.94
16160 - Presser Machine Wearing Apparel Laundry 10.94
16190 - Sewing Machine Operator 13.02
16220 - Tailor 13.86
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.17
19040 - Tool And Die Maker 22.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.66
21030 - Material Coordinator 19.07
21040 - Material Expediter 19.07
21050 - Material Handling Laborer 12.67
21071 - Order Filler 13.17
21080 - Production Line Worker (Food Processing) 16.66
21110 - Shipping Packer 15.74
21130 - Shipping/Receiving Clerk 15.74
21140 - Store Worker I 11.13
21150 - Stock Clerk 16.47
21210 - Tools And Parts Attendant 16.66
21410 - Warehouse Specialist 16.66
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.23
23019 - Aircraft Logs and Records Technician 17.55
23021 - Aircraft Mechanic I 21.87
23022 - Aircraft Mechanic II 23.23
23023 - Aircraft Mechanic III 24.64
23040 - Aircraft Mechanic Helper 15.57
23050 - Aircraft Painter 20.42
23060 - Aircraft Servicer 17.55
23070 - Aircraft Survival Flight Equipment Technician 20.42
23080 - Aircraft Worker 18.98
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.98
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.87
23110 - Appliance Mechanic 20.36

23120 - Bicycle Repairer	16.09
23125 - Cable Splicer	30.22
23130 - Carpenter Maintenance	18.85
23140 - Carpet Layer	20.01
23160 - Electrician Maintenance	19.14
23181 - Electronics Technician Maintenance I	19.29
23182 - Electronics Technician Maintenance II	20.57
23183 - Electronics Technician Maintenance III	22.12
23260 - Fabric Worker	17.50
23290 - Fire Alarm System Mechanic	20.40
23310 - Fire Extinguisher Repairer	16.09
23311 - Fuel Distribution System Mechanic	27.01
23312 - Fuel Distribution System Operator	20.00
23370 - General Maintenance Worker	18.14
23380 - Ground Support Equipment Mechanic	21.87
23381 - Ground Support Equipment Servicer	17.55
23382 - Ground Support Equipment Worker	18.98
23391 - Gunsmith I	16.09
23392 - Gunsmith II	18.93
23393 - Gunsmith III	21.81
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.98
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.34
23430 - Heavy Equipment Mechanic	20.62
23440 - Heavy Equipment Operator	18.64
23460 - Instrument Mechanic	21.81
23465 - Laboratory/Shelter Mechanic	20.36
23470 - Laborer	13.72
23510 - Locksmith	21.47
23530 - Machinery Maintenance Mechanic	22.14
23550 - Machinist Maintenance	17.41
23580 - Maintenance Trades Helper	13.66
23591 - Metrology Technician I	21.81
23592 - Metrology Technician II	23.16
23593 - Metrology Technician III	24.57
23640 - Millwright	20.28
23710 - Office Appliance Repairer	17.16
23760 - Painter Maintenance	17.70
23790 - Pipefitter Maintenance	26.04
23810 - Plumber Maintenance	23.07
23820 - Pneudraulic Systems Mechanic	21.81
23850 - Rigger	21.81
23870 - Scale Mechanic	18.93
23890 - Sheet-Metal Worker Maintenance	18.08
23910 - Small Engine Mechanic	19.21
23931 - Telecommunications Mechanic I	24.86
23932 - Telecommunications Mechanic II	26.40
23950 - Telephone Lineman	32.63
23960 - Welder Combination Maintenance	17.63

23965 - Well Driller	21.81
23970 - Woodcraft Worker	21.81
23980 - Woodworker	16.09
24000 - Personal Needs Occupations	
24550 - Case Manager	13.90
24570 - Child Care Attendant	9.65
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	13.90
24630 - Homemaker	15.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.50
25040 - Sewage Plant Operator	18.73
25070 - Stationary Engineer	23.50
25190 - Ventilation Equipment Tender	15.83
25210 - Water Treatment Plant Operator	18.73
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.29
27007 - Baggage Inspector	11.85
27008 - Corrections Officer	18.04
27010 - Court Security Officer	17.26
27030 - Detection Dog Handler	16.84
27040 - Detention Officer	18.04
27070 - Firefighter	17.21
27101 - Guard I	11.85
27102 - Guard II	16.84
27131 - Police Officer I	19.32
27132 - Police Officer II	21.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.84
28042 - Carnival Equipment Repairer	15.21
28043 - Carnival Worker	9.72
28210 - Gate Attendant/Gate Tender	13.06
28310 - Lifeguard	10.83
28350 - Park Attendant (Aide)	14.62
28510 - Recreation Aide/Health Facility Attendant	10.67
28515 - Recreation Specialist	18.11
28630 - Sports Official	11.64
28690 - Swimming Pool Operator	17.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.97
29020 - Hatch Tender	21.97
29030 - Line Handler	21.97
29041 - Stevedore I	21.32
29042 - Stevedore II	23.58
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		15.90
30022 - Archeological Technician II		18.51
30023 - Archeological Technician III		22.93
30030 - Cartographic Technician		22.93
30040 - Civil Engineering Technician		23.62
30051 - Cryogenic Technician I		24.41
30052 - Cryogenic Technician II		26.96
30061 - Drafter/CAD Operator I		15.90
30062 - Drafter/CAD Operator II		18.51
30063 - Drafter/CAD Operator III		20.64
30064 - Drafter/CAD Operator IV		25.40
30081 - Engineering Technician I		13.62
30082 - Engineering Technician II		15.82
30083 - Engineering Technician III		20.33
30084 - Engineering Technician IV		25.19
30085 - Engineering Technician V		30.82
30086 - Engineering Technician VI		37.29
30090 - Environmental Technician		22.93
30095 - Evidence Control Specialist		22.04
30210 - Laboratory Technician		20.64
30221 - Latent Fingerprint Technician I		24.41
30222 - Latent Fingerprint Technician II		26.96
30240 - Mathematical Technician		22.93
30361 - Paralegal/Legal Assistant I		18.70
30362 - Paralegal/Legal Assistant II		23.16
30363 - Paralegal/Legal Assistant III		28.33
30364 - Paralegal/Legal Assistant IV		34.28
30375 - Petroleum Supply Specialist		26.96
30390 - Photo-Optics Technician		22.93
30395 - Radiation Control Technician		26.96
30461 - Technical Writer I		24.35
30462 - Technical Writer II		29.79
30463 - Technical Writer III		36.04
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		24.41
30502 - Weather Forecaster II		29.70
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.64
30621 - Weather Observer Senior	(see 2)	22.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.28
31030 - Bus Driver		20.35
31043 - Driver Courier		14.29
31260 - Parking and Lot Attendant		10.99
31290 - Shuttle Bus Driver		15.41

31310 - Taxi Driver	11.51
31361 - Truckdriver Light	15.41
31362 - Truckdriver Medium	16.89
31363 - Truckdriver Heavy	23.10
31364 - Truckdriver Tractor-Trailer	23.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.57
99050 - Desk Clerk	10.08
99095 - Embalmer	24.24
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.64
99252 - Laboratory Animal Caretaker II	14.77
99260 - Marketing Analyst	36.94
99310 - Mortician	24.24
99410 - Pest Controller	17.58
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.44
99711 - Recycling Specialist	23.07
99730 - Refuse Collector	16.20
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	12.85
99830 - Survey Party Chief	20.84
99831 - Surveying Aide	12.06
99832 - Surveying Technician	19.95
99840 - Vending Machine Attendant	15.62
99841 - Vending Machine Repairer	20.11
99842 - Vending Machine Repairer Helper	16.06

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5112
Revision No.: 14
Date Of Last Revision: 05/20/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri County of McDonald

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.05
01012 - Accounting Clerk II		15.77
01013 - Accounting Clerk III		17.65
01020 - Administrative Assistant		26.60
01035 - Court Reporter		17.26
01041 - Customer Service Representative I		12.34
01042 - Customer Service Representative II		13.88
01043 - Customer Service Representative III		15.15
01051 - Data Entry Operator I		14.53
01052 - Data Entry Operator II		15.85
01060 - Dispatcher Motor Vehicle		16.17
01070 - Document Preparation Clerk		15.11

01090 - Duplicating Machine Operator	15.11
01111 - General Clerk I	13.18
01112 - General Clerk II	14.38
01113 - General Clerk III	16.15
01120 - Housing Referral Assistant	19.24
01141 - Messenger Courier	14.18
01191 - Order Clerk I	17.27
01192 - Order Clerk II	19.60
01261 - Personnel Assistant (Employment) I	16.52
01262 - Personnel Assistant (Employment) II	18.49
01263 - Personnel Assistant (Employment) III	20.61
01270 - Production Control Clerk	20.05
01290 - Rental Clerk	12.62
01300 - Scheduler Maintenance	15.42
01311 - Secretary I	15.42
01312 - Secretary II	17.26
01313 - Secretary III	19.24
01320 - Service Order Dispatcher	14.45
01410 - Supply Technician	26.60
01420 - Survey Worker	14.90
01460 - Switchboard Operator/Receptionist	13.18
01531 - Travel Clerk I	13.15
01532 - Travel Clerk II	14.15
01533 - Travel Clerk III	15.09
01611 - Word Processor I	13.74
01612 - Word Processor II	15.42
01613 - Word Processor III	17.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.35
05010 - Automotive Electrician	17.60
05040 - Automotive Glass Installer	16.36
05070 - Automotive Worker	16.36
05110 - Mobile Equipment Servicer	14.19
05130 - Motor Equipment Metal Mechanic	18.85
05160 - Motor Equipment Metal Worker	16.36
05190 - Motor Vehicle Mechanic	18.85
05220 - Motor Vehicle Mechanic Helper	13.33
05250 - Motor Vehicle Upholstery Worker	15.36
05280 - Motor Vehicle Wrecker	16.36
05310 - Painter Automotive	17.60
05340 - Radiator Repair Specialist	16.36
05370 - Tire Repairer	13.08
05400 - Transmission Repair Specialist	18.85
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.72
07041 - Cook I	10.71
07042 - Cook II	12.60
07070 - Dishwasher	10.07
07130 - Food Service Worker	10.73
07210 - Meat Cutter	15.03

07260 - Waiter/Waitress	9.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.42
09040 - Furniture Handler	11.57
09080 - Furniture Refinisher	17.42
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer Minor	15.47
09130 - Upholsterer	17.31
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.72
11060 - Elevator Operator	13.08
11090 - Gardener	18.42
11122 - Housekeeping Aide	13.08
11150 - Janitor	13.08
11210 - Laborer Grounds Maintenance	13.40
11240 - Maid or Houseman	10.32
11260 - Pruner	11.77
11270 - Tractor Operator	16.76
11330 - Trail Maintenance Worker	13.40
11360 - Window Cleaner	14.89
12000 - Health Occupations	
12010 - Ambulance Driver	18.11
12011 - Breath Alcohol Technician	19.61
12012 - Certified Occupational Therapist Assistant	30.49
12015 - Certified Physical Therapist Assistant	27.72
12020 - Dental Assistant	17.72
12025 - Dental Hygienist	35.36
12030 - EKG Technician	26.49
12035 - Electroneurodiagnostic Technologist	26.49
12040 - Emergency Medical Technician	18.11
12071 - Licensed Practical Nurse I	17.52
12072 - Licensed Practical Nurse II	19.61
12073 - Licensed Practical Nurse III	21.86
12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	19.32
12160 - Medical Record Clerk	14.09
12190 - Medical Record Technician	17.35
12195 - Medical Transcriptionist	15.95
12210 - Nuclear Medicine Technologist	43.09
12221 - Nursing Assistant I	11.26
12222 - Nursing Assistant II	12.67
12223 - Nursing Assistant III	13.82
12224 - Nursing Assistant IV	15.51
12235 - Optical Dispenser	18.03
12236 - Optical Technician	17.07
12250 - Pharmacy Technician	14.92
12280 - Phlebotomist	15.36
12305 - Radiologic Technologist	26.33
12311 - Registered Nurse I	23.35
12312 - Registered Nurse II	28.57

12313 - Registered Nurse II Specialist		28.57
12314 - Registered Nurse III		34.57
12315 - Registered Nurse III Anesthetist		34.57
12316 - Registered Nurse IV		41.43
12317 - Scheduler (Drug and Alcohol Testing)		24.29
12320 - Substance Abuse Treatment Counselor		22.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.42
13012 - Exhibits Specialist II		25.29
13013 - Exhibits Specialist III		30.93
13041 - Illustrator I		20.42
13042 - Illustrator II		25.29
13043 - Illustrator III		30.93
13047 - Librarian		28.01
13050 - Library Aide/Clerk		12.51
13054 - Library Information Technology Systems Administrator		25.29
13058 - Library Technician		14.15
13061 - Media Specialist I		18.25
13062 - Media Specialist II		20.42
13063 - Media Specialist III		22.77
13071 - Photographer I		14.64
13072 - Photographer II		16.38
13073 - Photographer III		20.29
13074 - Photographer IV		24.82
13075 - Photographer V		30.59
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.31
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.21
14042 - Computer Operator II		16.01
14043 - Computer Operator III		17.85
14044 - Computer Operator IV		19.84
14045 - Computer Operator V		21.96
14071 - Computer Programmer I	(see 1)	18.76
14072 - Computer Programmer II	(see 1)	23.24
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.21
14160 - Personal Computer Support Technician		19.84
14170 - System Support Specialist		24.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.75
15020 - Aircrew Training Devices Instructor (Rated)		34.78
15030 - Air Crew Training Devices Instructor (Pilot)		41.68
15050 - Computer Based Training Specialist / Instructor		28.75
15060 - Educational Technologist		31.69

15070 - Flight Instructor (Pilot) 41.68
15080 - Graphic Artist 22.19
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.68
15086 - Maintenance Test Pilot Rotary Wing 41.68
15088 - Non-Maintenance Test/Co-Pilot 41.68
15090 - Technical Instructor 22.17
15095 - Technical Instructor/Course Developer 27.12
15110 - Test Proctor 17.90
15120 - Tutor 17.90
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.94
16030 - Counter Attendant 10.94
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.94
16090 - Presser Hand 10.94
16110 - Presser Machine Drycleaning 10.94
16130 - Presser Machine Shirts 10.94
16160 - Presser Machine Wearing Apparel Laundry 10.94
16190 - Sewing Machine Operator 13.02
16220 - Tailor 13.86
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.17
19040 - Tool And Die Maker 22.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.66
21030 - Material Coordinator 19.07
21040 - Material Expediter 19.07
21050 - Material Handling Laborer 12.67
21071 - Order Filler 13.17
21080 - Production Line Worker (Food Processing) 16.66
21110 - Shipping Packer 15.74
21130 - Shipping/Receiving Clerk 15.74
21140 - Store Worker I 11.13
21150 - Stock Clerk 16.47
21210 - Tools And Parts Attendant 16.66
21410 - Warehouse Specialist 16.66
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.23
23019 - Aircraft Logs and Records Technician 17.55
23021 - Aircraft Mechanic I 21.87
23022 - Aircraft Mechanic II 23.23
23023 - Aircraft Mechanic III 24.64
23040 - Aircraft Mechanic Helper 15.57
23050 - Aircraft Painter 20.42
23060 - Aircraft Servicer 17.55
23070 - Aircraft Survival Flight Equipment Technician 20.42
23080 - Aircraft Worker 18.98
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.98

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.87
23110 - Appliance Mechanic 20.36
23120 - Bicycle Repairer 16.09
23125 - Cable Splicer 30.22
23130 - Carpenter Maintenance 18.85
23140 - Carpet Layer 20.01
23160 - Electrician Maintenance 19.14
23181 - Electronics Technician Maintenance I 19.29
23182 - Electronics Technician Maintenance II 20.57
23183 - Electronics Technician Maintenance III 22.12
23260 - Fabric Worker 17.50
23290 - Fire Alarm System Mechanic 20.40
23310 - Fire Extinguisher Repairer 16.09
23311 - Fuel Distribution System Mechanic 27.01
23312 - Fuel Distribution System Operator 20.00
23370 - General Maintenance Worker 18.14
23380 - Ground Support Equipment Mechanic 21.87
23381 - Ground Support Equipment Servicer 17.55
23382 - Ground Support Equipment Worker 18.98
23391 - Gunsmith I 16.09
23392 - Gunsmith II 18.93
23393 - Gunsmith III 21.81
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.98
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.34
23430 - Heavy Equipment Mechanic 20.62
23440 - Heavy Equipment Operator 18.64
23460 - Instrument Mechanic 21.81
23465 - Laboratory/Shelter Mechanic 20.36
23470 - Laborer 13.72
23510 - Locksmith 21.47
23530 - Machinery Maintenance Mechanic 22.14
23550 - Machinist Maintenance 17.41
23580 - Maintenance Trades Helper 13.66
23591 - Metrology Technician I 21.81
23592 - Metrology Technician II 23.16
23593 - Metrology Technician III 24.57
23640 - Millwright 20.28
23710 - Office Appliance Repairer 17.16
23760 - Painter Maintenance 17.70
23790 - Pipefitter Maintenance 26.04
23810 - Plumber Maintenance 23.07
23820 - Pneudraulic Systems Mechanic 21.81
23850 - Rigger 21.81
23870 - Scale Mechanic 18.93
23890 - Sheet-Metal Worker Maintenance 18.08
23910 - Small Engine Mechanic 19.21
23931 - Telecommunications Mechanic I 24.86

23932 - Telecommunications Mechanic II 26.40
23950 - Telephone Lineman 32.63
23960 - Welder Combination Maintenance 17.63
23965 - Well Driller 21.81
23970 - Woodcraft Worker 21.81
23980 - Woodworker 16.09
24000 - Personal Needs Occupations
24550 - Case Manager 13.90
24570 - Child Care Attendant 9.65
24580 - Child Care Center Clerk 13.26
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 13.90
24630 - Homemaker 15.27
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.50
25040 - Sewage Plant Operator 18.73
25070 - Stationary Engineer 23.50
25190 - Ventilation Equipment Tender 15.83
25210 - Water Treatment Plant Operator 18.73
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.29
27007 - Baggage Inspector 11.85
27008 - Corrections Officer 18.04
27010 - Court Security Officer 17.26
27030 - Detection Dog Handler 16.84
27040 - Detention Officer 18.04
27070 - Firefighter 17.21
27101 - Guard I 11.85
27102 - Guard II 16.84
27131 - Police Officer I 19.32
27132 - Police Officer II 21.46
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.84
28042 - Carnival Equipment Repairer 15.21
28043 - Carnival Worker 9.72
28210 - Gate Attendant/Gate Tender 13.06
28310 - Lifeguard 10.83
28350 - Park Attendant (Aide) 14.62
28510 - Recreation Aide/Health Facility Attendant 10.67
28515 - Recreation Specialist 18.11
28630 - Sports Official 11.64
28690 - Swimming Pool Operator 17.90
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.97
29020 - Hatch Tender 21.97
29030 - Line Handler 21.97
29041 - Stevedore I 21.32
29042 - Stevedore II 23.58
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 15.90
30022 - Archeological Technician II 18.51
30023 - Archeological Technician III 22.93
30030 - Cartographic Technician 22.93
30040 - Civil Engineering Technician 23.62
30051 - Cryogenic Technician I 24.41
30052 - Cryogenic Technician II 26.96
30061 - Drafter/CAD Operator I 15.90
30062 - Drafter/CAD Operator II 18.51
30063 - Drafter/CAD Operator III 20.64
30064 - Drafter/CAD Operator IV 25.40
30081 - Engineering Technician I 13.62
30082 - Engineering Technician II 15.82
30083 - Engineering Technician III 20.33
30084 - Engineering Technician IV 25.19
30085 - Engineering Technician V 30.82
30086 - Engineering Technician VI 37.29
30090 - Environmental Technician 22.93
30095 - Evidence Control Specialist 22.04
30210 - Laboratory Technician 20.64
30221 - Latent Fingerprint Technician I 24.41
30222 - Latent Fingerprint Technician II 26.96
30240 - Mathematical Technician 22.93
30361 - Paralegal/Legal Assistant I 18.70
30362 - Paralegal/Legal Assistant II 23.16
30363 - Paralegal/Legal Assistant III 28.33
30364 - Paralegal/Legal Assistant IV 34.28
30375 - Petroleum Supply Specialist 26.96
30390 - Photo-Optics Technician 22.93
30395 - Radiation Control Technician 26.96
30461 - Technical Writer I 24.35
30462 - Technical Writer II 29.79
30463 - Technical Writer III 36.04
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 24.41
30502 - Weather Forecaster II 29.70
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.64
30621 - Weather Observer Senior (see 2) 22.18
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.28
31030 - Bus Driver 20.35

31043 - Driver Courier	14.29
31260 - Parking and Lot Attendant	10.99
31290 - Shuttle Bus Driver	15.41
31310 - Taxi Driver	11.51
31361 - Truckdriver Light	15.41
31362 - Truckdriver Medium	16.89
31363 - Truckdriver Heavy	23.10
31364 - Truckdriver Tractor-Trailer	23.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.57
99050 - Desk Clerk	10.08
99095 - Embalmer	24.24
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.64
99252 - Laboratory Animal Caretaker II	14.77
99260 - Marketing Analyst	36.94
99310 - Mortician	24.24
99410 - Pest Controller	17.58
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.44
99711 - Recycling Specialist	23.07
99730 - Refuse Collector	16.20
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	12.85
99830 - Survey Party Chief	20.84
99831 - Surveying Aide	12.06
99832 - Surveying Technician	19.95
99840 - Vending Machine Attendant	15.62
99841 - Vending Machine Repairer	20.11
99842 - Vending Machine Repairer Helper	16.06

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

the request.

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-5113
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas County of Garland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.23
01012 - Accounting Clerk II		14.85
01013 - Accounting Clerk III		19.95
01020 - Administrative Assistant		21.00
01035 - Court Reporter		15.54
01041 - Customer Service Representative I		10.53
01042 - Customer Service Representative II		11.85
01043 - Customer Service Representative III		12.92
01051 - Data Entry Operator I		12.92
01052 - Data Entry Operator II		14.38
01060 - Dispatcher Motor Vehicle		16.42
01070 - Document Preparation Clerk		12.38
01090 - Duplicating Machine Operator		12.38
01111 - General Clerk I		11.74
01112 - General Clerk II		12.81

01113 - General Clerk III	14.38
01120 - Housing Referral Assistant	17.33
01141 - Messenger Courier	12.60
01191 - Order Clerk I	11.34
01192 - Order Clerk II	12.38
01261 - Personnel Assistant (Employment) I	13.89
01262 - Personnel Assistant (Employment) II	15.54
01263 - Personnel Assistant (Employment) III	17.33
01270 - Production Control Clerk	22.75
01290 - Rental Clerk	10.82
01300 - Scheduler Maintenance	13.89
01311 - Secretary I	13.89
01312 - Secretary II	15.54
01313 - Secretary III	17.33
01320 - Service Order Dispatcher	16.25
01410 - Supply Technician	21.00
01420 - Survey Worker	13.96
01460 - Switchboard Operator/Receptionist	13.06
01531 - Travel Clerk I	12.37
01532 - Travel Clerk II	13.38
01533 - Travel Clerk III	14.14
01611 - Word Processor I	12.38
01612 - Word Processor II	13.89
01613 - Word Processor III	15.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.26
05010 - Automotive Electrician	17.59
05040 - Automotive Glass Installer	15.64
05070 - Automotive Worker	15.64
05110 - Mobile Equipment Servicer	13.75
05130 - Motor Equipment Metal Mechanic	17.72
05160 - Motor Equipment Metal Worker	15.64
05190 - Motor Vehicle Mechanic	17.72
05220 - Motor Vehicle Mechanic Helper	12.80
05250 - Motor Vehicle Upholstery Worker	14.86
05280 - Motor Vehicle Wrecker	15.64
05310 - Painter Automotive	16.69
05340 - Radiator Repair Specialist	15.64
05370 - Tire Repairer	10.83
05400 - Transmission Repair Specialist	17.72
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.21
07041 - Cook I	10.75
07042 - Cook II	12.22
07070 - Dishwasher	9.84
07130 - Food Service Worker	11.31
07210 - Meat Cutter	13.79
07260 - Waiter/Waitress	9.33
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.89

09040 - Furniture Handler 11.41
09080 - Furniture Refinisher 15.89
09090 - Furniture Refinisher Helper 12.68
09110 - Furniture Repairer Minor 14.47
09130 - Upholsterer 15.89
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.25
11060 - Elevator Operator 11.25
11090 - Gardener 15.28
11122 - Housekeeping Aide 11.45
11150 - Janitor 11.45
11210 - Laborer Grounds Maintenance 11.86
11240 - Maid or Houseman 9.68
11260 - Pruner 10.81
11270 - Tractor Operator 14.23
11330 - Trail Maintenance Worker 11.86
11360 - Window Cleaner 12.56
12000 - Health Occupations
12010 - Ambulance Driver 18.56
12011 - Breath Alcohol Technician 18.56
12012 - Certified Occupational Therapist Assistant 25.46
12015 - Certified Physical Therapist Assistant 28.76
12020 - Dental Assistant 17.06
12025 - Dental Hygienist 37.05
12030 - EKG Technician 28.12
12035 - Electroneurodiagnostic Technologist 28.12
12040 - Emergency Medical Technician 18.56
12071 - Licensed Practical Nurse I 16.59
12072 - Licensed Practical Nurse II 18.56
12073 - Licensed Practical Nurse III 20.69
12100 - Medical Assistant 14.64
12130 - Medical Laboratory Technician 20.56
12160 - Medical Record Clerk 14.89
12190 - Medical Record Technician 16.66
12195 - Medical Transcriptionist 16.59
12210 - Nuclear Medicine Technologist 40.78
12221 - Nursing Assistant I 11.71
12222 - Nursing Assistant II 13.17
12223 - Nursing Assistant III 14.36
12224 - Nursing Assistant IV 16.12
12235 - Optical Dispenser 18.56
12236 - Optical Technician 16.59
12250 - Pharmacy Technician 14.75
12280 - Phlebotomist 16.59
12305 - Radiologic Technologist 23.31
12311 - Registered Nurse I 24.41
12312 - Registered Nurse II 29.86
12313 - Registered Nurse II Specialist 29.86
12314 - Registered Nurse III 36.12
12315 - Registered Nurse III Anesthetist 36.12

12316 - Registered Nurse IV		43.29
12317 - Scheduler (Drug and Alcohol Testing)		22.99
12320 - Substance Abuse Treatment Counselor		26.59
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.29
13012 - Exhibits Specialist II		22.66
13013 - Exhibits Specialist III		27.72
13041 - Illustrator I		18.29
13042 - Illustrator II		22.66
13043 - Illustrator III		27.72
13047 - Librarian		25.09
13050 - Library Aide/Clerk		8.24
13054 - Library Information Technology Systems Administrator		22.66
13058 - Library Technician		12.15
13061 - Media Specialist I		16.35
13062 - Media Specialist II		17.41
13063 - Media Specialist III		20.40
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		17.16
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.69
14042 - Computer Operator II		17.55
14043 - Computer Operator III		19.57
14044 - Computer Operator IV		21.84
14045 - Computer Operator V		24.08
14071 - Computer Programmer I	(see 1)	21.44
14072 - Computer Programmer II	(see 1)	25.80
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.69
14160 - Personal Computer Support Technician		24.02
14170 - System Support Specialist		24.08
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.76
15020 - Aircrew Training Devices Instructor (Rated)		39.47
15030 - Air Crew Training Devices Instructor (Pilot)		44.48
15050 - Computer Based Training Specialist / Instructor		32.76
15060 - Educational Technologist		29.22
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		25.64
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.48

15086 - Maintenance Test Pilot Rotary Wing 44.48
15088 - Non-Maintenance Test/Co-Pilot 44.48
15090 - Technical Instructor 20.95
15095 - Technical Instructor/Course Developer 25.64
15110 - Test Proctor 16.92
15120 - Tutor 16.92
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.26
16030 - Counter Attendant 11.26
16040 - Dry Cleaner 12.90
16070 - Finisher Flatwork Machine 11.26
16090 - Presser Hand 11.26
16110 - Presser Machine Drycleaning 11.26
16130 - Presser Machine Shirts 11.26
16160 - Presser Machine Wearing Apparel Laundry 11.26
16190 - Sewing Machine Operator 13.44
16220 - Tailor 14.31
16250 - Washer Machine 11.79
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.85
19040 - Tool And Die Maker 22.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.62
21030 - Material Coordinator 22.75
21040 - Material Expediter 22.75
21050 - Material Handling Laborer 12.08
21071 - Order Filler 12.00
21080 - Production Line Worker (Food Processing) 13.62
21110 - Shipping Packer 13.69
21130 - Shipping/Receiving Clerk 13.69
21140 - Store Worker I 11.74
21150 - Stock Clerk 15.79
21210 - Tools And Parts Attendant 13.62
21410 - Warehouse Specialist 13.62
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.67
23019 - Aircraft Logs and Records Technician 17.38
23021 - Aircraft Mechanic I 21.46
23022 - Aircraft Mechanic II 22.67
23023 - Aircraft Mechanic III 23.91
23040 - Aircraft Mechanic Helper 15.22
23050 - Aircraft Painter 20.20
23060 - Aircraft Servicer 17.38
23070 - Aircraft Survival Flight Equipment Technician 20.20
23080 - Aircraft Worker 18.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.46
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.46
23110 - Appliance Mechanic 18.73

23120 - Bicycle Repairer 14.41
23125 - Cable Splicer 25.16
23130 - Carpenter Maintenance 16.16
23140 - Carpet Layer 17.53
23160 - Electrician Maintenance 21.16
23181 - Electronics Technician Maintenance I 19.84
23182 - Electronics Technician Maintenance II 21.50
23183 - Electronics Technician Maintenance III 21.78
23260 - Fabric Worker 16.49
23290 - Fire Alarm System Mechanic 19.19
23310 - Fire Extinguisher Repairer 15.41
23311 - Fuel Distribution System Mechanic 20.49
23312 - Fuel Distribution System Operator 16.61
23370 - General Maintenance Worker 14.98
23380 - Ground Support Equipment Mechanic 21.46
23381 - Ground Support Equipment Servicer 17.38
23382 - Ground Support Equipment Worker 18.46
23391 - Gunsmith I 15.41
23392 - Gunsmith II 17.53
23393 - Gunsmith III 19.86
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.47
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.58
23430 - Heavy Equipment Mechanic 20.23
23440 - Heavy Equipment Operator 16.07
23460 - Instrument Mechanic 19.86
23465 - Laboratory/Shelter Mechanic 18.70
23470 - Laborer 12.08
23510 - Locksmith 18.58
23530 - Machinery Maintenance Mechanic 21.09
23550 - Machinist Maintenance 19.89
23580 - Maintenance Trades Helper 13.53
23591 - Metrology Technician I 19.86
23592 - Metrology Technician II 20.98
23593 - Metrology Technician III 22.13
23640 - Millwright 19.19
23710 - Office Appliance Repairer 19.51
23760 - Painter Maintenance 18.06
23790 - Pipefitter Maintenance 20.83
23810 - Plumber Maintenance 19.61
23820 - Pneudraulic Systems Mechanic 19.86
23850 - Rigger 19.86
23870 - Scale Mechanic 17.53
23890 - Sheet-Metal Worker Maintenance 17.49
23910 - Small Engine Mechanic 14.49
23931 - Telecommunications Mechanic I 23.85
23932 - Telecommunications Mechanic II 25.05
23950 - Telephone Lineman 23.23
23960 - Welder Combination Maintenance 17.41

23965 - Well Driller		19.86
23970 - Woodcraft Worker		19.86
23980 - Woodworker		16.08
24000 - Personal Needs Occupations		
24550 - Case Manager		14.04
24570 - Child Care Attendant		9.60
24580 - Child Care Center Clerk		11.98
24610 - Chore Aide		10.37
24620 - Family Readiness And Support Services Coordinator		14.04
24630 - Homemaker		15.14
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		20.47
25040 - Sewage Plant Operator		16.24
25070 - Stationary Engineer		20.47
25190 - Ventilation Equipment Tender		14.91
25210 - Water Treatment Plant Operator		15.74
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.57
27007 - Baggage Inspector		11.41
27008 - Corrections Officer		16.48
27010 - Court Security Officer		17.64
27030 - Detection Dog Handler		13.80
27040 - Detention Officer		16.48
27070 - Firefighter		18.44
27101 - Guard I		11.41
27102 - Guard II		13.80
27131 - Police Officer I		19.22
27132 - Police Officer II		21.35
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.86
28042 - Carnival Equipment Repairer		13.81
28043 - Carnival Worker		9.74
28210 - Gate Attendant/Gate Tender		15.95
28310 - Lifeguard		13.72
28350 - Park Attendant (Aide)		17.83
28510 - Recreation Aide/Health Facility Attendant		12.69
28515 - Recreation Specialist		20.52
28630 - Sports Official		13.86
28690 - Swimming Pool Operator		17.70
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		16.97
29020 - Hatch Tender		16.97
29030 - Line Handler		16.97
29041 - Stevedore I		15.96
29042 - Stevedore II		18.11
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		17.38
30022 - Archeological Technician II		19.44
30023 - Archeological Technician III		22.65
30030 - Cartographic Technician		24.09
30040 - Civil Engineering Technician		21.73
30051 - Cryogenic Technician I		24.07
30052 - Cryogenic Technician II		26.59
30061 - Drafter/CAD Operator I		17.38
30062 - Drafter/CAD Operator II		19.44
30063 - Drafter/CAD Operator III		21.68
30064 - Drafter/CAD Operator IV		26.67
30081 - Engineering Technician I		15.21
30082 - Engineering Technician II		17.07
30083 - Engineering Technician III		19.09
30084 - Engineering Technician IV		23.66
30085 - Engineering Technician V		28.94
30086 - Engineering Technician VI		35.01
30090 - Environmental Technician		18.67
30095 - Evidence Control Specialist		21.73
30210 - Laboratory Technician		19.06
30221 - Latent Fingerprint Technician I		24.07
30222 - Latent Fingerprint Technician II		26.59
30240 - Mathematical Technician		24.09
30361 - Paralegal/Legal Assistant I		16.55
30362 - Paralegal/Legal Assistant II		20.50
30363 - Paralegal/Legal Assistant III		25.07
30364 - Paralegal/Legal Assistant IV		29.76
30375 - Petroleum Supply Specialist		26.59
30390 - Photo-Optics Technician		24.09
30395 - Radiation Control Technician		26.59
30461 - Technical Writer I		21.73
30462 - Technical Writer II		26.59
30463 - Technical Writer III		32.16
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.67
30502 - Weather Forecaster II		32.44
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.68
30621 - Weather Observer Senior	(see 2)	24.09
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.78
31030 - Bus Driver		17.62
31043 - Driver Courier		15.34
31260 - Parking and Lot Attendant		11.08
31290 - Shuttle Bus Driver		16.47

31310 - Taxi Driver	10.79
31361 - Truckdriver Light	16.47
31362 - Truckdriver Medium	17.62
31363 - Truckdriver Heavy	17.73
31364 - Truckdriver Tractor-Trailer	17.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.49
99050 - Desk Clerk	11.21
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.05
99252 - Laboratory Animal Caretaker II	15.09
99260 - Marketing Analyst	23.98
99310 - Mortician	25.35
99410 - Pest Controller	18.02
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.05
99711 - Recycling Specialist	18.12
99730 - Refuse Collector	13.72
99810 - Sales Clerk	10.84
99820 - School Crossing Guard	13.01
99830 - Survey Party Chief	19.67
99831 - Surveying Aide	13.02
99832 - Surveying Technician	17.88
99840 - Vending Machine Attendant	16.09
99841 - Vending Machine Repairer	19.47
99842 - Vending Machine Repairer Helper	16.09

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5114
Revision No.: 12
Date Of Last Revision: 06/26/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas County of Garland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.23
01012 - Accounting Clerk II		14.85
01013 - Accounting Clerk III		19.95
01020 - Administrative Assistant		21.00
01035 - Court Reporter		15.54
01041 - Customer Service Representative I		10.53
01042 - Customer Service Representative II		11.85
01043 - Customer Service Representative III		12.92
01051 - Data Entry Operator I		12.92
01052 - Data Entry Operator II		14.38
01060 - Dispatcher Motor Vehicle		16.42
01070 - Document Preparation Clerk		12.38

01090 - Duplicating Machine Operator	12.38
01111 - General Clerk I	11.74
01112 - General Clerk II	12.81
01113 - General Clerk III	14.38
01120 - Housing Referral Assistant	17.33
01141 - Messenger Courier	12.60
01191 - Order Clerk I	11.34
01192 - Order Clerk II	12.38
01261 - Personnel Assistant (Employment) I	13.89
01262 - Personnel Assistant (Employment) II	15.54
01263 - Personnel Assistant (Employment) III	17.33
01270 - Production Control Clerk	22.75
01290 - Rental Clerk	10.82
01300 - Scheduler Maintenance	13.89
01311 - Secretary I	13.89
01312 - Secretary II	15.54
01313 - Secretary III	17.33
01320 - Service Order Dispatcher	16.25
01410 - Supply Technician	21.00
01420 - Survey Worker	13.96
01460 - Switchboard Operator/Receptionist	13.06
01531 - Travel Clerk I	12.37
01532 - Travel Clerk II	13.38
01533 - Travel Clerk III	14.14
01611 - Word Processor I	12.38
01612 - Word Processor II	13.89
01613 - Word Processor III	15.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.26
05010 - Automotive Electrician	17.59
05040 - Automotive Glass Installer	15.64
05070 - Automotive Worker	15.64
05110 - Mobile Equipment Servicer	13.75
05130 - Motor Equipment Metal Mechanic	17.72
05160 - Motor Equipment Metal Worker	15.64
05190 - Motor Vehicle Mechanic	17.72
05220 - Motor Vehicle Mechanic Helper	12.80
05250 - Motor Vehicle Upholstery Worker	14.86
05280 - Motor Vehicle Wrecker	15.64
05310 - Painter Automotive	16.69
05340 - Radiator Repair Specialist	15.64
05370 - Tire Repairer	10.83
05400 - Transmission Repair Specialist	17.72
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.21
07041 - Cook I	10.75
07042 - Cook II	12.22
07070 - Dishwasher	9.84
07130 - Food Service Worker	11.31
07210 - Meat Cutter	13.79

07260 - Waiter/Waitress	9.33
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.89
09040 - Furniture Handler	11.41
09080 - Furniture Refinisher	15.89
09090 - Furniture Refinisher Helper	12.68
09110 - Furniture Repairer Minor	14.47
09130 - Upholsterer	15.89
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.25
11060 - Elevator Operator	11.25
11090 - Gardener	15.28
11122 - Housekeeping Aide	11.45
11150 - Janitor	11.45
11210 - Laborer Grounds Maintenance	11.86
11240 - Maid or Houseman	9.68
11260 - Pruner	10.81
11270 - Tractor Operator	14.23
11330 - Trail Maintenance Worker	11.86
11360 - Window Cleaner	12.56
12000 - Health Occupations	
12010 - Ambulance Driver	18.56
12011 - Breath Alcohol Technician	18.56
12012 - Certified Occupational Therapist Assistant	25.46
12015 - Certified Physical Therapist Assistant	28.76
12020 - Dental Assistant	17.06
12025 - Dental Hygienist	37.05
12030 - EKG Technician	28.12
12035 - Electroneurodiagnostic Technologist	28.12
12040 - Emergency Medical Technician	18.56
12071 - Licensed Practical Nurse I	16.59
12072 - Licensed Practical Nurse II	18.56
12073 - Licensed Practical Nurse III	20.69
12100 - Medical Assistant	14.64
12130 - Medical Laboratory Technician	20.56
12160 - Medical Record Clerk	14.89
12190 - Medical Record Technician	16.66
12195 - Medical Transcriptionist	16.59
12210 - Nuclear Medicine Technologist	40.78
12221 - Nursing Assistant I	11.71
12222 - Nursing Assistant II	13.17
12223 - Nursing Assistant III	14.36
12224 - Nursing Assistant IV	16.12
12235 - Optical Dispenser	18.56
12236 - Optical Technician	16.59
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	16.59
12305 - Radiologic Technologist	23.31
12311 - Registered Nurse I	24.41
12312 - Registered Nurse II	29.86

12313 - Registered Nurse II Specialist		29.86
12314 - Registered Nurse III		36.12
12315 - Registered Nurse III Anesthetist		36.12
12316 - Registered Nurse IV		43.29
12317 - Scheduler (Drug and Alcohol Testing)		22.99
12320 - Substance Abuse Treatment Counselor		26.59
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.29
13012 - Exhibits Specialist II		22.66
13013 - Exhibits Specialist III		27.72
13041 - Illustrator I		18.29
13042 - Illustrator II		22.66
13043 - Illustrator III		27.72
13047 - Librarian		25.09
13050 - Library Aide/Clerk		8.24
13054 - Library Information Technology Systems Administrator		22.66
13058 - Library Technician		12.15
13061 - Media Specialist I		16.35
13062 - Media Specialist II		17.41
13063 - Media Specialist III		20.40
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		17.16
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.69
14042 - Computer Operator II		17.55
14043 - Computer Operator III		19.57
14044 - Computer Operator IV		21.84
14045 - Computer Operator V		24.08
14071 - Computer Programmer I	(see 1)	21.44
14072 - Computer Programmer II	(see 1)	25.80
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.69
14160 - Personal Computer Support Technician		24.02
14170 - System Support Specialist		24.08
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.76
15020 - Aircrew Training Devices Instructor (Rated)		39.47
15030 - Air Crew Training Devices Instructor (Pilot)		44.48
15050 - Computer Based Training Specialist / Instructor		32.76
15060 - Educational Technologist		29.22

15070 - Flight Instructor (Pilot) 44.48
15080 - Graphic Artist 25.64
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.48
15086 - Maintenance Test Pilot Rotary Wing 44.48
15088 - Non-Maintenance Test/Co-Pilot 44.48
15090 - Technical Instructor 20.95
15095 - Technical Instructor/Course Developer 25.64
15110 - Test Proctor 16.92
15120 - Tutor 16.92
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.26
16030 - Counter Attendant 11.26
16040 - Dry Cleaner 12.90
16070 - Finisher Flatwork Machine 11.26
16090 - Presser Hand 11.26
16110 - Presser Machine Drycleaning 11.26
16130 - Presser Machine Shirts 11.26
16160 - Presser Machine Wearing Apparel Laundry 11.26
16190 - Sewing Machine Operator 13.44
16220 - Tailor 14.31
16250 - Washer Machine 11.79
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.85
19040 - Tool And Die Maker 22.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.62
21030 - Material Coordinator 22.75
21040 - Material Expediter 22.75
21050 - Material Handling Laborer 12.08
21071 - Order Filler 12.00
21080 - Production Line Worker (Food Processing) 13.62
21110 - Shipping Packer 13.69
21130 - Shipping/Receiving Clerk 13.69
21140 - Store Worker I 11.74
21150 - Stock Clerk 15.79
21210 - Tools And Parts Attendant 13.62
21410 - Warehouse Specialist 13.62
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.67
23019 - Aircraft Logs and Records Technician 17.38
23021 - Aircraft Mechanic I 21.46
23022 - Aircraft Mechanic II 22.67
23023 - Aircraft Mechanic III 23.91
23040 - Aircraft Mechanic Helper 15.22
23050 - Aircraft Painter 20.20
23060 - Aircraft Servicer 17.38
23070 - Aircraft Survival Flight Equipment Technician 20.20
23080 - Aircraft Worker 18.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.46

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.46
23110 - Appliance Mechanic 18.73
23120 - Bicycle Repairer 14.41
23125 - Cable Splicer 25.16
23130 - Carpenter Maintenance 16.16
23140 - Carpet Layer 17.53
23160 - Electrician Maintenance 21.16
23181 - Electronics Technician Maintenance I 19.84
23182 - Electronics Technician Maintenance II 21.50
23183 - Electronics Technician Maintenance III 21.78
23260 - Fabric Worker 16.49
23290 - Fire Alarm System Mechanic 19.19
23310 - Fire Extinguisher Repairer 15.41
23311 - Fuel Distribution System Mechanic 20.49
23312 - Fuel Distribution System Operator 16.61
23370 - General Maintenance Worker 14.98
23380 - Ground Support Equipment Mechanic 21.46
23381 - Ground Support Equipment Servicer 17.38
23382 - Ground Support Equipment Worker 18.46
23391 - Gunsmith I 15.41
23392 - Gunsmith II 17.53
23393 - Gunsmith III 19.86
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.47
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.58
23430 - Heavy Equipment Mechanic 20.23
23440 - Heavy Equipment Operator 16.07
23460 - Instrument Mechanic 19.86
23465 - Laboratory/Shelter Mechanic 18.70
23470 - Laborer 12.08
23510 - Locksmith 18.58
23530 - Machinery Maintenance Mechanic 21.09
23550 - Machinist Maintenance 19.89
23580 - Maintenance Trades Helper 13.53
23591 - Metrology Technician I 19.86
23592 - Metrology Technician II 20.98
23593 - Metrology Technician III 22.13
23640 - Millwright 19.19
23710 - Office Appliance Repairer 19.51
23760 - Painter Maintenance 18.06
23790 - Pipefitter Maintenance 20.83
23810 - Plumber Maintenance 19.61
23820 - Pneudraulic Systems Mechanic 19.86
23850 - Rigger 19.86
23870 - Scale Mechanic 17.53
23890 - Sheet-Metal Worker Maintenance 17.49
23910 - Small Engine Mechanic 14.49
23931 - Telecommunications Mechanic I 23.85

23932 - Telecommunications Mechanic II 25.05
23950 - Telephone Lineman 23.23
23960 - Welder Combination Maintenance 17.41
23965 - Well Driller 19.86
23970 - Woodcraft Worker 19.86
23980 - Woodworker 16.08
24000 - Personal Needs Occupations
24550 - Case Manager 14.04
24570 - Child Care Attendant 9.60
24580 - Child Care Center Clerk 11.98
24610 - Chore Aide 10.37
24620 - Family Readiness And Support Services Coordinator 14.04
24630 - Homemaker 15.14
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 20.47
25040 - Sewage Plant Operator 16.24
25070 - Stationary Engineer 20.47
25190 - Ventilation Equipment Tender 14.91
25210 - Water Treatment Plant Operator 15.74
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.57
27007 - Baggage Inspector 11.41
27008 - Corrections Officer 16.48
27010 - Court Security Officer 17.64
27030 - Detection Dog Handler 13.80
27040 - Detention Officer 16.48
27070 - Firefighter 18.44
27101 - Guard I 11.41
27102 - Guard II 13.80
27131 - Police Officer I 19.22
27132 - Police Officer II 21.35
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.86
28042 - Carnival Equipment Repairer 13.81
28043 - Carnival Worker 9.74
28210 - Gate Attendant/Gate Tender 15.95
28310 - Lifeguard 13.72
28350 - Park Attendant (Aide) 17.83
28510 - Recreation Aide/Health Facility Attendant 12.69
28515 - Recreation Specialist 20.52
28630 - Sports Official 13.86
28690 - Swimming Pool Operator 17.70
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 16.97
29020 - Hatch Tender 16.97
29030 - Line Handler 16.97
29041 - Stevedore I 15.96
29042 - Stevedore II 18.11
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.38
30022 - Archeological Technician II 19.44
30023 - Archeological Technician III 22.65
30030 - Cartographic Technician 24.09
30040 - Civil Engineering Technician 21.73
30051 - Cryogenic Technician I 24.07
30052 - Cryogenic Technician II 26.59
30061 - Drafter/CAD Operator I 17.38
30062 - Drafter/CAD Operator II 19.44
30063 - Drafter/CAD Operator III 21.68
30064 - Drafter/CAD Operator IV 26.67
30081 - Engineering Technician I 15.21
30082 - Engineering Technician II 17.07
30083 - Engineering Technician III 19.09
30084 - Engineering Technician IV 23.66
30085 - Engineering Technician V 28.94
30086 - Engineering Technician VI 35.01
30090 - Environmental Technician 18.67
30095 - Evidence Control Specialist 21.73
30210 - Laboratory Technician 19.06
30221 - Latent Fingerprint Technician I 24.07
30222 - Latent Fingerprint Technician II 26.59
30240 - Mathematical Technician 24.09
30361 - Paralegal/Legal Assistant I 16.55
30362 - Paralegal/Legal Assistant II 20.50
30363 - Paralegal/Legal Assistant III 25.07
30364 - Paralegal/Legal Assistant IV 29.76
30375 - Petroleum Supply Specialist 26.59
30390 - Photo-Optics Technician 24.09
30395 - Radiation Control Technician 26.59
30461 - Technical Writer I 21.73
30462 - Technical Writer II 26.59
30463 - Technical Writer III 32.16
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.67
30502 - Weather Forecaster II 32.44
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.68
30621 - Weather Observer Senior (see 2) 24.09
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.78
31030 - Bus Driver 17.62

31043 - Driver Courier	15.34
31260 - Parking and Lot Attendant	11.08
31290 - Shuttle Bus Driver	16.47
31310 - Taxi Driver	10.79
31361 - Truckdriver Light	16.47
31362 - Truckdriver Medium	17.62
31363 - Truckdriver Heavy	17.73
31364 - Truckdriver Tractor-Trailer	17.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.49
99050 - Desk Clerk	11.21
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.05
99252 - Laboratory Animal Caretaker II	15.09
99260 - Marketing Analyst	23.98
99310 - Mortician	25.35
99410 - Pest Controller	18.02
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.05
99711 - Recycling Specialist	18.12
99730 - Refuse Collector	13.72
99810 - Sales Clerk	10.84
99820 - School Crossing Guard	13.01
99830 - Survey Party Chief	19.67
99831 - Surveying Aide	13.02
99832 - Surveying Technician	17.88
99840 - Vending Machine Attendant	16.09
99841 - Vending Machine Repairer	19.47
99842 - Vending Machine Repairer Helper	16.09

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

the request.

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

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

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

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

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

Daniel W. Simms
Director

Division of Wage Determinations

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

Wage Determination No.: 2015-5115
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Craighead Poinsett

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.21
01012 - Accounting Clerk II		15.95
01013 - Accounting Clerk III		17.85
01020 - Administrative Assistant		22.49
01035 - Court Reporter		17.00
01041 - Customer Service Representative I		12.08
01042 - Customer Service Representative II		13.59
01043 - Customer Service Representative III		14.82
01051 - Data Entry Operator I		12.55
01052 - Data Entry Operator II		13.69
01060 - Dispatcher Motor Vehicle		21.14
01070 - Document Preparation Clerk		12.64
01090 - Duplicating Machine Operator		12.64
01111 - General Clerk I		12.56
01112 - General Clerk II		13.71

01113 - General Clerk III 15.47
01120 - Housing Referral Assistant 20.25
01141 - Messenger Courier 11.69
01191 - Order Clerk I 12.37
01192 - Order Clerk II 13.50
01261 - Personnel Assistant (Employment) I 15.20
01262 - Personnel Assistant (Employment) II 17.00
01263 - Personnel Assistant (Employment) III 19.71
01270 - Production Control Clerk 21.90
01290 - Rental Clerk 15.13
01300 - Scheduler Maintenance 15.74
01311 - Secretary I 15.74
01312 - Secretary II 17.61
01313 - Secretary III 19.63
01320 - Service Order Dispatcher 19.13
01410 - Supply Technician 22.49
01420 - Survey Worker 17.19
01460 - Switchboard Operator/Receptionist 13.23
01531 - Travel Clerk I 13.55
01532 - Travel Clerk II 14.39
01533 - Travel Clerk III 15.47
01611 - Word Processor I 12.06
01612 - Word Processor II 15.20
01613 - Word Processor III 17.17
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.53
05010 - Automotive Electrician 19.23
05040 - Automotive Glass Installer 17.17
05070 - Automotive Worker 17.21
05110 - Mobile Equipment Servicer 15.07
05130 - Motor Equipment Metal Mechanic 19.23
05160 - Motor Equipment Metal Worker 17.21
05190 - Motor Vehicle Mechanic 19.23
05220 - Motor Vehicle Mechanic Helper 13.97
05250 - Motor Vehicle Upholstery Worker 17.21
05280 - Motor Vehicle Wrecker 17.21
05310 - Painter Automotive 18.23
05340 - Radiator Repair Specialist 17.21
05370 - Tire Repairer 12.71
05400 - Transmission Repair Specialist 18.98
07000 - Food Preparation And Service Occupations
07010 - Baker 19.16
07041 - Cook I 10.43
07042 - Cook II 12.24
07070 - Dishwasher 9.60
07130 - Food Service Worker 11.08
07210 - Meat Cutter 16.51
07260 - Waiter/Waitress 9.44
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.75

09040 - Furniture Handler 10.74
09080 - Furniture Refinisher 17.75
09090 - Furniture Refinisher Helper 12.99
09110 - Furniture Repairer Minor 15.38
09130 - Upholsterer 17.75
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.68
11060 - Elevator Operator 12.68
11090 - Gardener 16.05
11122 - Housekeeping Aide 11.16
11150 - Janitor 11.16
11210 - Laborer Grounds Maintenance 12.14
11240 - Maid or Houseman 9.79
11260 - Pruner 10.80
11270 - Tractor Operator 14.87
11330 - Trail Maintenance Worker 12.14
11360 - Window Cleaner 12.03
12000 - Health Occupations
12010 - Ambulance Driver 18.77
12011 - Breath Alcohol Technician 17.57
12012 - Certified Occupational Therapist Assistant 30.65
12015 - Certified Physical Therapist Assistant 28.43
12020 - Dental Assistant 17.28
12025 - Dental Hygienist 33.84
12030 - EKG Technician 26.62
12035 - Electroneurodiagnostic Technologist 26.62
12040 - Emergency Medical Technician 18.77
12071 - Licensed Practical Nurse I 15.70
12072 - Licensed Practical Nurse II 17.57
12073 - Licensed Practical Nurse III 19.59
12100 - Medical Assistant 13.36
12130 - Medical Laboratory Technician 22.14
12160 - Medical Record Clerk 15.48
12190 - Medical Record Technician 17.32
12195 - Medical Transcriptionist 16.52
12210 - Nuclear Medicine Technologist 38.61
12221 - Nursing Assistant I 12.18
12222 - Nursing Assistant II 13.69
12223 - Nursing Assistant III 14.94
12224 - Nursing Assistant IV 16.77
12235 - Optical Dispenser 18.01
12236 - Optical Technician 15.70
12250 - Pharmacy Technician 14.29
12280 - Phlebotomist 14.26
12305 - Radiologic Technologist 24.12
12311 - Registered Nurse I 25.41
12312 - Registered Nurse II 30.43
12313 - Registered Nurse II Specialist 30.43
12314 - Registered Nurse III 36.80
12315 - Registered Nurse III Anesthetist 36.80

12316 - Registered Nurse IV		44.11
12317 - Scheduler (Drug and Alcohol Testing)		21.76
12320 - Substance Abuse Treatment Counselor		27.95
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.46
13012 - Exhibits Specialist II		22.86
13013 - Exhibits Specialist III		27.96
13041 - Illustrator I		18.46
13042 - Illustrator II		22.86
13043 - Illustrator III		27.96
13047 - Librarian		25.32
13050 - Library Aide/Clerk		14.31
13054 - Library Information Technology Systems Administrator		22.86
13058 - Library Technician		15.82
13061 - Media Specialist I		16.50
13062 - Media Specialist II		18.46
13063 - Media Specialist III		20.58
13071 - Photographer I		16.50
13072 - Photographer II		18.46
13073 - Photographer III		22.86
13074 - Photographer IV		27.96
13075 - Photographer V		33.83
13090 - Technical Order Library Clerk		18.11
13110 - Video Teleconference Technician		18.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.64
14042 - Computer Operator II		18.67
14043 - Computer Operator III		20.82
14044 - Computer Operator IV		23.14
14045 - Computer Operator V		25.61
14071 - Computer Programmer I	(see 1)	21.66
14072 - Computer Programmer II	(see 1)	26.85
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		16.64
14160 - Personal Computer Support Technician		23.14
14170 - System Support Specialist		25.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.88
15020 - Aircrew Training Devices Instructor (Rated)		36.76
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		27.88
15060 - Educational Technologist		31.57
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		23.07
15085 - Maintenance Test Pilot Fixed Jet/Prop		34.57

15086 - Maintenance Test Pilot Rotary Wing 34.57
15088 - Non-Maintenance Test/Co-Pilot 34.57
15090 - Technical Instructor 21.83
15095 - Technical Instructor/Course Developer 26.71
15110 - Test Proctor 17.62
15120 - Tutor 17.62
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.66
16030 - Counter Attendant 10.66
16040 - Dry Cleaner 13.53
16070 - Finisher Flatwork Machine 10.66
16090 - Presser Hand 10.66
16110 - Presser Machine Drycleaning 10.66
16130 - Presser Machine Shirts 10.66
16160 - Presser Machine Wearing Apparel Laundry 10.66
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.43
16250 - Washer Machine 11.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.09
19040 - Tool And Die Maker 25.36
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.00
21030 - Material Coordinator 21.90
21040 - Material Expediter 21.90
21050 - Material Handling Laborer 13.47
21071 - Order Filler 11.52
21080 - Production Line Worker (Food Processing) 17.00
21110 - Shipping Packer 15.91
21130 - Shipping/Receiving Clerk 15.91
21140 - Store Worker I 11.67
21150 - Stock Clerk 16.54
21210 - Tools And Parts Attendant 17.00
21410 - Warehouse Specialist 17.00
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.88
23019 - Aircraft Logs and Records Technician 17.41
23021 - Aircraft Mechanic I 21.79
23022 - Aircraft Mechanic II 22.88
23023 - Aircraft Mechanic III 24.05
23040 - Aircraft Mechanic Helper 14.70
23050 - Aircraft Painter 20.60
23060 - Aircraft Servicer 17.41
23070 - Aircraft Survival Flight Equipment Technician 20.60
23080 - Aircraft Worker 18.77
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.77
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.79
23110 - Appliance Mechanic 20.09

23120 - Bicycle Repairer	15.66
23125 - Cable Splicer	32.27
23130 - Carpenter Maintenance	16.39
23140 - Carpet Layer	18.77
23160 - Electrician Maintenance	20.81
23181 - Electronics Technician Maintenance I	21.17
23182 - Electronics Technician Maintenance II	22.66
23183 - Electronics Technician Maintenance III	24.13
23260 - Fabric Worker	17.41
23290 - Fire Alarm System Mechanic	20.95
23310 - Fire Extinguisher Repairer	16.00
23311 - Fuel Distribution System Mechanic	21.39
23312 - Fuel Distribution System Operator	17.03
23370 - General Maintenance Worker	16.68
23380 - Ground Support Equipment Mechanic	21.79
23381 - Ground Support Equipment Servicer	17.41
23382 - Ground Support Equipment Worker	18.77
23391 - Gunsmith I	16.00
23392 - Gunsmith II	18.77
23393 - Gunsmith III	21.39
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.71
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.55
23430 - Heavy Equipment Mechanic	19.85
23440 - Heavy Equipment Operator	17.93
23460 - Instrument Mechanic	21.39
23465 - Laboratory/Shelter Mechanic	20.09
23470 - Laborer	13.43
23510 - Locksmith	20.09
23530 - Machinery Maintenance Mechanic	21.95
23550 - Machinist Maintenance	19.89
23580 - Maintenance Trades Helper	14.70
23591 - Metrology Technician I	21.39
23592 - Metrology Technician II	22.68
23593 - Metrology Technician III	24.05
23640 - Millwright	21.39
23710 - Office Appliance Repairer	19.34
23760 - Painter Maintenance	19.67
23790 - Pipefitter Maintenance	21.12
23810 - Plumber Maintenance	19.83
23820 - Pneudraulic Systems Mechanic	21.39
23850 - Rigger	21.39
23870 - Scale Mechanic	18.77
23890 - Sheet-Metal Worker Maintenance	18.72
23910 - Small Engine Mechanic	18.77
23931 - Telecommunications Mechanic I	26.80
23932 - Telecommunications Mechanic II	28.41
23950 - Telephone Lineman	26.63
23960 - Welder Combination Maintenance	18.00

23965 - Well Driller	21.39
23970 - Woodcraft Worker	21.39
23980 - Woodworker	16.00
24000 - Personal Needs Occupations	
24550 - Case Manager	14.34
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.11
24610 - Chore Aide	10.60
24620 - Family Readiness And Support Services Coordinator	14.34
24630 - Homemaker	16.62
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.36
25040 - Sewage Plant Operator	19.58
25070 - Stationary Engineer	23.36
25190 - Ventilation Equipment Tender	15.83
25210 - Water Treatment Plant Operator	19.58
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.89
27007 - Baggage Inspector	10.92
27008 - Corrections Officer	19.23
27010 - Court Security Officer	18.53
27030 - Detection Dog Handler	13.59
27040 - Detention Officer	19.23
27070 - Firefighter	18.67
27101 - Guard I	10.92
27102 - Guard II	13.59
27131 - Police Officer I	21.51
27132 - Police Officer II	22.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.26
28042 - Carnival Equipment Repairer	14.48
28043 - Carnival Worker	9.63
28210 - Gate Attendant/Gate Tender	16.23
28310 - Lifeguard	14.40
28350 - Park Attendant (Aide)	18.16
28510 - Recreation Aide/Health Facility Attendant	13.26
28515 - Recreation Specialist	16.90
28630 - Sports Official	14.46
28690 - Swimming Pool Operator	16.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.77
29020 - Hatch Tender	18.77
29030 - Line Handler	18.77
29041 - Stevedore I	17.41
29042 - Stevedore II	20.09
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.30
30022 - Archeological Technician II		19.36
30023 - Archeological Technician III		23.98
30030 - Cartographic Technician		23.98
30040 - Civil Engineering Technician		23.98
30051 - Cryogenic Technician I		26.56
30052 - Cryogenic Technician II		29.33
30061 - Drafter/CAD Operator I		17.30
30062 - Drafter/CAD Operator II		19.36
30063 - Drafter/CAD Operator III		21.59
30064 - Drafter/CAD Operator IV		26.56
30081 - Engineering Technician I		17.14
30082 - Engineering Technician II		18.54
30083 - Engineering Technician III		21.52
30084 - Engineering Technician IV		25.66
30085 - Engineering Technician V		30.95
30086 - Engineering Technician VI		37.45
30090 - Environmental Technician		23.98
30095 - Evidence Control Specialist		23.98
30210 - Laboratory Technician		21.59
30221 - Latent Fingerprint Technician I		26.56
30222 - Latent Fingerprint Technician II		29.33
30240 - Mathematical Technician		23.98
30361 - Paralegal/Legal Assistant I		19.17
30362 - Paralegal/Legal Assistant II		23.74
30363 - Paralegal/Legal Assistant III		29.05
30364 - Paralegal/Legal Assistant IV		35.14
30375 - Petroleum Supply Specialist		29.33
30390 - Photo-Optics Technician		23.98
30395 - Radiation Control Technician		29.33
30461 - Technical Writer I		23.98
30462 - Technical Writer II		29.33
30463 - Technical Writer III		35.49
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.56
30502 - Weather Forecaster II		32.31
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.59
30621 - Weather Observer Senior	(see 2)	23.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.67
31030 - Bus Driver		16.73
31043 - Driver Courier		13.73
31260 - Parking and Lot Attendant		9.97
31290 - Shuttle Bus Driver		14.99

31310 - Taxi Driver	10.89
31361 - Truckdriver Light	14.99
31362 - Truckdriver Medium	16.31
31363 - Truckdriver Heavy	20.14
31364 - Truckdriver Tractor-Trailer	20.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.34
99050 - Desk Clerk	9.55
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.75
99252 - Laboratory Animal Caretaker II	16.21
99260 - Marketing Analyst	26.74
99310 - Mortician	25.35
99410 - Pest Controller	17.00
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.31
99711 - Recycling Specialist	19.68
99730 - Refuse Collector	14.51
99810 - Sales Clerk	11.81
99820 - School Crossing Guard	13.25
99830 - Survey Party Chief	19.49
99831 - Surveying Aide	12.77
99832 - Surveying Technician	17.49
99840 - Vending Machine Attendant	18.24
99841 - Vending Machine Repairer	23.38
99842 - Vending Machine Repairer Helper	18.24

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-5116
Revision No.: 12
Date Of Last Revision: 06/26/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Craighead Poinsett

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.21
01012 - Accounting Clerk II		15.95
01013 - Accounting Clerk III		17.85
01020 - Administrative Assistant		22.49
01035 - Court Reporter		17.00
01041 - Customer Service Representative I		12.08
01042 - Customer Service Representative II		13.59
01043 - Customer Service Representative III		14.82
01051 - Data Entry Operator I		12.55
01052 - Data Entry Operator II		13.69
01060 - Dispatcher Motor Vehicle		21.14
01070 - Document Preparation Clerk		12.64

01090 - Duplicating Machine Operator 12.64
01111 - General Clerk I 12.56
01112 - General Clerk II 13.71
01113 - General Clerk III 15.47
01120 - Housing Referral Assistant 20.25
01141 - Messenger Courier 11.69
01191 - Order Clerk I 12.37
01192 - Order Clerk II 13.50
01261 - Personnel Assistant (Employment) I 15.20
01262 - Personnel Assistant (Employment) II 17.00
01263 - Personnel Assistant (Employment) III 19.71
01270 - Production Control Clerk 21.90
01290 - Rental Clerk 15.13
01300 - Scheduler Maintenance 15.74
01311 - Secretary I 15.74
01312 - Secretary II 17.61
01313 - Secretary III 19.63
01320 - Service Order Dispatcher 19.13
01410 - Supply Technician 22.49
01420 - Survey Worker 17.19
01460 - Switchboard Operator/Receptionist 13.23
01531 - Travel Clerk I 13.55
01532 - Travel Clerk II 14.39
01533 - Travel Clerk III 15.47
01611 - Word Processor I 12.06
01612 - Word Processor II 15.20
01613 - Word Processor III 17.17
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.53
05010 - Automotive Electrician 19.23
05040 - Automotive Glass Installer 17.17
05070 - Automotive Worker 17.21
05110 - Mobile Equipment Servicer 15.07
05130 - Motor Equipment Metal Mechanic 19.23
05160 - Motor Equipment Metal Worker 17.21
05190 - Motor Vehicle Mechanic 19.23
05220 - Motor Vehicle Mechanic Helper 13.97
05250 - Motor Vehicle Upholstery Worker 17.21
05280 - Motor Vehicle Wrecker 17.21
05310 - Painter Automotive 18.23
05340 - Radiator Repair Specialist 17.21
05370 - Tire Repairer 12.71
05400 - Transmission Repair Specialist 18.98
07000 - Food Preparation And Service Occupations
07010 - Baker 19.16
07041 - Cook I 10.43
07042 - Cook II 12.24
07070 - Dishwasher 9.60
07130 - Food Service Worker 11.08
07210 - Meat Cutter 16.51

07260 - Waiter/Waitress	9.44
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.75
09040 - Furniture Handler	10.74
09080 - Furniture Refinisher	17.75
09090 - Furniture Refinisher Helper	12.99
09110 - Furniture Repairer Minor	15.38
09130 - Upholsterer	17.75
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.68
11060 - Elevator Operator	12.68
11090 - Gardener	16.05
11122 - Housekeeping Aide	11.16
11150 - Janitor	11.16
11210 - Laborer Grounds Maintenance	12.14
11240 - Maid or Houseman	9.79
11260 - Pruner	10.80
11270 - Tractor Operator	14.87
11330 - Trail Maintenance Worker	12.14
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	18.77
12011 - Breath Alcohol Technician	17.57
12012 - Certified Occupational Therapist Assistant	30.65
12015 - Certified Physical Therapist Assistant	28.43
12020 - Dental Assistant	17.28
12025 - Dental Hygienist	33.84
12030 - EKG Technician	26.62
12035 - Electroneurodiagnostic Technologist	26.62
12040 - Emergency Medical Technician	18.77
12071 - Licensed Practical Nurse I	15.70
12072 - Licensed Practical Nurse II	17.57
12073 - Licensed Practical Nurse III	19.59
12100 - Medical Assistant	13.36
12130 - Medical Laboratory Technician	22.14
12160 - Medical Record Clerk	15.48
12190 - Medical Record Technician	17.32
12195 - Medical Transcriptionist	16.52
12210 - Nuclear Medicine Technologist	38.61
12221 - Nursing Assistant I	12.18
12222 - Nursing Assistant II	13.69
12223 - Nursing Assistant III	14.94
12224 - Nursing Assistant IV	16.77
12235 - Optical Dispenser	18.01
12236 - Optical Technician	15.70
12250 - Pharmacy Technician	14.29
12280 - Phlebotomist	14.26
12305 - Radiologic Technologist	24.12
12311 - Registered Nurse I	25.41
12312 - Registered Nurse II	30.43

12313 - Registered Nurse II Specialist		30.43
12314 - Registered Nurse III		36.80
12315 - Registered Nurse III Anesthetist		36.80
12316 - Registered Nurse IV		44.11
12317 - Scheduler (Drug and Alcohol Testing)		21.76
12320 - Substance Abuse Treatment Counselor		27.95
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.46
13012 - Exhibits Specialist II		22.86
13013 - Exhibits Specialist III		27.96
13041 - Illustrator I		18.46
13042 - Illustrator II		22.86
13043 - Illustrator III		27.96
13047 - Librarian		25.32
13050 - Library Aide/Clerk		14.31
13054 - Library Information Technology Systems Administrator		22.86
13058 - Library Technician		15.82
13061 - Media Specialist I		16.50
13062 - Media Specialist II		18.46
13063 - Media Specialist III		20.58
13071 - Photographer I		16.50
13072 - Photographer II		18.46
13073 - Photographer III		22.86
13074 - Photographer IV		27.96
13075 - Photographer V		33.83
13090 - Technical Order Library Clerk		18.11
13110 - Video Teleconference Technician		18.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.64
14042 - Computer Operator II		18.67
14043 - Computer Operator III		20.82
14044 - Computer Operator IV		23.14
14045 - Computer Operator V		25.61
14071 - Computer Programmer I	(see 1)	21.66
14072 - Computer Programmer II	(see 1)	26.85
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		16.64
14160 - Personal Computer Support Technician		23.14
14170 - System Support Specialist		25.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.88
15020 - Aircrew Training Devices Instructor (Rated)		36.76
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		27.88
15060 - Educational Technologist		31.57

15070 - Flight Instructor (Pilot) 40.44
15080 - Graphic Artist 23.07
15085 - Maintenance Test Pilot Fixed Jet/Prop 34.57
15086 - Maintenance Test Pilot Rotary Wing 34.57
15088 - Non-Maintenance Test/Co-Pilot 34.57
15090 - Technical Instructor 21.83
15095 - Technical Instructor/Course Developer 26.71
15110 - Test Proctor 17.62
15120 - Tutor 17.62
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.66
16030 - Counter Attendant 10.66
16040 - Dry Cleaner 13.53
16070 - Finisher Flatwork Machine 10.66
16090 - Presser Hand 10.66
16110 - Presser Machine Drycleaning 10.66
16130 - Presser Machine Shirts 10.66
16160 - Presser Machine Wearing Apparel Laundry 10.66
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.43
16250 - Washer Machine 11.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.09
19040 - Tool And Die Maker 25.36
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.00
21030 - Material Coordinator 21.90
21040 - Material Expediter 21.90
21050 - Material Handling Laborer 13.47
21071 - Order Filler 11.52
21080 - Production Line Worker (Food Processing) 17.00
21110 - Shipping Packer 15.91
21130 - Shipping/Receiving Clerk 15.91
21140 - Store Worker I 11.67
21150 - Stock Clerk 16.54
21210 - Tools And Parts Attendant 17.00
21410 - Warehouse Specialist 17.00
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.88
23019 - Aircraft Logs and Records Technician 17.41
23021 - Aircraft Mechanic I 21.79
23022 - Aircraft Mechanic II 22.88
23023 - Aircraft Mechanic III 24.05
23040 - Aircraft Mechanic Helper 14.70
23050 - Aircraft Painter 20.60
23060 - Aircraft Servicer 17.41
23070 - Aircraft Survival Flight Equipment Technician 20.60
23080 - Aircraft Worker 18.77
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.77

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.79
23110 - Appliance Mechanic 20.09
23120 - Bicycle Repairer 15.66
23125 - Cable Splicer 32.27
23130 - Carpenter Maintenance 16.39
23140 - Carpet Layer 18.77
23160 - Electrician Maintenance 20.81
23181 - Electronics Technician Maintenance I 21.17
23182 - Electronics Technician Maintenance II 22.66
23183 - Electronics Technician Maintenance III 24.13
23260 - Fabric Worker 17.41
23290 - Fire Alarm System Mechanic 20.95
23310 - Fire Extinguisher Repairer 16.00
23311 - Fuel Distribution System Mechanic 21.39
23312 - Fuel Distribution System Operator 17.03
23370 - General Maintenance Worker 16.68
23380 - Ground Support Equipment Mechanic 21.79
23381 - Ground Support Equipment Servicer 17.41
23382 - Ground Support Equipment Worker 18.77
23391 - Gunsmith I 16.00
23392 - Gunsmith II 18.77
23393 - Gunsmith III 21.39
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.71
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.55
23430 - Heavy Equipment Mechanic 19.85
23440 - Heavy Equipment Operator 17.93
23460 - Instrument Mechanic 21.39
23465 - Laboratory/Shelter Mechanic 20.09
23470 - Laborer 13.43
23510 - Locksmith 20.09
23530 - Machinery Maintenance Mechanic 21.95
23550 - Machinist Maintenance 19.89
23580 - Maintenance Trades Helper 14.70
23591 - Metrology Technician I 21.39
23592 - Metrology Technician II 22.68
23593 - Metrology Technician III 24.05
23640 - Millwright 21.39
23710 - Office Appliance Repairer 19.34
23760 - Painter Maintenance 19.67
23790 - Pipefitter Maintenance 21.12
23810 - Plumber Maintenance 19.83
23820 - Pneudraulic Systems Mechanic 21.39
23850 - Rigger 21.39
23870 - Scale Mechanic 18.77
23890 - Sheet-Metal Worker Maintenance 18.72
23910 - Small Engine Mechanic 18.77
23931 - Telecommunications Mechanic I 26.80

23932 - Telecommunications Mechanic II 28.41
23950 - Telephone Lineman 26.63
23960 - Welder Combination Maintenance 18.00
23965 - Well Driller 21.39
23970 - Woodcraft Worker 21.39
23980 - Woodworker 16.00
24000 - Personal Needs Occupations
24550 - Case Manager 14.34
24570 - Child Care Attendant 11.22
24580 - Child Care Center Clerk 14.11
24610 - Chore Aide 10.60
24620 - Family Readiness And Support Services Coordinator 14.34
24630 - Homemaker 16.62
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.36
25040 - Sewage Plant Operator 19.58
25070 - Stationary Engineer 23.36
25190 - Ventilation Equipment Tender 15.83
25210 - Water Treatment Plant Operator 19.58
27000 - Protective Service Occupations
27004 - Alarm Monitor 13.89
27007 - Baggage Inspector 10.92
27008 - Corrections Officer 19.23
27010 - Court Security Officer 18.53
27030 - Detection Dog Handler 13.59
27040 - Detention Officer 19.23
27070 - Firefighter 18.67
27101 - Guard I 10.92
27102 - Guard II 13.59
27131 - Police Officer I 21.51
27132 - Police Officer II 22.53
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.26
28042 - Carnival Equipment Repairer 14.48
28043 - Carnival Worker 9.63
28210 - Gate Attendant/Gate Tender 16.23
28310 - Lifeguard 14.40
28350 - Park Attendant (Aide) 18.16
28510 - Recreation Aide/Health Facility Attendant 13.26
28515 - Recreation Specialist 16.90
28630 - Sports Official 14.46
28690 - Swimming Pool Operator 16.99
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 18.77
29020 - Hatch Tender 18.77
29030 - Line Handler 18.77
29041 - Stevedore I 17.41
29042 - Stevedore II 20.09
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.30
30022 - Archeological Technician II 19.36
30023 - Archeological Technician III 23.98
30030 - Cartographic Technician 23.98
30040 - Civil Engineering Technician 23.98
30051 - Cryogenic Technician I 26.56
30052 - Cryogenic Technician II 29.33
30061 - Drafter/CAD Operator I 17.30
30062 - Drafter/CAD Operator II 19.36
30063 - Drafter/CAD Operator III 21.59
30064 - Drafter/CAD Operator IV 26.56
30081 - Engineering Technician I 17.14
30082 - Engineering Technician II 18.54
30083 - Engineering Technician III 21.52
30084 - Engineering Technician IV 25.66
30085 - Engineering Technician V 30.95
30086 - Engineering Technician VI 37.45
30090 - Environmental Technician 23.98
30095 - Evidence Control Specialist 23.98
30210 - Laboratory Technician 21.59
30221 - Latent Fingerprint Technician I 26.56
30222 - Latent Fingerprint Technician II 29.33
30240 - Mathematical Technician 23.98
30361 - Paralegal/Legal Assistant I 19.17
30362 - Paralegal/Legal Assistant II 23.74
30363 - Paralegal/Legal Assistant III 29.05
30364 - Paralegal/Legal Assistant IV 35.14
30375 - Petroleum Supply Specialist 29.33
30390 - Photo-Optics Technician 23.98
30395 - Radiation Control Technician 29.33
30461 - Technical Writer I 23.98
30462 - Technical Writer II 29.33
30463 - Technical Writer III 35.49
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.56
30502 - Weather Forecaster II 32.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.59
30621 - Weather Observer Senior (see 2) 23.98
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.67
31030 - Bus Driver 16.73

31043 - Driver Courier	13.73
31260 - Parking and Lot Attendant	9.97
31290 - Shuttle Bus Driver	14.99
31310 - Taxi Driver	10.89
31361 - Truckdriver Light	14.99
31362 - Truckdriver Medium	16.31
31363 - Truckdriver Heavy	20.14
31364 - Truckdriver Tractor-Trailer	20.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.34
99050 - Desk Clerk	9.55
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.75
99252 - Laboratory Animal Caretaker II	16.21
99260 - Marketing Analyst	26.74
99310 - Mortician	25.35
99410 - Pest Controller	17.00
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.31
99711 - Recycling Specialist	19.68
99730 - Refuse Collector	14.51
99810 - Sales Clerk	11.81
99820 - School Crossing Guard	13.25
99830 - Survey Party Chief	19.49
99831 - Surveying Aide	12.77
99832 - Surveying Technician	17.49
99840 - Vending Machine Attendant	18.24
99841 - Vending Machine Repairer	23.38
99842 - Vending Machine Repairer Helper	18.24

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

the request.

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

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

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

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

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

Daniel W. Simms
Director

Division of Wage Determinations

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

Wage Determination No.: 2015-5117
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Faulkner Lonoke Perry Pulaski Saline

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.25
01012 - Accounting Clerk II		16.00
01013 - Accounting Clerk III		19.95
01020 - Administrative Assistant		24.30
01035 - Court Reporter		18.99
01041 - Customer Service Representative I		12.27
01042 - Customer Service Representative II		13.80
01043 - Customer Service Representative III		15.05
01051 - Data Entry Operator I		13.89
01052 - Data Entry Operator II		15.15
01060 - Dispatcher Motor Vehicle		16.42
01070 - Document Preparation Clerk		11.47
01090 - Duplicating Machine Operator		11.47
01111 - General Clerk I		13.10
01112 - General Clerk II		14.29

01113 - General Clerk III 16.04
01120 - Housing Referral Assistant 19.36
01141 - Messenger Courier 12.44
01191 - Order Clerk I 12.64
01192 - Order Clerk II 13.79
01261 - Personnel Assistant (Employment) I 15.70
01262 - Personnel Assistant (Employment) II 17.56
01263 - Personnel Assistant (Employment) III 19.58
01270 - Production Control Clerk 24.46
01290 - Rental Clerk 11.48
01300 - Scheduler Maintenance 15.53
01311 - Secretary I 15.53
01312 - Secretary II 17.38
01313 - Secretary III 19.36
01320 - Service Order Dispatcher 16.25
01410 - Supply Technician 24.30
01420 - Survey Worker 15.65
01460 - Switchboard Operator/Receptionist 14.07
01531 - Travel Clerk I 15.73
01532 - Travel Clerk II 17.13
01533 - Travel Clerk III 18.11
01611 - Word Processor I 14.47
01612 - Word Processor II 16.25
01613 - Word Processor III 18.18
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.03
05010 - Automotive Electrician 17.59
05040 - Automotive Glass Installer 16.27
05070 - Automotive Worker 16.27
05110 - Mobile Equipment Servicer 14.30
05130 - Motor Equipment Metal Mechanic 18.42
05160 - Motor Equipment Metal Worker 16.27
05190 - Motor Vehicle Mechanic 18.42
05220 - Motor Vehicle Mechanic Helper 13.31
05250 - Motor Vehicle Upholstery Worker 15.30
05280 - Motor Vehicle Wrecker 16.27
05310 - Painter Automotive 17.34
05340 - Radiator Repair Specialist 16.27
05370 - Tire Repairer 12.63
05400 - Transmission Repair Specialist 18.42
07000 - Food Preparation And Service Occupations
07010 - Baker 12.28
07041 - Cook I 10.87
07042 - Cook II 12.37
07070 - Dishwasher 9.68
07130 - Food Service Worker 10.99
07210 - Meat Cutter 16.48
07260 - Waiter/Waitress 9.36
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.32

09040 - Furniture Handler 10.88
09080 - Furniture Refinisher 16.24
09090 - Furniture Refinisher Helper 12.68
09110 - Furniture Repairer Minor 14.47
09130 - Upholsterer 16.24
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.57
11060 - Elevator Operator 11.57
11090 - Gardener 16.83
11122 - Housekeeping Aide 10.58
11150 - Janitor 10.58
11210 - Laborer Grounds Maintenance 13.02
11240 - Maid or Houseman 9.81
11260 - Pruner 11.87
11270 - Tractor Operator 15.68
11330 - Trail Maintenance Worker 13.02
11360 - Window Cleaner 11.60
12000 - Health Occupations
12010 - Ambulance Driver 16.06
12011 - Breath Alcohol Technician 19.16
12012 - Certified Occupational Therapist Assistant 28.64
12015 - Certified Physical Therapist Assistant 31.30
12020 - Dental Assistant 16.92
12025 - Dental Hygienist 36.26
12030 - EKG Technician 26.27
12035 - Electroneurodiagnostic Technologist 26.27
12040 - Emergency Medical Technician 16.06
12071 - Licensed Practical Nurse I 17.12
12072 - Licensed Practical Nurse II 19.16
12073 - Licensed Practical Nurse III 21.36
12100 - Medical Assistant 15.72
12130 - Medical Laboratory Technician 21.66
12160 - Medical Record Clerk 16.09
12190 - Medical Record Technician 19.16
12195 - Medical Transcriptionist 14.98
12210 - Nuclear Medicine Technologist 35.38
12221 - Nursing Assistant I 11.43
12222 - Nursing Assistant II 12.85
12223 - Nursing Assistant III 14.03
12224 - Nursing Assistant IV 15.75
12235 - Optical Dispenser 18.95
12236 - Optical Technician 16.49
12250 - Pharmacy Technician 14.52
12280 - Phlebotomist 14.46
12305 - Radiologic Technologist 24.30
12311 - Registered Nurse I 24.41
12312 - Registered Nurse II 29.86
12313 - Registered Nurse II Specialist 29.86
12314 - Registered Nurse III 36.12
12315 - Registered Nurse III Anesthetist 36.12

12316 - Registered Nurse IV		43.29
12317 - Scheduler (Drug and Alcohol Testing)		23.73
12320 - Substance Abuse Treatment Counselor		20.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.21
13012 - Exhibits Specialist II		25.03
13013 - Exhibits Specialist III		30.61
13041 - Illustrator I		20.21
13042 - Illustrator II		25.03
13043 - Illustrator III		30.61
13047 - Librarian		27.72
13050 - Library Aide/Clerk		11.52
13054 - Library Information Technology Systems Administrator		25.03
13058 - Library Technician		13.35
13061 - Media Specialist I		18.06
13062 - Media Specialist II		20.21
13063 - Media Specialist III		22.52
13071 - Photographer I		16.32
13072 - Photographer II		18.26
13073 - Photographer III		22.62
13074 - Photographer IV		27.67
13075 - Photographer V		33.48
13090 - Technical Order Library Clerk		14.47
13110 - Video Teleconference Technician		18.38
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.69
14042 - Computer Operator II		17.55
14043 - Computer Operator III		19.57
14044 - Computer Operator IV		21.84
14045 - Computer Operator V		24.08
14071 - Computer Programmer I	(see 1)	21.44
14072 - Computer Programmer II	(see 1)	25.80
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.69
14160 - Personal Computer Support Technician		24.02
14170 - System Support Specialist		24.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.78
15020 - Aircrew Training Devices Instructor (Rated)		35.88
15030 - Air Crew Training Devices Instructor (Pilot)		40.56
15050 - Computer Based Training Specialist / Instructor		29.78
15060 - Educational Technologist		29.22
15070 - Flight Instructor (Pilot)		40.56
15080 - Graphic Artist		20.59
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.56

15086 - Maintenance Test Pilot Rotary Wing 40.56
15088 - Non-Maintenance Test/Co-Pilot 40.56
15090 - Technical Instructor 20.60
15095 - Technical Instructor/Course Developer 25.20
15110 - Test Proctor 16.63
15120 - Tutor 16.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.94
16030 - Counter Attendant 10.94
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.94
16090 - Presser Hand 10.94
16110 - Presser Machine Drycleaning 10.94
16130 - Presser Machine Shirts 10.94
16160 - Presser Machine Wearing Apparel Laundry 10.94
16190 - Sewing Machine Operator 13.02
16220 - Tailor 13.86
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 17.67
19040 - Tool And Die Maker 22.01
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.28
21030 - Material Coordinator 24.46
21040 - Material Expediter 24.46
21050 - Material Handling Laborer 11.87
21071 - Order Filler 13.01
21080 - Production Line Worker (Food Processing) 16.28
21110 - Shipping Packer 16.84
21130 - Shipping/Receiving Clerk 16.84
21140 - Store Worker I 11.74
21150 - Stock Clerk 15.79
21210 - Tools And Parts Attendant 16.28
21410 - Warehouse Specialist 16.28
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.16
23019 - Aircraft Logs and Records Technician 22.13
23021 - Aircraft Mechanic I 26.66
23022 - Aircraft Mechanic II 28.16
23023 - Aircraft Mechanic III 29.70
23040 - Aircraft Mechanic Helper 19.26
23050 - Aircraft Painter 25.10
23060 - Aircraft Servicer 22.13
23070 - Aircraft Survival Flight Equipment Technician 25.10
23080 - Aircraft Worker 23.53
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.53
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.66
23110 - Appliance Mechanic 18.82

23120 - Bicycle Repairer 17.18
23125 - Cable Splicer 31.47
23130 - Carpenter Maintenance 18.28
23140 - Carpet Layer 19.55
23160 - Electrician Maintenance 20.98
23181 - Electronics Technician Maintenance I 24.38
23182 - Electronics Technician Maintenance II 26.00
23183 - Electronics Technician Maintenance III 27.61
23260 - Fabric Worker 18.38
23290 - Fire Alarm System Mechanic 17.99
23310 - Fire Extinguisher Repairer 17.18
23311 - Fuel Distribution System Mechanic 29.18
23312 - Fuel Distribution System Operator 22.91
23370 - General Maintenance Worker 14.98
23380 - Ground Support Equipment Mechanic 26.66
23381 - Ground Support Equipment Servicer 22.13
23382 - Ground Support Equipment Worker 23.53
23391 - Gunsmith I 17.18
23392 - Gunsmith II 19.55
23393 - Gunsmith III 22.14
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.47
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.58
23430 - Heavy Equipment Mechanic 23.54
23440 - Heavy Equipment Operator 17.38
23460 - Instrument Mechanic 24.45
23465 - Laboratory/Shelter Mechanic 20.84
23470 - Laborer 11.87
23510 - Locksmith 18.36
23530 - Machinery Maintenance Mechanic 22.03
23550 - Machinist Maintenance 19.05
23580 - Maintenance Trades Helper 12.02
23591 - Metrology Technician I 24.45
23592 - Metrology Technician II 25.84
23593 - Metrology Technician III 27.25
23640 - Millwright 23.89
23710 - Office Appliance Repairer 18.65
23760 - Painter Maintenance 19.46
23790 - Pipefitter Maintenance 24.22
23810 - Plumber Maintenance 22.80
23820 - Pneudraulic Systems Mechanic 22.14
23850 - Rigger 22.14
23870 - Scale Mechanic 19.55
23890 - Sheet-Metal Worker Maintenance 18.40
23910 - Small Engine Mechanic 16.74
23931 - Telecommunications Mechanic I 23.33
23932 - Telecommunications Mechanic II 24.64
23950 - Telephone Lineman 24.24
23960 - Welder Combination Maintenance 17.75

23965 - Well Driller	22.14
23970 - Woodcraft Worker	22.14
23980 - Woodworker	17.18
24000 - Personal Needs Occupations	
24550 - Case Manager	15.81
24570 - Child Care Attendant	10.56
24580 - Child Care Center Clerk	13.17
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	15.81
24630 - Homemaker	15.81
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.01
25040 - Sewage Plant Operator	18.73
25070 - Stationary Engineer	21.01
25190 - Ventilation Equipment Tender	15.19
25210 - Water Treatment Plant Operator	18.73
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.56
27007 - Baggage Inspector	13.55
27008 - Corrections Officer	16.61
27010 - Court Security Officer	19.57
27030 - Detection Dog Handler	15.18
27040 - Detention Officer	16.61
27070 - Firefighter	22.53
27101 - Guard I	13.55
27102 - Guard II	15.18
27131 - Police Officer I	19.97
27132 - Police Officer II	22.19
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.61
28042 - Carnival Equipment Repairer	13.54
28043 - Carnival Worker	9.55
28210 - Gate Attendant/Gate Tender	14.50
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	16.21
28510 - Recreation Aide/Health Facility Attendant	11.57
28515 - Recreation Specialist	19.64
28630 - Sports Official	12.62
28690 - Swimming Pool Operator	16.09
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.63
29020 - Hatch Tender	21.63
29030 - Line Handler	21.63
29041 - Stevedore I	20.34
29042 - Stevedore II	23.06
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.38
30022 - Archeological Technician II		19.44
30023 - Archeological Technician III		22.65
30030 - Cartographic Technician		24.09
30040 - Civil Engineering Technician		22.95
30051 - Cryogenic Technician I		26.67
30052 - Cryogenic Technician II		29.46
30061 - Drafter/CAD Operator I		17.38
30062 - Drafter/CAD Operator II		19.44
30063 - Drafter/CAD Operator III		21.68
30064 - Drafter/CAD Operator IV		26.67
30081 - Engineering Technician I		15.66
30082 - Engineering Technician II		17.58
30083 - Engineering Technician III		19.68
30084 - Engineering Technician IV		24.37
30085 - Engineering Technician V		29.81
30086 - Engineering Technician VI		36.06
30090 - Environmental Technician		21.87
30095 - Evidence Control Specialist		21.87
30210 - Laboratory Technician		19.37
30221 - Latent Fingerprint Technician I		22.11
30222 - Latent Fingerprint Technician II		24.42
30240 - Mathematical Technician		24.09
30361 - Paralegal/Legal Assistant I		19.36
30362 - Paralegal/Legal Assistant II		22.04
30363 - Paralegal/Legal Assistant III		25.64
30364 - Paralegal/Legal Assistant IV		29.76
30375 - Petroleum Supply Specialist		26.76
30390 - Photo-Optics Technician		24.09
30395 - Radiation Control Technician		26.76
30461 - Technical Writer I		24.61
30462 - Technical Writer II		30.11
30463 - Technical Writer III		36.43
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.67
30502 - Weather Forecaster II		32.45
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.68
30621 - Weather Observer Senior	(see 2)	24.09
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.23
31030 - Bus Driver		19.68
31043 - Driver Courier		13.14
31260 - Parking and Lot Attendant		12.82
31290 - Shuttle Bus Driver		13.98

31310 - Taxi Driver	12.97
31361 - Truckdriver Light	13.98
31362 - Truckdriver Medium	14.96
31363 - Truckdriver Heavy	20.93
31364 - Truckdriver Tractor-Trailer	20.93
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.56
99050 - Desk Clerk	10.51
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.48
99252 - Laboratory Animal Caretaker II	12.33
99260 - Marketing Analyst	29.32
99310 - Mortician	25.35
99410 - Pest Controller	15.22
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.62
99711 - Recycling Specialist	19.94
99730 - Refuse Collector	15.15
99810 - Sales Clerk	11.57
99820 - School Crossing Guard	9.45
99830 - Survey Party Chief	22.11
99831 - Surveying Aide	14.63
99832 - Surveying Technician	20.10
99840 - Vending Machine Attendant	14.75
99841 - Vending Machine Repairer	18.02
99842 - Vending Machine Repairer Helper	14.75

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

"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.: 2015-5118
Revision No.: 14
Date Of Last Revision: 05/20/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Faulkner Lonoke Perry Pulaski Saline

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.25
01012 - Accounting Clerk II		16.00
01013 - Accounting Clerk III		19.95
01020 - Administrative Assistant		24.30
01035 - Court Reporter		18.99
01041 - Customer Service Representative I		12.27
01042 - Customer Service Representative II		13.80
01043 - Customer Service Representative III		15.05
01051 - Data Entry Operator I		13.89
01052 - Data Entry Operator II		15.15
01060 - Dispatcher Motor Vehicle		16.42
01070 - Document Preparation Clerk		11.47

01090 - Duplicating Machine Operator 11.47
01111 - General Clerk I 13.10
01112 - General Clerk II 14.29
01113 - General Clerk III 16.04
01120 - Housing Referral Assistant 19.36
01141 - Messenger Courier 12.44
01191 - Order Clerk I 12.64
01192 - Order Clerk II 13.79
01261 - Personnel Assistant (Employment) I 15.70
01262 - Personnel Assistant (Employment) II 17.56
01263 - Personnel Assistant (Employment) III 19.58
01270 - Production Control Clerk 24.46
01290 - Rental Clerk 11.48
01300 - Scheduler Maintenance 15.53
01311 - Secretary I 15.53
01312 - Secretary II 17.38
01313 - Secretary III 19.36
01320 - Service Order Dispatcher 16.25
01410 - Supply Technician 24.30
01420 - Survey Worker 15.65
01460 - Switchboard Operator/Receptionist 14.07
01531 - Travel Clerk I 15.73
01532 - Travel Clerk II 17.13
01533 - Travel Clerk III 18.11
01611 - Word Processor I 14.47
01612 - Word Processor II 16.25
01613 - Word Processor III 18.18
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.03
05010 - Automotive Electrician 17.59
05040 - Automotive Glass Installer 16.27
05070 - Automotive Worker 16.27
05110 - Mobile Equipment Servicer 14.30
05130 - Motor Equipment Metal Mechanic 18.42
05160 - Motor Equipment Metal Worker 16.27
05190 - Motor Vehicle Mechanic 18.42
05220 - Motor Vehicle Mechanic Helper 13.31
05250 - Motor Vehicle Upholstery Worker 15.30
05280 - Motor Vehicle Wrecker 16.27
05310 - Painter Automotive 17.34
05340 - Radiator Repair Specialist 16.27
05370 - Tire Repairer 12.63
05400 - Transmission Repair Specialist 18.42
07000 - Food Preparation And Service Occupations
07010 - Baker 12.28
07041 - Cook I 10.87
07042 - Cook II 12.37
07070 - Dishwasher 9.68
07130 - Food Service Worker 10.99
07210 - Meat Cutter 16.48

07260 - Waiter/Waitress	9.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.32
09040 - Furniture Handler	10.88
09080 - Furniture Refinisher	16.24
09090 - Furniture Refinisher Helper	12.68
09110 - Furniture Repairer Minor	14.47
09130 - Upholsterer	16.24
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.57
11060 - Elevator Operator	11.57
11090 - Gardener	16.83
11122 - Housekeeping Aide	10.58
11150 - Janitor	10.58
11210 - Laborer Grounds Maintenance	13.02
11240 - Maid or Houseman	9.81
11260 - Pruner	11.87
11270 - Tractor Operator	15.68
11330 - Trail Maintenance Worker	13.02
11360 - Window Cleaner	11.60
12000 - Health Occupations	
12010 - Ambulance Driver	16.06
12011 - Breath Alcohol Technician	19.16
12012 - Certified Occupational Therapist Assistant	28.64
12015 - Certified Physical Therapist Assistant	31.30
12020 - Dental Assistant	16.92
12025 - Dental Hygienist	36.26
12030 - EKG Technician	26.27
12035 - Electroneurodiagnostic Technologist	26.27
12040 - Emergency Medical Technician	16.06
12071 - Licensed Practical Nurse I	17.12
12072 - Licensed Practical Nurse II	19.16
12073 - Licensed Practical Nurse III	21.36
12100 - Medical Assistant	15.72
12130 - Medical Laboratory Technician	21.66
12160 - Medical Record Clerk	16.09
12190 - Medical Record Technician	19.16
12195 - Medical Transcriptionist	14.98
12210 - Nuclear Medicine Technologist	35.38
12221 - Nursing Assistant I	11.43
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.03
12224 - Nursing Assistant IV	15.75
12235 - Optical Dispenser	18.95
12236 - Optical Technician	16.49
12250 - Pharmacy Technician	14.52
12280 - Phlebotomist	14.46
12305 - Radiologic Technologist	24.30
12311 - Registered Nurse I	24.41
12312 - Registered Nurse II	29.86

12313 - Registered Nurse II Specialist		29.86
12314 - Registered Nurse III		36.12
12315 - Registered Nurse III Anesthetist		36.12
12316 - Registered Nurse IV		43.29
12317 - Scheduler (Drug and Alcohol Testing)		23.73
12320 - Substance Abuse Treatment Counselor		20.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.21
13012 - Exhibits Specialist II		25.03
13013 - Exhibits Specialist III		30.61
13041 - Illustrator I		20.21
13042 - Illustrator II		25.03
13043 - Illustrator III		30.61
13047 - Librarian		27.72
13050 - Library Aide/Clerk		11.52
13054 - Library Information Technology Systems Administrator		25.03
13058 - Library Technician		13.35
13061 - Media Specialist I		18.06
13062 - Media Specialist II		20.21
13063 - Media Specialist III		22.52
13071 - Photographer I		16.32
13072 - Photographer II		18.26
13073 - Photographer III		22.62
13074 - Photographer IV		27.67
13075 - Photographer V		33.48
13090 - Technical Order Library Clerk		14.47
13110 - Video Teleconference Technician		18.38
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.69
14042 - Computer Operator II		17.55
14043 - Computer Operator III		19.57
14044 - Computer Operator IV		21.84
14045 - Computer Operator V		24.08
14071 - Computer Programmer I	(see 1)	21.44
14072 - Computer Programmer II	(see 1)	25.80
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.69
14160 - Personal Computer Support Technician		24.02
14170 - System Support Specialist		24.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.78
15020 - Aircrew Training Devices Instructor (Rated)		35.88
15030 - Air Crew Training Devices Instructor (Pilot)		40.56
15050 - Computer Based Training Specialist / Instructor		29.78
15060 - Educational Technologist		29.22

15070 - Flight Instructor (Pilot) 40.56
15080 - Graphic Artist 20.59
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.56
15086 - Maintenance Test Pilot Rotary Wing 40.56
15088 - Non-Maintenance Test/Co-Pilot 40.56
15090 - Technical Instructor 20.60
15095 - Technical Instructor/Course Developer 25.20
15110 - Test Proctor 16.63
15120 - Tutor 16.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.94
16030 - Counter Attendant 10.94
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.94
16090 - Presser Hand 10.94
16110 - Presser Machine Drycleaning 10.94
16130 - Presser Machine Shirts 10.94
16160 - Presser Machine Wearing Apparel Laundry 10.94
16190 - Sewing Machine Operator 13.02
16220 - Tailor 13.86
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 17.67
19040 - Tool And Die Maker 22.01
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.28
21030 - Material Coordinator 24.46
21040 - Material Expediter 24.46
21050 - Material Handling Laborer 11.87
21071 - Order Filler 13.01
21080 - Production Line Worker (Food Processing) 16.28
21110 - Shipping Packer 16.84
21130 - Shipping/Receiving Clerk 16.84
21140 - Store Worker I 11.74
21150 - Stock Clerk 15.79
21210 - Tools And Parts Attendant 16.28
21410 - Warehouse Specialist 16.28
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.16
23019 - Aircraft Logs and Records Technician 22.13
23021 - Aircraft Mechanic I 26.66
23022 - Aircraft Mechanic II 28.16
23023 - Aircraft Mechanic III 29.70
23040 - Aircraft Mechanic Helper 19.26
23050 - Aircraft Painter 25.10
23060 - Aircraft Servicer 22.13
23070 - Aircraft Survival Flight Equipment Technician 25.10
23080 - Aircraft Worker 23.53
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.53

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.66
23110 - Appliance Mechanic	18.82
23120 - Bicycle Repairer	17.18
23125 - Cable Splicer	31.47
23130 - Carpenter Maintenance	18.28
23140 - Carpet Layer	19.55
23160 - Electrician Maintenance	20.98
23181 - Electronics Technician Maintenance I	24.38
23182 - Electronics Technician Maintenance II	26.00
23183 - Electronics Technician Maintenance III	27.61
23260 - Fabric Worker	18.38
23290 - Fire Alarm System Mechanic	17.99
23310 - Fire Extinguisher Repairer	17.18
23311 - Fuel Distribution System Mechanic	29.18
23312 - Fuel Distribution System Operator	22.91
23370 - General Maintenance Worker	14.98
23380 - Ground Support Equipment Mechanic	26.66
23381 - Ground Support Equipment Servicer	22.13
23382 - Ground Support Equipment Worker	23.53
23391 - Gunsmith I	17.18
23392 - Gunsmith II	19.55
23393 - Gunsmith III	22.14
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.47
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.58
23430 - Heavy Equipment Mechanic	23.54
23440 - Heavy Equipment Operator	17.38
23460 - Instrument Mechanic	24.45
23465 - Laboratory/Shelter Mechanic	20.84
23470 - Laborer	11.87
23510 - Locksmith	18.36
23530 - Machinery Maintenance Mechanic	22.03
23550 - Machinist Maintenance	19.05
23580 - Maintenance Trades Helper	12.02
23591 - Metrology Technician I	24.45
23592 - Metrology Technician II	25.84
23593 - Metrology Technician III	27.25
23640 - Millwright	23.89
23710 - Office Appliance Repairer	18.65
23760 - Painter Maintenance	19.46
23790 - Pipefitter Maintenance	24.22
23810 - Plumber Maintenance	22.80
23820 - Pneudraulic Systems Mechanic	22.14
23850 - Rigger	22.14
23870 - Scale Mechanic	19.55
23890 - Sheet-Metal Worker Maintenance	18.40
23910 - Small Engine Mechanic	16.74
23931 - Telecommunications Mechanic I	23.33

23932 - Telecommunications Mechanic II 24.64
23950 - Telephone Lineman 24.24
23960 - Welder Combination Maintenance 17.75
23965 - Well Driller 22.14
23970 - Woodcraft Worker 22.14
23980 - Woodworker 17.18
24000 - Personal Needs Occupations
24550 - Case Manager 15.81
24570 - Child Care Attendant 10.56
24580 - Child Care Center Clerk 13.17
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 15.81
24630 - Homemaker 15.81
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.01
25040 - Sewage Plant Operator 18.73
25070 - Stationary Engineer 21.01
25190 - Ventilation Equipment Tender 15.19
25210 - Water Treatment Plant Operator 18.73
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.56
27007 - Baggage Inspector 13.55
27008 - Corrections Officer 16.61
27010 - Court Security Officer 19.57
27030 - Detection Dog Handler 15.18
27040 - Detention Officer 16.61
27070 - Firefighter 22.53
27101 - Guard I 13.55
27102 - Guard II 15.18
27131 - Police Officer I 19.97
27132 - Police Officer II 22.19
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.61
28042 - Carnival Equipment Repairer 13.54
28043 - Carnival Worker 9.55
28210 - Gate Attendant/Gate Tender 14.50
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 16.21
28510 - Recreation Aide/Health Facility Attendant 11.57
28515 - Recreation Specialist 19.64
28630 - Sports Official 12.62
28690 - Swimming Pool Operator 16.09
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.63
29020 - Hatch Tender 21.63
29030 - Line Handler 21.63
29041 - Stevedore I 20.34
29042 - Stevedore II 23.06
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.38
30022 - Archeological Technician II 19.44
30023 - Archeological Technician III 22.65
30030 - Cartographic Technician 24.09
30040 - Civil Engineering Technician 22.95
30051 - Cryogenic Technician I 26.67
30052 - Cryogenic Technician II 29.46
30061 - Drafter/CAD Operator I 17.38
30062 - Drafter/CAD Operator II 19.44
30063 - Drafter/CAD Operator III 21.68
30064 - Drafter/CAD Operator IV 26.67
30081 - Engineering Technician I 15.66
30082 - Engineering Technician II 17.58
30083 - Engineering Technician III 19.68
30084 - Engineering Technician IV 24.37
30085 - Engineering Technician V 29.81
30086 - Engineering Technician VI 36.06
30090 - Environmental Technician 21.87
30095 - Evidence Control Specialist 21.87
30210 - Laboratory Technician 19.37
30221 - Latent Fingerprint Technician I 22.11
30222 - Latent Fingerprint Technician II 24.42
30240 - Mathematical Technician 24.09
30361 - Paralegal/Legal Assistant I 19.36
30362 - Paralegal/Legal Assistant II 22.04
30363 - Paralegal/Legal Assistant III 25.64
30364 - Paralegal/Legal Assistant IV 29.76
30375 - Petroleum Supply Specialist 26.76
30390 - Photo-Optics Technician 24.09
30395 - Radiation Control Technician 26.76
30461 - Technical Writer I 24.61
30462 - Technical Writer II 30.11
30463 - Technical Writer III 36.43
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.67
30502 - Weather Forecaster II 32.45
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.68
30621 - Weather Observer Senior (see 2) 24.09
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.23
31030 - Bus Driver 19.68

31043 - Driver Courier	13.14
31260 - Parking and Lot Attendant	12.82
31290 - Shuttle Bus Driver	13.98
31310 - Taxi Driver	12.97
31361 - Truckdriver Light	13.98
31362 - Truckdriver Medium	14.96
31363 - Truckdriver Heavy	20.93
31364 - Truckdriver Tractor-Trailer	20.93
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.56
99050 - Desk Clerk	10.51
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.48
99252 - Laboratory Animal Caretaker II	12.33
99260 - Marketing Analyst	29.32
99310 - Mortician	25.35
99410 - Pest Controller	15.22
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.62
99711 - Recycling Specialist	19.94
99730 - Refuse Collector	15.15
99810 - Sales Clerk	11.57
99820 - School Crossing Guard	9.45
99830 - Survey Party Chief	22.11
99831 - Surveying Aide	14.63
99832 - Surveying Technician	20.10
99840 - Vending Machine Attendant	14.75
99841 - Vending Machine Repairer	18.02
99842 - Vending Machine Repairer Helper	14.75

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

the request.

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-5119
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas County of Grant

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.25
01012 - Accounting Clerk II		16.00
01013 - Accounting Clerk III		17.90
01020 - Administrative Assistant		24.30
01035 - Court Reporter		17.38
01041 - Customer Service Representative I		12.27
01042 - Customer Service Representative II		13.80
01043 - Customer Service Representative III		15.05
01051 - Data Entry Operator I		13.89
01052 - Data Entry Operator II		15.15
01060 - Dispatcher Motor Vehicle		16.16
01070 - Document Preparation Clerk		11.47
01090 - Duplicating Machine Operator		11.47
01111 - General Clerk I		13.10
01112 - General Clerk II		14.29

01113 - General Clerk III 16.04
01120 - Housing Referral Assistant 19.36
01141 - Messenger Courier 12.27
01191 - Order Clerk I 12.64
01192 - Order Clerk II 13.79
01261 - Personnel Assistant (Employment) I 15.70
01262 - Personnel Assistant (Employment) II 17.56
01263 - Personnel Assistant (Employment) III 19.58
01270 - Production Control Clerk 24.46
01290 - Rental Clerk 11.48
01300 - Scheduler Maintenance 15.53
01311 - Secretary I 15.53
01312 - Secretary II 17.38
01313 - Secretary III 19.36
01320 - Service Order Dispatcher 14.44
01410 - Supply Technician 24.30
01420 - Survey Worker 15.65
01460 - Switchboard Operator/Receptionist 14.07
01531 - Travel Clerk I 15.73
01532 - Travel Clerk II 17.13
01533 - Travel Clerk III 18.11
01611 - Word Processor I 14.47
01612 - Word Processor II 16.25
01613 - Word Processor III 18.18
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.89
05010 - Automotive Electrician 18.09
05040 - Automotive Glass Installer 16.27
05070 - Automotive Worker 16.27
05110 - Mobile Equipment Servicer 14.55
05130 - Motor Equipment Metal Mechanic 18.42
05160 - Motor Equipment Metal Worker 16.27
05190 - Motor Vehicle Mechanic 18.42
05220 - Motor Vehicle Mechanic Helper 13.31
05250 - Motor Vehicle Upholstery Worker 16.14
05280 - Motor Vehicle Wrecker 16.27
05310 - Painter Automotive 17.34
05340 - Radiator Repair Specialist 16.27
05370 - Tire Repairer 12.63
05400 - Transmission Repair Specialist 18.42
07000 - Food Preparation And Service Occupations
07010 - Baker 13.96
07041 - Cook I 12.17
07042 - Cook II 13.96
07070 - Dishwasher 9.68
07130 - Food Service Worker 10.99
07210 - Meat Cutter 16.48
07260 - Waiter/Waitress 10.12
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.32

09040 - Furniture Handler 10.88
09080 - Furniture Refinisher 17.07
09090 - Furniture Refinisher Helper 13.10
09110 - Furniture Repairer Minor 15.06
09130 - Upholsterer 17.07
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.57
11060 - Elevator Operator 11.57
11090 - Gardener 16.83
11122 - Housekeeping Aide 10.58
11150 - Janitor 10.58
11210 - Laborer Grounds Maintenance 13.02
11240 - Maid or Houseman 9.81
11260 - Pruner 11.87
11270 - Tractor Operator 15.68
11330 - Trail Maintenance Worker 13.02
11360 - Window Cleaner 11.60
12000 - Health Occupations
12010 - Ambulance Driver 17.23
12011 - Breath Alcohol Technician 19.16
12012 - Certified Occupational Therapist Assistant 28.64
12015 - Certified Physical Therapist Assistant 31.30
12020 - Dental Assistant 16.92
12025 - Dental Hygienist 36.26
12030 - EKG Technician 26.11
12035 - Electroneurodiagnostic Technologist 26.11
12040 - Emergency Medical Technician 17.23
12071 - Licensed Practical Nurse I 17.12
12072 - Licensed Practical Nurse II 19.16
12073 - Licensed Practical Nurse III 21.36
12100 - Medical Assistant 15.72
12130 - Medical Laboratory Technician 21.26
12160 - Medical Record Clerk 15.89
12190 - Medical Record Technician 19.16
12195 - Medical Transcriptionist 14.98
12210 - Nuclear Medicine Technologist 35.38
12221 - Nursing Assistant I 11.43
12222 - Nursing Assistant II 12.85
12223 - Nursing Assistant III 14.03
12224 - Nursing Assistant IV 15.75
12235 - Optical Dispenser 20.73
12236 - Optical Technician 16.49
12250 - Pharmacy Technician 14.75
12280 - Phlebotomist 14.46
12305 - Radiologic Technologist 24.30
12311 - Registered Nurse I 21.32
12312 - Registered Nurse II 26.09
12313 - Registered Nurse II Specialist 26.09
12314 - Registered Nurse III 31.56
12315 - Registered Nurse III Anesthetist 31.56

12316 - Registered Nurse IV		37.83
12317 - Scheduler (Drug and Alcohol Testing)		23.73
12320 - Substance Abuse Treatment Counselor		20.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.21
13012 - Exhibits Specialist II		25.03
13013 - Exhibits Specialist III		30.61
13041 - Illustrator I		20.21
13042 - Illustrator II		25.03
13043 - Illustrator III		30.61
13047 - Librarian		27.72
13050 - Library Aide/Clerk		14.16
13054 - Library Information Technology Systems Administrator		25.03
13058 - Library Technician		14.87
13061 - Media Specialist I		18.06
13062 - Media Specialist II		20.21
13063 - Media Specialist III		22.52
13071 - Photographer I		15.69
13072 - Photographer II		18.26
13073 - Photographer III		22.62
13074 - Photographer IV		27.67
13075 - Photographer V		32.18
13090 - Technical Order Library Clerk		14.47
13110 - Video Teleconference Technician		17.47
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.46
14042 - Computer Operator II		14.52
14043 - Computer Operator III		16.19
14044 - Computer Operator IV		20.55
14045 - Computer Operator V		22.76
14071 - Computer Programmer I	(see 1)	18.90
14072 - Computer Programmer II	(see 1)	23.41
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.21
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.46
14160 - Personal Computer Support Technician		21.75
14170 - System Support Specialist		24.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.21
15020 - Aircrew Training Devices Instructor (Rated)		32.92
15030 - Air Crew Training Devices Instructor (Pilot)		39.46
15050 - Computer Based Training Specialist / Instructor		27.21
15060 - Educational Technologist		28.38
15070 - Flight Instructor (Pilot)		39.46
15080 - Graphic Artist		20.59
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.56

15086 - Maintenance Test Pilot Rotary Wing 40.56
15088 - Non-Maintenance Test/Co-Pilot 40.56
15090 - Technical Instructor 20.44
15095 - Technical Instructor/Course Developer 25.01
15110 - Test Proctor 16.51
15120 - Tutor 16.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.94
16030 - Counter Attendant 10.94
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.94
16090 - Presser Hand 10.94
16110 - Presser Machine Drycleaning 10.94
16130 - Presser Machine Shirts 10.94
16160 - Presser Machine Wearing Apparel Laundry 10.94
16190 - Sewing Machine Operator 13.02
16220 - Tailor 13.86
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.39
19040 - Tool And Die Maker 22.48
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.28
21030 - Material Coordinator 24.46
21040 - Material Expediter 24.46
21050 - Material Handling Laborer 11.87
21071 - Order Filler 13.01
21080 - Production Line Worker (Food Processing) 16.28
21110 - Shipping Packer 16.84
21130 - Shipping/Receiving Clerk 16.84
21140 - Store Worker I 11.74
21150 - Stock Clerk 15.79
21210 - Tools And Parts Attendant 16.28
21410 - Warehouse Specialist 16.28
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.96
23019 - Aircraft Logs and Records Technician 21.40
23021 - Aircraft Mechanic I 25.51
23022 - Aircraft Mechanic II 26.96
23023 - Aircraft Mechanic III 28.11
23040 - Aircraft Mechanic Helper 18.77
23050 - Aircraft Painter 24.19
23060 - Aircraft Servicer 21.40
23070 - Aircraft Survival Flight Equipment Technician 24.19
23080 - Aircraft Worker 22.77
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.77
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.51
23110 - Appliance Mechanic 19.47

23120 - Bicycle Repairer	15.77
23125 - Cable Splicer	30.87
23130 - Carpenter Maintenance	18.28
23140 - Carpet Layer	19.55
23160 - Electrician Maintenance	20.98
23181 - Electronics Technician Maintenance I	24.38
23182 - Electronics Technician Maintenance II	26.00
23183 - Electronics Technician Maintenance III	27.61
23260 - Fabric Worker	18.38
23290 - Fire Alarm System Mechanic	19.16
23310 - Fire Extinguisher Repairer	17.18
23311 - Fuel Distribution System Mechanic	29.18
23312 - Fuel Distribution System Operator	22.65
23370 - General Maintenance Worker	18.48
23380 - Ground Support Equipment Mechanic	25.51
23381 - Ground Support Equipment Servicer	21.40
23382 - Ground Support Equipment Worker	22.77
23391 - Gunsmith I	17.18
23392 - Gunsmith II	19.55
23393 - Gunsmith III	22.14
23410 - Heating Ventilation And Air-Conditioning Mechanic	18.72
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	19.78
23430 - Heavy Equipment Mechanic	23.54
23440 - Heavy Equipment Operator	17.38
23460 - Instrument Mechanic	24.45
23465 - Laboratory/Shelter Mechanic	20.84
23470 - Laborer	11.87
23510 - Locksmith	19.87
23530 - Machinery Maintenance Mechanic	22.18
23550 - Machinist Maintenance	19.05
23580 - Maintenance Trades Helper	12.40
23591 - Metrology Technician I	24.45
23592 - Metrology Technician II	25.84
23593 - Metrology Technician III	27.25
23640 - Millwright	23.89
23710 - Office Appliance Repairer	18.06
23760 - Painter Maintenance	19.46
23790 - Pipefitter Maintenance	24.22
23810 - Plumber Maintenance	22.80
23820 - Pneudraulic Systems Mechanic	22.14
23850 - Rigger	22.14
23870 - Scale Mechanic	19.55
23890 - Sheet-Metal Worker Maintenance	18.56
23910 - Small Engine Mechanic	16.97
23931 - Telecommunications Mechanic I	23.33
23932 - Telecommunications Mechanic II	24.64
23950 - Telephone Lineman	24.24
23960 - Welder Combination Maintenance	17.75

23965 - Well Driller		22.14
23970 - Woodcraft Worker		22.14
23980 - Woodworker		17.18
24000 - Personal Needs Occupations		
24550 - Case Manager		15.81
24570 - Child Care Attendant		10.56
24580 - Child Care Center Clerk		13.17
24610 - Chore Aide		10.86
24620 - Family Readiness And Support Services Coordinator		15.81
24630 - Homemaker		15.81
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.01
25040 - Sewage Plant Operator		18.73
25070 - Stationary Engineer		21.01
25190 - Ventilation Equipment Tender		15.19
25210 - Water Treatment Plant Operator		18.73
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.56
27007 - Baggage Inspector		14.76
27008 - Corrections Officer		16.61
27010 - Court Security Officer		19.57
27030 - Detection Dog Handler		15.73
27040 - Detention Officer		16.61
27070 - Firefighter		22.53
27101 - Guard I		14.76
27102 - Guard II		15.73
27131 - Police Officer I		19.97
27132 - Police Officer II		22.19
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.61
28042 - Carnival Equipment Repairer		13.54
28043 - Carnival Worker		9.55
28210 - Gate Attendant/Gate Tender		14.75
28310 - Lifeguard		11.95
28350 - Park Attendant (Aide)		16.50
28510 - Recreation Aide/Health Facility Attendant		12.05
28515 - Recreation Specialist		19.64
28630 - Sports Official		13.15
28690 - Swimming Pool Operator		17.47
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.63
29020 - Hatch Tender		21.63
29030 - Line Handler		21.63
29041 - Stevedore I		20.34
29042 - Stevedore II		23.06
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		15.78
30022 - Archeological Technician II		17.67
30023 - Archeological Technician III		21.89
30030 - Cartographic Technician		21.89
30040 - Civil Engineering Technician		22.95
30051 - Cryogenic Technician I		24.23
30052 - Cryogenic Technician II		26.76
30061 - Drafter/CAD Operator I		15.78
30062 - Drafter/CAD Operator II		17.67
30063 - Drafter/CAD Operator III		19.70
30064 - Drafter/CAD Operator IV		24.23
30081 - Engineering Technician I		15.20
30082 - Engineering Technician II		17.06
30083 - Engineering Technician III		19.68
30084 - Engineering Technician IV		24.37
30085 - Engineering Technician V		29.81
30086 - Engineering Technician VI		34.99
30090 - Environmental Technician		22.61
30095 - Evidence Control Specialist		21.87
30210 - Laboratory Technician		19.37
30221 - Latent Fingerprint Technician I		22.11
30222 - Latent Fingerprint Technician II		24.42
30240 - Mathematical Technician		21.89
30361 - Paralegal/Legal Assistant I		18.58
30362 - Paralegal/Legal Assistant II		23.01
30363 - Paralegal/Legal Assistant III		28.15
30364 - Paralegal/Legal Assistant IV		34.06
30375 - Petroleum Supply Specialist		26.76
30390 - Photo-Optics Technician		20.55
30395 - Radiation Control Technician		26.76
30461 - Technical Writer I		24.61
30462 - Technical Writer II		30.11
30463 - Technical Writer III		36.43
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		24.23
30502 - Weather Forecaster II		29.47
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	19.70
30621 - Weather Observer Senior	(see 2)	21.89
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.23
31030 - Bus Driver		19.68
31043 - Driver Courier		13.02
31260 - Parking and Lot Attendant		12.82
31290 - Shuttle Bus Driver		13.98

31310 - Taxi Driver	13.41
31361 - Truckdriver Light	13.98
31362 - Truckdriver Medium	15.23
31363 - Truckdriver Heavy	20.93
31364 - Truckdriver Tractor-Trailer	20.93
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.56
99050 - Desk Clerk	10.51
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.07
99252 - Laboratory Animal Caretaker II	16.19
99260 - Marketing Analyst	29.32
99310 - Mortician	25.35
99410 - Pest Controller	17.32
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.62
99711 - Recycling Specialist	19.94
99730 - Refuse Collector	15.15
99810 - Sales Clerk	12.11
99820 - School Crossing Guard	11.64
99830 - Survey Party Chief	22.28
99831 - Surveying Aide	14.60
99832 - Surveying Technician	19.97
99840 - Vending Machine Attendant	17.18
99841 - Vending Machine Repairer	20.99
99842 - Vending Machine Repairer Helper	17.18

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5120
Revision No.: 14
Date Of Last Revision: 05/20/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas County of Grant

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.25
01012 - Accounting Clerk II		16.00
01013 - Accounting Clerk III		17.90
01020 - Administrative Assistant		24.30
01035 - Court Reporter		17.38
01041 - Customer Service Representative I		12.27
01042 - Customer Service Representative II		13.80
01043 - Customer Service Representative III		15.05
01051 - Data Entry Operator I		13.89
01052 - Data Entry Operator II		15.15
01060 - Dispatcher Motor Vehicle		16.16
01070 - Document Preparation Clerk		11.47

01090 - Duplicating Machine Operator 11.47
01111 - General Clerk I 13.10
01112 - General Clerk II 14.29
01113 - General Clerk III 16.04
01120 - Housing Referral Assistant 19.36
01141 - Messenger Courier 12.27
01191 - Order Clerk I 12.64
01192 - Order Clerk II 13.79
01261 - Personnel Assistant (Employment) I 15.70
01262 - Personnel Assistant (Employment) II 17.56
01263 - Personnel Assistant (Employment) III 19.58
01270 - Production Control Clerk 24.46
01290 - Rental Clerk 11.48
01300 - Scheduler Maintenance 15.53
01311 - Secretary I 15.53
01312 - Secretary II 17.38
01313 - Secretary III 19.36
01320 - Service Order Dispatcher 14.44
01410 - Supply Technician 24.30
01420 - Survey Worker 15.65
01460 - Switchboard Operator/Receptionist 14.07
01531 - Travel Clerk I 15.73
01532 - Travel Clerk II 17.13
01533 - Travel Clerk III 18.11
01611 - Word Processor I 14.47
01612 - Word Processor II 16.25
01613 - Word Processor III 18.18
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.89
05010 - Automotive Electrician 18.09
05040 - Automotive Glass Installer 16.27
05070 - Automotive Worker 16.27
05110 - Mobile Equipment Servicer 14.55
05130 - Motor Equipment Metal Mechanic 18.42
05160 - Motor Equipment Metal Worker 16.27
05190 - Motor Vehicle Mechanic 18.42
05220 - Motor Vehicle Mechanic Helper 13.31
05250 - Motor Vehicle Upholstery Worker 16.14
05280 - Motor Vehicle Wrecker 16.27
05310 - Painter Automotive 17.34
05340 - Radiator Repair Specialist 16.27
05370 - Tire Repairer 12.63
05400 - Transmission Repair Specialist 18.42
07000 - Food Preparation And Service Occupations
07010 - Baker 13.96
07041 - Cook I 12.17
07042 - Cook II 13.96
07070 - Dishwasher 9.68
07130 - Food Service Worker 10.99
07210 - Meat Cutter 16.48

07260 - Waiter/Waitress	10.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.32
09040 - Furniture Handler	10.88
09080 - Furniture Refinisher	17.07
09090 - Furniture Refinisher Helper	13.10
09110 - Furniture Repairer Minor	15.06
09130 - Upholsterer	17.07
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.57
11060 - Elevator Operator	11.57
11090 - Gardener	16.83
11122 - Housekeeping Aide	10.58
11150 - Janitor	10.58
11210 - Laborer Grounds Maintenance	13.02
11240 - Maid or Houseman	9.81
11260 - Pruner	11.87
11270 - Tractor Operator	15.68
11330 - Trail Maintenance Worker	13.02
11360 - Window Cleaner	11.60
12000 - Health Occupations	
12010 - Ambulance Driver	17.23
12011 - Breath Alcohol Technician	19.16
12012 - Certified Occupational Therapist Assistant	28.64
12015 - Certified Physical Therapist Assistant	31.30
12020 - Dental Assistant	16.92
12025 - Dental Hygienist	36.26
12030 - EKG Technician	26.11
12035 - Electroneurodiagnostic Technologist	26.11
12040 - Emergency Medical Technician	17.23
12071 - Licensed Practical Nurse I	17.12
12072 - Licensed Practical Nurse II	19.16
12073 - Licensed Practical Nurse III	21.36
12100 - Medical Assistant	15.72
12130 - Medical Laboratory Technician	21.26
12160 - Medical Record Clerk	15.89
12190 - Medical Record Technician	19.16
12195 - Medical Transcriptionist	14.98
12210 - Nuclear Medicine Technologist	35.38
12221 - Nursing Assistant I	11.43
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.03
12224 - Nursing Assistant IV	15.75
12235 - Optical Dispenser	20.73
12236 - Optical Technician	16.49
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.46
12305 - Radiologic Technologist	24.30
12311 - Registered Nurse I	21.32
12312 - Registered Nurse II	26.09

12313 - Registered Nurse II Specialist		26.09
12314 - Registered Nurse III		31.56
12315 - Registered Nurse III Anesthetist		31.56
12316 - Registered Nurse IV		37.83
12317 - Scheduler (Drug and Alcohol Testing)		23.73
12320 - Substance Abuse Treatment Counselor		20.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.21
13012 - Exhibits Specialist II		25.03
13013 - Exhibits Specialist III		30.61
13041 - Illustrator I		20.21
13042 - Illustrator II		25.03
13043 - Illustrator III		30.61
13047 - Librarian		27.72
13050 - Library Aide/Clerk		14.16
13054 - Library Information Technology Systems Administrator		25.03
13058 - Library Technician		14.87
13061 - Media Specialist I		18.06
13062 - Media Specialist II		20.21
13063 - Media Specialist III		22.52
13071 - Photographer I		15.69
13072 - Photographer II		18.26
13073 - Photographer III		22.62
13074 - Photographer IV		27.67
13075 - Photographer V		32.18
13090 - Technical Order Library Clerk		14.47
13110 - Video Teleconference Technician		17.47
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.46
14042 - Computer Operator II		14.52
14043 - Computer Operator III		16.19
14044 - Computer Operator IV		20.55
14045 - Computer Operator V		22.76
14071 - Computer Programmer I	(see 1)	18.90
14072 - Computer Programmer II	(see 1)	23.41
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.21
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.46
14160 - Personal Computer Support Technician		21.75
14170 - System Support Specialist		24.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.21
15020 - Aircrew Training Devices Instructor (Rated)		32.92
15030 - Air Crew Training Devices Instructor (Pilot)		39.46
15050 - Computer Based Training Specialist / Instructor		27.21
15060 - Educational Technologist		28.38

15070 - Flight Instructor (Pilot) 39.46
15080 - Graphic Artist 20.59
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.56
15086 - Maintenance Test Pilot Rotary Wing 40.56
15088 - Non-Maintenance Test/Co-Pilot 40.56
15090 - Technical Instructor 20.44
15095 - Technical Instructor/Course Developer 25.01
15110 - Test Proctor 16.51
15120 - Tutor 16.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.94
16030 - Counter Attendant 10.94
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.94
16090 - Presser Hand 10.94
16110 - Presser Machine Drycleaning 10.94
16130 - Presser Machine Shirts 10.94
16160 - Presser Machine Wearing Apparel Laundry 10.94
16190 - Sewing Machine Operator 13.02
16220 - Tailor 13.86
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.39
19040 - Tool And Die Maker 22.48
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.28
21030 - Material Coordinator 24.46
21040 - Material Expediter 24.46
21050 - Material Handling Laborer 11.87
21071 - Order Filler 13.01
21080 - Production Line Worker (Food Processing) 16.28
21110 - Shipping Packer 16.84
21130 - Shipping/Receiving Clerk 16.84
21140 - Store Worker I 11.74
21150 - Stock Clerk 15.79
21210 - Tools And Parts Attendant 16.28
21410 - Warehouse Specialist 16.28
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.96
23019 - Aircraft Logs and Records Technician 21.40
23021 - Aircraft Mechanic I 25.51
23022 - Aircraft Mechanic II 26.96
23023 - Aircraft Mechanic III 28.11
23040 - Aircraft Mechanic Helper 18.77
23050 - Aircraft Painter 24.19
23060 - Aircraft Servicer 21.40
23070 - Aircraft Survival Flight Equipment Technician 24.19
23080 - Aircraft Worker 22.77
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.77

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.51
23110 - Appliance Mechanic 19.47
23120 - Bicycle Repairer 15.77
23125 - Cable Splicer 30.87
23130 - Carpenter Maintenance 18.28
23140 - Carpet Layer 19.55
23160 - Electrician Maintenance 20.98
23181 - Electronics Technician Maintenance I 24.38
23182 - Electronics Technician Maintenance II 26.00
23183 - Electronics Technician Maintenance III 27.61
23260 - Fabric Worker 18.38
23290 - Fire Alarm System Mechanic 19.16
23310 - Fire Extinguisher Repairer 17.18
23311 - Fuel Distribution System Mechanic 29.18
23312 - Fuel Distribution System Operator 22.65
23370 - General Maintenance Worker 18.48
23380 - Ground Support Equipment Mechanic 25.51
23381 - Ground Support Equipment Servicer 21.40
23382 - Ground Support Equipment Worker 22.77
23391 - Gunsmith I 17.18
23392 - Gunsmith II 19.55
23393 - Gunsmith III 22.14
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.72
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.78
23430 - Heavy Equipment Mechanic 23.54
23440 - Heavy Equipment Operator 17.38
23460 - Instrument Mechanic 24.45
23465 - Laboratory/Shelter Mechanic 20.84
23470 - Laborer 11.87
23510 - Locksmith 19.87
23530 - Machinery Maintenance Mechanic 22.18
23550 - Machinist Maintenance 19.05
23580 - Maintenance Trades Helper 12.40
23591 - Metrology Technician I 24.45
23592 - Metrology Technician II 25.84
23593 - Metrology Technician III 27.25
23640 - Millwright 23.89
23710 - Office Appliance Repairer 18.06
23760 - Painter Maintenance 19.46
23790 - Pipefitter Maintenance 24.22
23810 - Plumber Maintenance 22.80
23820 - Pneudraulic Systems Mechanic 22.14
23850 - Rigger 22.14
23870 - Scale Mechanic 19.55
23890 - Sheet-Metal Worker Maintenance 18.56
23910 - Small Engine Mechanic 16.97
23931 - Telecommunications Mechanic I 23.33

23932 - Telecommunications Mechanic II 24.64
23950 - Telephone Lineman 24.24
23960 - Welder Combination Maintenance 17.75
23965 - Well Driller 22.14
23970 - Woodcraft Worker 22.14
23980 - Woodworker 17.18
24000 - Personal Needs Occupations
24550 - Case Manager 15.81
24570 - Child Care Attendant 10.56
24580 - Child Care Center Clerk 13.17
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 15.81
24630 - Homemaker 15.81
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.01
25040 - Sewage Plant Operator 18.73
25070 - Stationary Engineer 21.01
25190 - Ventilation Equipment Tender 15.19
25210 - Water Treatment Plant Operator 18.73
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.56
27007 - Baggage Inspector 14.76
27008 - Corrections Officer 16.61
27010 - Court Security Officer 19.57
27030 - Detection Dog Handler 15.73
27040 - Detention Officer 16.61
27070 - Firefighter 22.53
27101 - Guard I 14.76
27102 - Guard II 15.73
27131 - Police Officer I 19.97
27132 - Police Officer II 22.19
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.61
28042 - Carnival Equipment Repairer 13.54
28043 - Carnival Worker 9.55
28210 - Gate Attendant/Gate Tender 14.75
28310 - Lifeguard 11.95
28350 - Park Attendant (Aide) 16.50
28510 - Recreation Aide/Health Facility Attendant 12.05
28515 - Recreation Specialist 19.64
28630 - Sports Official 13.15
28690 - Swimming Pool Operator 17.47
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.63
29020 - Hatch Tender 21.63
29030 - Line Handler 21.63
29041 - Stevedore I 20.34
29042 - Stevedore II 23.06
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 15.78
30022 - Archeological Technician II 17.67
30023 - Archeological Technician III 21.89
30030 - Cartographic Technician 21.89
30040 - Civil Engineering Technician 22.95
30051 - Cryogenic Technician I 24.23
30052 - Cryogenic Technician II 26.76
30061 - Drafter/CAD Operator I 15.78
30062 - Drafter/CAD Operator II 17.67
30063 - Drafter/CAD Operator III 19.70
30064 - Drafter/CAD Operator IV 24.23
30081 - Engineering Technician I 15.20
30082 - Engineering Technician II 17.06
30083 - Engineering Technician III 19.68
30084 - Engineering Technician IV 24.37
30085 - Engineering Technician V 29.81
30086 - Engineering Technician VI 34.99
30090 - Environmental Technician 22.61
30095 - Evidence Control Specialist 21.87
30210 - Laboratory Technician 19.37
30221 - Latent Fingerprint Technician I 22.11
30222 - Latent Fingerprint Technician II 24.42
30240 - Mathematical Technician 21.89
30361 - Paralegal/Legal Assistant I 18.58
30362 - Paralegal/Legal Assistant II 23.01
30363 - Paralegal/Legal Assistant III 28.15
30364 - Paralegal/Legal Assistant IV 34.06
30375 - Petroleum Supply Specialist 26.76
30390 - Photo-Optics Technician 20.55
30395 - Radiation Control Technician 26.76
30461 - Technical Writer I 24.61
30462 - Technical Writer II 30.11
30463 - Technical Writer III 36.43
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 24.23
30502 - Weather Forecaster II 29.47
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 19.70
30621 - Weather Observer Senior (see 2) 21.89
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.23
31030 - Bus Driver 19.68

31043 - Driver Courier	13.02
31260 - Parking and Lot Attendant	12.82
31290 - Shuttle Bus Driver	13.98
31310 - Taxi Driver	13.41
31361 - Truckdriver Light	13.98
31362 - Truckdriver Medium	15.23
31363 - Truckdriver Heavy	20.93
31364 - Truckdriver Tractor-Trailer	20.93
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.56
99050 - Desk Clerk	10.51
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.07
99252 - Laboratory Animal Caretaker II	16.19
99260 - Marketing Analyst	29.32
99310 - Mortician	25.35
99410 - Pest Controller	17.32
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.62
99711 - Recycling Specialist	19.94
99730 - Refuse Collector	15.15
99810 - Sales Clerk	12.11
99820 - School Crossing Guard	11.64
99830 - Survey Party Chief	22.28
99831 - Surveying Aide	14.60
99832 - Surveying Technician	19.97
99840 - Vending Machine Attendant	17.18
99841 - Vending Machine Repairer	20.99
99842 - Vending Machine Repairer Helper	17.18

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

the request.

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-5121
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Cleveland Jefferson Lincoln

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.28
01012 - Accounting Clerk II		14.91
01013 - Accounting Clerk III		16.68
01020 - Administrative Assistant		17.37
01035 - Court Reporter		15.08
01041 - Customer Service Representative I		12.32
01042 - Customer Service Representative II		13.85
01043 - Customer Service Representative III		15.11
01051 - Data Entry Operator I		11.60
01052 - Data Entry Operator II		12.65
01060 - Dispatcher Motor Vehicle		15.08
01070 - Document Preparation Clerk		12.01
01090 - Duplicating Machine Operator		12.01
01111 - General Clerk I		11.59
01112 - General Clerk II		12.65

01113 - General Clerk III 14.19
01120 - Housing Referral Assistant 16.82
01141 - Messenger Courier 9.79
01191 - Order Clerk I 11.01
01192 - Order Clerk II 12.01
01261 - Personnel Assistant (Employment) I 13.48
01262 - Personnel Assistant (Employment) II 15.08
01263 - Personnel Assistant (Employment) III 16.82
01270 - Production Control Clerk 21.99
01290 - Rental Clerk 10.97
01300 - Scheduler Maintenance 13.48
01311 - Secretary I 13.48
01312 - Secretary II 15.08
01313 - Secretary III 16.82
01320 - Service Order Dispatcher 13.48
01410 - Supply Technician 17.37
01420 - Survey Worker 13.29
01460 - Switchboard Operator/Receptionist 13.07
01531 - Travel Clerk I 12.37
01532 - Travel Clerk II 13.38
01533 - Travel Clerk III 14.14
01611 - Word Processor I 12.01
01612 - Word Processor II 13.48
01613 - Word Processor III 15.08
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.09
05010 - Automotive Electrician 18.09
05040 - Automotive Glass Installer 16.14
05070 - Automotive Worker 16.14
05110 - Mobile Equipment Servicer 14.55
05130 - Motor Equipment Metal Mechanic 18.09
05160 - Motor Equipment Metal Worker 16.14
05190 - Motor Vehicle Mechanic 18.09
05220 - Motor Vehicle Mechanic Helper 13.31
05250 - Motor Vehicle Upholstery Worker 16.14
05280 - Motor Vehicle Wrecker 16.14
05310 - Painter Automotive 17.15
05340 - Radiator Repair Specialist 16.14
05370 - Tire Repairer 11.46
05400 - Transmission Repair Specialist 18.09
07000 - Food Preparation And Service Occupations
07010 - Baker 16.76
07041 - Cook I 12.17
07042 - Cook II 13.96
07070 - Dishwasher 9.18
07130 - Food Service Worker 10.39
07210 - Meat Cutter 13.96
07260 - Waiter/Waitress 10.12
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.86

09040 - Furniture Handler 14.23
09080 - Furniture Refinisher 19.86
09090 - Furniture Refinisher Helper 16.94
09110 - Furniture Repairer Minor 19.26
09130 - Upholsterer 19.86
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.86
11060 - Elevator Operator 10.86
11090 - Gardener 15.46
11122 - Housekeeping Aide 11.32
11150 - Janitor 11.32
11210 - Laborer Grounds Maintenance 11.96
11240 - Maid or Houseman 9.51
11260 - Pruner 10.90
11270 - Tractor Operator 14.40
11330 - Trail Maintenance Worker 11.96
11360 - Window Cleaner 12.42
12000 - Health Occupations
12010 - Ambulance Driver 17.59
12011 - Breath Alcohol Technician 17.59
12012 - Certified Occupational Therapist Assistant 24.13
12015 - Certified Physical Therapist Assistant 24.13
12020 - Dental Assistant 17.41
12025 - Dental Hygienist 39.16
12030 - EKG Technician 26.65
12035 - Electroneurodiagnostic Technologist 26.65
12040 - Emergency Medical Technician 17.59
12071 - Licensed Practical Nurse I 15.72
12072 - Licensed Practical Nurse II 17.59
12073 - Licensed Practical Nurse III 19.61
12100 - Medical Assistant 12.67
12130 - Medical Laboratory Technician 16.94
12160 - Medical Record Clerk 14.66
12190 - Medical Record Technician 17.28
12195 - Medical Transcriptionist 15.72
12210 - Nuclear Medicine Technologist 38.65
12221 - Nursing Assistant I 11.43
12222 - Nursing Assistant II 12.85
12223 - Nursing Assistant III 14.02
12224 - Nursing Assistant IV 15.74
12235 - Optical Dispenser 17.59
12236 - Optical Technician 15.72
12250 - Pharmacy Technician 14.75
12280 - Phlebotomist 15.37
12305 - Radiologic Technologist 24.39
12311 - Registered Nurse I 24.32
12312 - Registered Nurse II 29.77
12313 - Registered Nurse II Specialist 29.77
12314 - Registered Nurse III 36.01
12315 - Registered Nurse III Anesthetist 36.01

12316 - Registered Nurse IV		43.16
12317 - Scheduler (Drug and Alcohol Testing)		21.79
12320 - Substance Abuse Treatment Counselor		25.81
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.72
13012 - Exhibits Specialist II		23.18
13013 - Exhibits Specialist III		28.37
13041 - Illustrator I		18.72
13042 - Illustrator II		23.18
13043 - Illustrator III		28.37
13047 - Librarian		25.68
13050 - Library Aide/Clerk		14.76
13054 - Library Information Technology Systems Administrator		23.18
13058 - Library Technician		18.72
13061 - Media Specialist I		16.73
13062 - Media Specialist II		18.72
13063 - Media Specialist III		20.87
13071 - Photographer I		16.73
13072 - Photographer II		18.72
13073 - Photographer III		23.18
13074 - Photographer IV		28.37
13075 - Photographer V		34.32
13090 - Technical Order Library Clerk		18.72
13110 - Video Teleconference Technician		16.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		11.80
14042 - Computer Operator II		13.20
14043 - Computer Operator III		14.72
14044 - Computer Operator IV		19.77
14045 - Computer Operator V		21.45
14071 - Computer Programmer I	(see 1)	17.84
14072 - Computer Programmer II	(see 1)	19.77
14073 - Computer Programmer III	(see 1)	24.01
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.35
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		11.80
14160 - Personal Computer Support Technician		21.75
14170 - System Support Specialist		21.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		21.90
15020 - Aircrew Training Devices Instructor (Rated)		26.50
15030 - Air Crew Training Devices Instructor (Pilot)		31.76
15050 - Computer Based Training Specialist / Instructor		24.39
15060 - Educational Technologist		29.19
15070 - Flight Instructor (Pilot)		31.76
15080 - Graphic Artist		22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop		31.76

15086 - Maintenance Test Pilot Rotary Wing 31.76
15088 - Non-Maintenance Test/Co-Pilot 31.76
15090 - Technical Instructor 19.09
15095 - Technical Instructor/Course Developer 22.64
15110 - Test Proctor 14.94
15120 - Tutor 14.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.26
16030 - Counter Attendant 11.26
16040 - Dry Cleaner 12.90
16070 - Finisher Flatwork Machine 11.26
16090 - Presser Hand 11.26
16110 - Presser Machine Drycleaning 11.26
16130 - Presser Machine Shirts 11.26
16160 - Presser Machine Wearing Apparel Laundry 11.26
16190 - Sewing Machine Operator 13.44
16220 - Tailor 14.31
16250 - Washer Machine 11.79
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.20
19040 - Tool And Die Maker 28.91
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.97
21030 - Material Coordinator 21.99
21040 - Material Expediter 21.99
21050 - Material Handling Laborer 12.46
21071 - Order Filler 11.26
21080 - Production Line Worker (Food Processing) 13.97
21110 - Shipping Packer 14.90
21130 - Shipping/Receiving Clerk 14.90
21140 - Store Worker I 11.74
21150 - Stock Clerk 15.79
21210 - Tools And Parts Attendant 13.97
21410 - Warehouse Specialist 13.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.04
23019 - Aircraft Logs and Records Technician 20.46
23021 - Aircraft Mechanic I 24.65
23022 - Aircraft Mechanic II 26.04
23023 - Aircraft Mechanic III 27.47
23040 - Aircraft Mechanic Helper 17.81
23050 - Aircraft Painter 23.20
23060 - Aircraft Servicer 20.46
23070 - Aircraft Survival Flight Equipment Technician 23.20
23080 - Aircraft Worker 21.75
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.75
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.65
23110 - Appliance Mechanic 23.20

23120 - Bicycle Repairer	15.77
23125 - Cable Splicer	24.65
23130 - Carpenter Maintenance	19.53
23140 - Carpet Layer	21.75
23160 - Electrician Maintenance	29.46
23181 - Electronics Technician Maintenance I	21.75
23182 - Electronics Technician Maintenance II	23.20
23183 - Electronics Technician Maintenance III	25.88
23260 - Fabric Worker	20.46
23290 - Fire Alarm System Mechanic	24.65
23310 - Fire Extinguisher Repairer	19.12
23311 - Fuel Distribution System Mechanic	24.65
23312 - Fuel Distribution System Operator	19.12
23370 - General Maintenance Worker	18.48
23380 - Ground Support Equipment Mechanic	24.65
23381 - Ground Support Equipment Servicer	20.46
23382 - Ground Support Equipment Worker	21.75
23391 - Gunsmith I	19.12
23392 - Gunsmith II	21.75
23393 - Gunsmith III	24.65
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.82
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.28
23430 - Heavy Equipment Mechanic	24.65
23440 - Heavy Equipment Operator	19.36
23460 - Instrument Mechanic	24.65
23465 - Laboratory/Shelter Mechanic	23.20
23470 - Laborer	12.46
23510 - Locksmith	24.05
23530 - Machinery Maintenance Mechanic	30.93
23550 - Machinist Maintenance	24.19
23580 - Maintenance Trades Helper	16.72
23591 - Metrology Technician I	24.65
23592 - Metrology Technician II	26.04
23593 - Metrology Technician III	27.47
23640 - Millwright	26.20
23710 - Office Appliance Repairer	23.20
23760 - Painter Maintenance	23.20
23790 - Pipefitter Maintenance	22.41
23810 - Plumber Maintenance	21.09
23820 - Pneudraulic Systems Mechanic	24.65
23850 - Rigger	24.65
23870 - Scale Mechanic	21.75
23890 - Sheet-Metal Worker Maintenance	24.65
23910 - Small Engine Mechanic	21.75
23931 - Telecommunications Mechanic I	23.19
23932 - Telecommunications Mechanic II	24.43
23950 - Telephone Lineman	24.65
23960 - Welder Combination Maintenance	19.69

23965 - Well Driller	24.65
23970 - Woodcraft Worker	24.65
23980 - Woodworker	19.12
24000 - Personal Needs Occupations	
24550 - Case Manager	14.37
24570 - Child Care Attendant	9.46
24580 - Child Care Center Clerk	12.83
24610 - Chore Aide	10.50
24620 - Family Readiness And Support Services Coordinator	14.37
24630 - Homemaker	14.37
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.65
25040 - Sewage Plant Operator	19.78
25070 - Stationary Engineer	24.65
25190 - Ventilation Equipment Tender	17.81
25210 - Water Treatment Plant Operator	19.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.30
27007 - Baggage Inspector	16.75
27008 - Corrections Officer	16.93
27010 - Court Security Officer	19.71
27030 - Detection Dog Handler	18.74
27040 - Detention Officer	16.93
27070 - Firefighter	17.38
27101 - Guard I	16.75
27102 - Guard II	18.74
27131 - Police Officer I	19.21
27132 - Police Officer II	21.35
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.19
28042 - Carnival Equipment Repairer	13.09
28043 - Carnival Worker	9.26
28210 - Gate Attendant/Gate Tender	14.75
28310 - Lifeguard	13.84
28350 - Park Attendant (Aide)	16.50
28510 - Recreation Aide/Health Facility Attendant	12.69
28515 - Recreation Specialist	17.46
28630 - Sports Official	13.15
28690 - Swimming Pool Operator	20.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.75
29020 - Hatch Tender	21.75
29030 - Line Handler	21.75
29041 - Stevedore I	20.46
29042 - Stevedore II	23.20
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		14.03
30022 - Archeological Technician II		17.45
30023 - Archeological Technician III		20.55
30030 - Cartographic Technician		20.55
30040 - Civil Engineering Technician		19.44
30051 - Cryogenic Technician I		21.59
30052 - Cryogenic Technician II		23.85
30061 - Drafter/CAD Operator I		14.03
30062 - Drafter/CAD Operator II		17.45
30063 - Drafter/CAD Operator III		18.71
30064 - Drafter/CAD Operator IV		21.53
30081 - Engineering Technician I		12.50
30082 - Engineering Technician II		14.03
30083 - Engineering Technician III		17.45
30084 - Engineering Technician IV		20.55
30085 - Engineering Technician V		26.38
30086 - Engineering Technician VI		28.77
30090 - Environmental Technician		18.68
30095 - Evidence Control Specialist		19.49
30210 - Laboratory Technician		16.64
30221 - Latent Fingerprint Technician I		21.59
30222 - Latent Fingerprint Technician II		23.85
30240 - Mathematical Technician		20.55
30361 - Paralegal/Legal Assistant I		14.07
30362 - Paralegal/Legal Assistant II		19.49
30363 - Paralegal/Legal Assistant III		23.85
30364 - Paralegal/Legal Assistant IV		28.84
30375 - Petroleum Supply Specialist		23.85
30390 - Photo-Optics Technician		20.55
30395 - Radiation Control Technician		23.85
30461 - Technical Writer I		18.88
30462 - Technical Writer II		23.08
30463 - Technical Writer III		27.93
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		21.59
30502 - Weather Forecaster II		26.26
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	18.71
30621 - Weather Observer Senior	(see 2)	20.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.94
31030 - Bus Driver		17.82
31043 - Driver Courier		13.92
31260 - Parking and Lot Attendant		11.79
31290 - Shuttle Bus Driver		14.95

31310 - Taxi Driver	13.41
31361 - Truckdriver Light	14.95
31362 - Truckdriver Medium	16.56
31363 - Truckdriver Heavy	18.95
31364 - Truckdriver Tractor-Trailer	18.95
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.01
99050 - Desk Clerk	9.58
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.18
99252 - Laboratory Animal Caretaker II	18.45
99260 - Marketing Analyst	23.85
99310 - Mortician	25.35
99410 - Pest Controller	19.74
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.27
99711 - Recycling Specialist	17.18
99730 - Refuse Collector	13.01
99810 - Sales Clerk	12.11
99820 - School Crossing Guard	13.01
99830 - Survey Party Chief	18.67
99831 - Surveying Aide	12.23
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	17.18
99841 - Vending Machine Repairer	20.99
99842 - Vending Machine Repairer Helper	17.18

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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; and 3 weeks after 10 years. Length of service includes the whole span of

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

contractor.

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5122
Revision No.: 13
Date Of Last Revision: 06/26/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Cleveland Jefferson Lincoln

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.28
01012 - Accounting Clerk II		14.91
01013 - Accounting Clerk III		16.68
01020 - Administrative Assistant		17.37
01035 - Court Reporter		15.08
01041 - Customer Service Representative I		12.32
01042 - Customer Service Representative II		13.85
01043 - Customer Service Representative III		15.11
01051 - Data Entry Operator I		11.60
01052 - Data Entry Operator II		12.65
01060 - Dispatcher Motor Vehicle		15.08
01070 - Document Preparation Clerk		12.01

01090 - Duplicating Machine Operator 12.01
01111 - General Clerk I 11.59
01112 - General Clerk II 12.65
01113 - General Clerk III 14.19
01120 - Housing Referral Assistant 16.82
01141 - Messenger Courier 9.79
01191 - Order Clerk I 11.01
01192 - Order Clerk II 12.01
01261 - Personnel Assistant (Employment) I 13.48
01262 - Personnel Assistant (Employment) II 15.08
01263 - Personnel Assistant (Employment) III 16.82
01270 - Production Control Clerk 21.99
01290 - Rental Clerk 10.97
01300 - Scheduler Maintenance 13.48
01311 - Secretary I 13.48
01312 - Secretary II 15.08
01313 - Secretary III 16.82
01320 - Service Order Dispatcher 13.48
01410 - Supply Technician 17.37
01420 - Survey Worker 13.29
01460 - Switchboard Operator/Receptionist 13.07
01531 - Travel Clerk I 12.37
01532 - Travel Clerk II 13.38
01533 - Travel Clerk III 14.14
01611 - Word Processor I 12.01
01612 - Word Processor II 13.48
01613 - Word Processor III 15.08
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.09
05010 - Automotive Electrician 18.09
05040 - Automotive Glass Installer 16.14
05070 - Automotive Worker 16.14
05110 - Mobile Equipment Servicer 14.55
05130 - Motor Equipment Metal Mechanic 18.09
05160 - Motor Equipment Metal Worker 16.14
05190 - Motor Vehicle Mechanic 18.09
05220 - Motor Vehicle Mechanic Helper 13.31
05250 - Motor Vehicle Upholstery Worker 16.14
05280 - Motor Vehicle Wrecker 16.14
05310 - Painter Automotive 17.15
05340 - Radiator Repair Specialist 16.14
05370 - Tire Repairer 11.46
05400 - Transmission Repair Specialist 18.09
07000 - Food Preparation And Service Occupations
07010 - Baker 16.76
07041 - Cook I 12.17
07042 - Cook II 13.96
07070 - Dishwasher 9.18
07130 - Food Service Worker 10.39
07210 - Meat Cutter 13.96

07260 - Waiter/Waitress	10.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.86
09040 - Furniture Handler	14.23
09080 - Furniture Refinisher	19.86
09090 - Furniture Refinisher Helper	16.94
09110 - Furniture Repairer Minor	19.26
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.86
11060 - Elevator Operator	10.86
11090 - Gardener	15.46
11122 - Housekeeping Aide	11.32
11150 - Janitor	11.32
11210 - Laborer Grounds Maintenance	11.96
11240 - Maid or Houseman	9.51
11260 - Pruner	10.90
11270 - Tractor Operator	14.40
11330 - Trail Maintenance Worker	11.96
11360 - Window Cleaner	12.42
12000 - Health Occupations	
12010 - Ambulance Driver	17.59
12011 - Breath Alcohol Technician	17.59
12012 - Certified Occupational Therapist Assistant	24.13
12015 - Certified Physical Therapist Assistant	24.13
12020 - Dental Assistant	17.41
12025 - Dental Hygienist	39.16
12030 - EKG Technician	26.65
12035 - Electroneurodiagnostic Technologist	26.65
12040 - Emergency Medical Technician	17.59
12071 - Licensed Practical Nurse I	15.72
12072 - Licensed Practical Nurse II	17.59
12073 - Licensed Practical Nurse III	19.61
12100 - Medical Assistant	12.67
12130 - Medical Laboratory Technician	16.94
12160 - Medical Record Clerk	14.66
12190 - Medical Record Technician	17.28
12195 - Medical Transcriptionist	15.72
12210 - Nuclear Medicine Technologist	38.65
12221 - Nursing Assistant I	11.43
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	17.59
12236 - Optical Technician	15.72
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	15.37
12305 - Radiologic Technologist	24.39
12311 - Registered Nurse I	24.32
12312 - Registered Nurse II	29.77

12313 - Registered Nurse II Specialist		29.77
12314 - Registered Nurse III		36.01
12315 - Registered Nurse III Anesthetist		36.01
12316 - Registered Nurse IV		43.16
12317 - Scheduler (Drug and Alcohol Testing)		21.79
12320 - Substance Abuse Treatment Counselor		25.81
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.72
13012 - Exhibits Specialist II		23.18
13013 - Exhibits Specialist III		28.37
13041 - Illustrator I		18.72
13042 - Illustrator II		23.18
13043 - Illustrator III		28.37
13047 - Librarian		25.68
13050 - Library Aide/Clerk		14.76
13054 - Library Information Technology Systems Administrator		23.18
13058 - Library Technician		18.72
13061 - Media Specialist I		16.73
13062 - Media Specialist II		18.72
13063 - Media Specialist III		20.87
13071 - Photographer I		16.73
13072 - Photographer II		18.72
13073 - Photographer III		23.18
13074 - Photographer IV		28.37
13075 - Photographer V		34.32
13090 - Technical Order Library Clerk		18.72
13110 - Video Teleconference Technician		16.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		11.80
14042 - Computer Operator II		13.20
14043 - Computer Operator III		14.72
14044 - Computer Operator IV		19.77
14045 - Computer Operator V		21.45
14071 - Computer Programmer I	(see 1)	17.84
14072 - Computer Programmer II	(see 1)	19.77
14073 - Computer Programmer III	(see 1)	24.01
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.35
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		11.80
14160 - Personal Computer Support Technician		21.75
14170 - System Support Specialist		21.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		21.90
15020 - Aircrew Training Devices Instructor (Rated)		26.50
15030 - Air Crew Training Devices Instructor (Pilot)		31.76
15050 - Computer Based Training Specialist / Instructor		24.39
15060 - Educational Technologist		29.19

15070 - Flight Instructor (Pilot) 31.76
15080 - Graphic Artist 22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop 31.76
15086 - Maintenance Test Pilot Rotary Wing 31.76
15088 - Non-Maintenance Test/Co-Pilot 31.76
15090 - Technical Instructor 19.09
15095 - Technical Instructor/Course Developer 22.64
15110 - Test Proctor 14.94
15120 - Tutor 14.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.26
16030 - Counter Attendant 11.26
16040 - Dry Cleaner 12.90
16070 - Finisher Flatwork Machine 11.26
16090 - Presser Hand 11.26
16110 - Presser Machine Drycleaning 11.26
16130 - Presser Machine Shirts 11.26
16160 - Presser Machine Wearing Apparel Laundry 11.26
16190 - Sewing Machine Operator 13.44
16220 - Tailor 14.31
16250 - Washer Machine 11.79
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.20
19040 - Tool And Die Maker 28.91
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.97
21030 - Material Coordinator 21.99
21040 - Material Expediter 21.99
21050 - Material Handling Laborer 12.46
21071 - Order Filler 11.26
21080 - Production Line Worker (Food Processing) 13.97
21110 - Shipping Packer 14.90
21130 - Shipping/Receiving Clerk 14.90
21140 - Store Worker I 11.74
21150 - Stock Clerk 15.79
21210 - Tools And Parts Attendant 13.97
21410 - Warehouse Specialist 13.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.04
23019 - Aircraft Logs and Records Technician 20.46
23021 - Aircraft Mechanic I 24.65
23022 - Aircraft Mechanic II 26.04
23023 - Aircraft Mechanic III 27.47
23040 - Aircraft Mechanic Helper 17.81
23050 - Aircraft Painter 23.20
23060 - Aircraft Servicer 20.46
23070 - Aircraft Survival Flight Equipment Technician 23.20
23080 - Aircraft Worker 21.75
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.75

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.65
23110 - Appliance Mechanic 23.20
23120 - Bicycle Repairer 15.77
23125 - Cable Splicer 24.65
23130 - Carpenter Maintenance 19.53
23140 - Carpet Layer 21.75
23160 - Electrician Maintenance 29.46
23181 - Electronics Technician Maintenance I 21.75
23182 - Electronics Technician Maintenance II 23.20
23183 - Electronics Technician Maintenance III 25.88
23260 - Fabric Worker 20.46
23290 - Fire Alarm System Mechanic 24.65
23310 - Fire Extinguisher Repairer 19.12
23311 - Fuel Distribution System Mechanic 24.65
23312 - Fuel Distribution System Operator 19.12
23370 - General Maintenance Worker 18.48
23380 - Ground Support Equipment Mechanic 24.65
23381 - Ground Support Equipment Servicer 20.46
23382 - Ground Support Equipment Worker 21.75
23391 - Gunsmith I 19.12
23392 - Gunsmith II 21.75
23393 - Gunsmith III 24.65
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.82
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.28
23430 - Heavy Equipment Mechanic 24.65
23440 - Heavy Equipment Operator 19.36
23460 - Instrument Mechanic 24.65
23465 - Laboratory/Shelter Mechanic 23.20
23470 - Laborer 12.46
23510 - Locksmith 24.05
23530 - Machinery Maintenance Mechanic 30.93
23550 - Machinist Maintenance 24.19
23580 - Maintenance Trades Helper 16.72
23591 - Metrology Technician I 24.65
23592 - Metrology Technician II 26.04
23593 - Metrology Technician III 27.47
23640 - Millwright 26.20
23710 - Office Appliance Repairer 23.20
23760 - Painter Maintenance 23.20
23790 - Pipefitter Maintenance 22.41
23810 - Plumber Maintenance 21.09
23820 - Pneudraulic Systems Mechanic 24.65
23850 - Rigger 24.65
23870 - Scale Mechanic 21.75
23890 - Sheet-Metal Worker Maintenance 24.65
23910 - Small Engine Mechanic 21.75
23931 - Telecommunications Mechanic I 23.19

23932 - Telecommunications Mechanic II 24.43
23950 - Telephone Lineman 24.65
23960 - Welder Combination Maintenance 19.69
23965 - Well Driller 24.65
23970 - Woodcraft Worker 24.65
23980 - Woodworker 19.12
24000 - Personal Needs Occupations
24550 - Case Manager 14.37
24570 - Child Care Attendant 9.46
24580 - Child Care Center Clerk 12.83
24610 - Chore Aide 10.50
24620 - Family Readiness And Support Services Coordinator 14.37
24630 - Homemaker 14.37
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.65
25040 - Sewage Plant Operator 19.78
25070 - Stationary Engineer 24.65
25190 - Ventilation Equipment Tender 17.81
25210 - Water Treatment Plant Operator 19.78
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.30
27007 - Baggage Inspector 16.75
27008 - Corrections Officer 16.93
27010 - Court Security Officer 19.71
27030 - Detection Dog Handler 18.74
27040 - Detention Officer 16.93
27070 - Firefighter 17.38
27101 - Guard I 16.75
27102 - Guard II 18.74
27131 - Police Officer I 19.21
27132 - Police Officer II 21.35
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.19
28042 - Carnival Equipment Repairer 13.09
28043 - Carnival Worker 9.26
28210 - Gate Attendant/Gate Tender 14.75
28310 - Lifeguard 13.84
28350 - Park Attendant (Aide) 16.50
28510 - Recreation Aide/Health Facility Attendant 12.69
28515 - Recreation Specialist 17.46
28630 - Sports Official 13.15
28690 - Swimming Pool Operator 20.99
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.75
29020 - Hatch Tender 21.75
29030 - Line Handler 21.75
29041 - Stevedore I 20.46
29042 - Stevedore II 23.20
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 14.03
30022 - Archeological Technician II 17.45
30023 - Archeological Technician III 20.55
30030 - Cartographic Technician 20.55
30040 - Civil Engineering Technician 19.44
30051 - Cryogenic Technician I 21.59
30052 - Cryogenic Technician II 23.85
30061 - Drafter/CAD Operator I 14.03
30062 - Drafter/CAD Operator II 17.45
30063 - Drafter/CAD Operator III 18.71
30064 - Drafter/CAD Operator IV 21.53
30081 - Engineering Technician I 12.50
30082 - Engineering Technician II 14.03
30083 - Engineering Technician III 17.45
30084 - Engineering Technician IV 20.55
30085 - Engineering Technician V 26.38
30086 - Engineering Technician VI 28.77
30090 - Environmental Technician 18.68
30095 - Evidence Control Specialist 19.49
30210 - Laboratory Technician 16.64
30221 - Latent Fingerprint Technician I 21.59
30222 - Latent Fingerprint Technician II 23.85
30240 - Mathematical Technician 20.55
30361 - Paralegal/Legal Assistant I 14.07
30362 - Paralegal/Legal Assistant II 19.49
30363 - Paralegal/Legal Assistant III 23.85
30364 - Paralegal/Legal Assistant IV 28.84
30375 - Petroleum Supply Specialist 23.85
30390 - Photo-Optics Technician 20.55
30395 - Radiation Control Technician 23.85
30461 - Technical Writer I 18.88
30462 - Technical Writer II 23.08
30463 - Technical Writer III 27.93
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 21.59
30502 - Weather Forecaster II 26.26
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 18.71
30621 - Weather Observer Senior (see 2) 20.55
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.94
31030 - Bus Driver 17.82

31043 - Driver Courier	13.92
31260 - Parking and Lot Attendant	11.79
31290 - Shuttle Bus Driver	14.95
31310 - Taxi Driver	13.41
31361 - Truckdriver Light	14.95
31362 - Truckdriver Medium	16.56
31363 - Truckdriver Heavy	18.95
31364 - Truckdriver Tractor-Trailer	18.95
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.01
99050 - Desk Clerk	9.58
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.18
99252 - Laboratory Animal Caretaker II	18.45
99260 - Marketing Analyst	23.85
99310 - Mortician	25.35
99410 - Pest Controller	19.74
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.27
99711 - Recycling Specialist	17.18
99730 - Refuse Collector	13.01
99810 - Sales Clerk	12.11
99820 - School Crossing Guard	13.01
99830 - Survey Party Chief	18.67
99831 - Surveying Aide	12.23
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	17.18
99841 - Vending Machine Repairer	20.99
99842 - Vending Machine Repairer Helper	17.18

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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; and 3 weeks after 10 years. Length of service includes the whole span of

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-5123
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Baxter Boone Cleburne Fulton Independence Izard Jackson Marion Searcy Sharp Stone Van Buren White Woodruff

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.09
01012 - Accounting Clerk II		14.70
01013 - Accounting Clerk III		19.95
01020 - Administrative Assistant		21.49
01035 - Court Reporter		14.69
01041 - Customer Service Representative I		11.54
01042 - Customer Service Representative II		12.97
01043 - Customer Service Representative III		14.15
01051 - Data Entry Operator I		11.80
01052 - Data Entry Operator II		14.38
01060 - Dispatcher Motor Vehicle		19.88
01070 - Document Preparation Clerk		11.70
01090 - Duplicating Machine Operator		11.70
01111 - General Clerk I		10.99

01112 - General Clerk II	12.00
01113 - General Clerk III	13.47
01120 - Housing Referral Assistant	16.38
01141 - Messenger Courier	12.02
01191 - Order Clerk I	13.95
01192 - Order Clerk II	15.22
01261 - Personnel Assistant (Employment) I	14.13
01262 - Personnel Assistant (Employment) II	15.81
01263 - Personnel Assistant (Employment) III	17.62
01270 - Production Control Clerk	22.19
01290 - Rental Clerk	10.94
01300 - Scheduler Maintenance	13.13
01311 - Secretary I	13.13
01312 - Secretary II	14.69
01313 - Secretary III	16.38
01320 - Service Order Dispatcher	17.84
01410 - Supply Technician	21.49
01420 - Survey Worker	13.29
01460 - Switchboard Operator/Receptionist	12.88
01531 - Travel Clerk I	12.37
01532 - Travel Clerk II	13.38
01533 - Travel Clerk III	14.14
01611 - Word Processor I	11.70
01612 - Word Processor II	13.13
01613 - Word Processor III	14.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.44
05010 - Automotive Electrician	17.59
05040 - Automotive Glass Installer	15.10
05070 - Automotive Worker	15.10
05110 - Mobile Equipment Servicer	13.27
05130 - Motor Equipment Metal Mechanic	17.23
05160 - Motor Equipment Metal Worker	15.10
05190 - Motor Vehicle Mechanic	17.43
05220 - Motor Vehicle Mechanic Helper	12.42
05250 - Motor Vehicle Upholstery Worker	14.86
05280 - Motor Vehicle Wrecker	15.10
05310 - Painter Automotive	16.16
05340 - Radiator Repair Specialist	15.10
05370 - Tire Repairer	14.41
05400 - Transmission Repair Specialist	17.43
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.77
07041 - Cook I	9.80
07042 - Cook II	11.35
07070 - Dishwasher	9.43
07130 - Food Service Worker	10.37
07210 - Meat Cutter	13.79
07260 - Waiter/Waitress	9.55
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 15.63
09040 - Furniture Handler 10.37
09080 - Furniture Refinisher 14.52
09090 - Furniture Refinisher Helper 10.98
09110 - Furniture Repairer Minor 12.64
09130 - Upholsterer 14.76
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.57
11060 - Elevator Operator 12.57
11090 - Gardener 15.56
11122 - Housekeeping Aide 11.21
11150 - Janitor 11.21
11210 - Laborer Grounds Maintenance 11.66
11240 - Maid or Houseman 9.65
11260 - Pruner 10.43
11270 - Tractor Operator 14.31
11330 - Trail Maintenance Worker 11.66
11360 - Window Cleaner 12.53
12000 - Health Occupations
12010 - Ambulance Driver 16.45
12011 - Breath Alcohol Technician 17.81
12012 - Certified Occupational Therapist Assistant 26.87
12015 - Certified Physical Therapist Assistant 25.66
12020 - Dental Assistant 17.51
12025 - Dental Hygienist 35.97
12030 - EKG Technician 26.98
12035 - Electroneurodiagnostic Technologist 26.98
12040 - Emergency Medical Technician 16.45
12071 - Licensed Practical Nurse I 15.92
12072 - Licensed Practical Nurse II 17.81
12073 - Licensed Practical Nurse III 19.85
12100 - Medical Assistant 13.09
12130 - Medical Laboratory Technician 17.76
12160 - Medical Record Clerk 14.44
12190 - Medical Record Technician 16.75
12195 - Medical Transcriptionist 15.75
12210 - Nuclear Medicine Technologist 39.12
12221 - Nursing Assistant I 11.58
12222 - Nursing Assistant II 13.02
12223 - Nursing Assistant III 14.20
12224 - Nursing Assistant IV 15.94
12235 - Optical Dispenser 15.86
12236 - Optical Technician 15.92
12250 - Pharmacy Technician 13.41
12280 - Phlebotomist 14.97
12305 - Radiologic Technologist 22.88
12311 - Registered Nurse I 24.41
12312 - Registered Nurse II 29.86
12313 - Registered Nurse II Specialist 29.86
12314 - Registered Nurse III 36.12

12315 - Registered Nurse III Anesthetist		36.12
12316 - Registered Nurse IV		43.29
12317 - Scheduler (Drug and Alcohol Testing)		22.06
12320 - Substance Abuse Treatment Counselor		29.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.29
13012 - Exhibits Specialist II		22.66
13013 - Exhibits Specialist III		27.72
13041 - Illustrator I		18.29
13042 - Illustrator II		22.66
13043 - Illustrator III		27.72
13047 - Librarian		25.09
13050 - Library Aide/Clerk		9.63
13054 - Library Information Technology Systems Administrator		22.66
13058 - Library Technician		12.15
13061 - Media Specialist I		16.35
13062 - Media Specialist II		17.41
13063 - Media Specialist III		20.40
13071 - Photographer I		15.31
13072 - Photographer II		17.13
13073 - Photographer III		21.21
13074 - Photographer IV		25.95
13075 - Photographer V		31.39
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.16
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.69
14042 - Computer Operator II		17.55
14043 - Computer Operator III		19.57
14044 - Computer Operator IV		21.84
14045 - Computer Operator V		24.08
14071 - Computer Programmer I	(see 1)	21.44
14072 - Computer Programmer II	(see 1)	25.80
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.69
14160 - Personal Computer Support Technician		24.02
14170 - System Support Specialist		23.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.78
15020 - Aircrew Training Devices Instructor (Rated)		35.88
15030 - Air Crew Training Devices Instructor (Pilot)		40.93
15050 - Computer Based Training Specialist / Instructor		29.78
15060 - Educational Technologist		29.22
15070 - Flight Instructor (Pilot)		40.93
15080 - Graphic Artist		19.50

15085 - Maintenance Test Pilot Fixed Jet/Prop 40.93
15086 - Maintenance Test Pilot Rotary Wing 40.93
15088 - Non-Maintenance Test/Co-Pilot 40.93
15090 - Technical Instructor 20.60
15095 - Technical Instructor/Course Developer 25.20
15110 - Test Proctor 16.63
15120 - Tutor 16.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.94
16030 - Counter Attendant 10.94
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.94
16090 - Presser Hand 10.94
16110 - Presser Machine Drycleaning 10.94
16130 - Presser Machine Shirts 10.94
16160 - Presser Machine Wearing Apparel Laundry 10.94
16190 - Sewing Machine Operator 13.02
16220 - Tailor 13.86
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.85
19040 - Tool And Die Maker 22.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.08
21030 - Material Coordinator 22.19
21040 - Material Expediter 22.19
21050 - Material Handling Laborer 12.32
21071 - Order Filler 11.94
21080 - Production Line Worker (Food Processing) 16.08
21110 - Shipping Packer 14.78
21130 - Shipping/Receiving Clerk 14.78
21140 - Store Worker I 11.44
21150 - Stock Clerk 16.13
21210 - Tools And Parts Attendant 16.08
21410 - Warehouse Specialist 16.08
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.67
23019 - Aircraft Logs and Records Technician 19.79
23021 - Aircraft Mechanic I 24.23
23022 - Aircraft Mechanic II 25.67
23023 - Aircraft Mechanic III 27.16
23040 - Aircraft Mechanic Helper 16.88
23050 - Aircraft Painter 22.73
23060 - Aircraft Servicer 19.79
23070 - Aircraft Survival Flight Equipment Technician 22.73
23080 - Aircraft Worker 21.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.24
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.23

23110 - Appliance Mechanic 19.82
23120 - Bicycle Repairer 15.85
23125 - Cable Splicer 36.54
23130 - Carpenter Maintenance 16.37
23140 - Carpet Layer 18.51
23160 - Electrician Maintenance 20.42
23181 - Electronics Technician Maintenance I 20.37
23182 - Electronics Technician Maintenance II 21.80
23183 - Electronics Technician Maintenance III 23.25
23260 - Fabric Worker 17.26
23290 - Fire Alarm System Mechanic 21.13
23310 - Fire Extinguisher Repairer 15.99
23311 - Fuel Distribution System Mechanic 25.55
23312 - Fuel Distribution System Operator 19.34
23370 - General Maintenance Worker 15.74
23380 - Ground Support Equipment Mechanic 24.23
23381 - Ground Support Equipment Servicer 19.79
23382 - Ground Support Equipment Worker 21.24
23391 - Gunsmith I 15.99
23392 - Gunsmith II 18.51
23393 - Gunsmith III 21.13
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.47
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.58
23430 - Heavy Equipment Mechanic 22.25
23440 - Heavy Equipment Operator 17.76
23460 - Instrument Mechanic 21.13
23465 - Laboratory/Shelter Mechanic 19.82
23470 - Laborer 12.32
23510 - Locksmith 19.82
23530 - Machinery Maintenance Mechanic 21.90
23550 - Machinist Maintenance 20.03
23580 - Maintenance Trades Helper 14.54
23591 - Metrology Technician I 21.13
23592 - Metrology Technician II 22.37
23593 - Metrology Technician III 23.67
23640 - Millwright 21.13
23710 - Office Appliance Repairer 19.82
23760 - Painter Maintenance 16.27
23790 - Pipefitter Maintenance 19.32
23810 - Plumber Maintenance 18.69
23820 - Pneudraulic Systems Mechanic 21.13
23850 - Rigger 21.13
23870 - Scale Mechanic 18.51
23890 - Sheet-Metal Worker Maintenance 21.03
23910 - Small Engine Mechanic 18.43
23931 - Telecommunications Mechanic I 26.17
23932 - Telecommunications Mechanic II 27.56
23950 - Telephone Lineman 25.55

23960 - Welder Combination Maintenance		16.70
23965 - Well Driller		21.13
23970 - Woodcraft Worker		21.13
23980 - Woodworker		15.99
24000 - Personal Needs Occupations		
24550 - Case Manager		12.38
24570 - Child Care Attendant		9.38
24580 - Child Care Center Clerk		11.70
24610 - Chore Aide		10.42
24620 - Family Readiness And Support Services Coordinator		12.38
24630 - Homemaker		15.14
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.13
25040 - Sewage Plant Operator		16.24
25070 - Stationary Engineer		21.13
25190 - Ventilation Equipment Tender		14.78
25210 - Water Treatment Plant Operator		15.49
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.62
27007 - Baggage Inspector		16.18
27008 - Corrections Officer		16.48
27010 - Court Security Officer		17.64
27030 - Detection Dog Handler		18.11
27040 - Detention Officer		16.48
27070 - Firefighter		18.44
27101 - Guard I		16.18
27102 - Guard II		18.11
27131 - Police Officer I		17.77
27132 - Police Officer II		19.74
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.09
28042 - Carnival Equipment Repairer		14.23
28043 - Carnival Worker		9.54
28210 - Gate Attendant/Gate Tender		13.18
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		14.74
28510 - Recreation Aide/Health Facility Attendant		10.49
28515 - Recreation Specialist		17.36
28630 - Sports Official		11.45
28690 - Swimming Pool Operator		16.48
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.69
29020 - Hatch Tender		17.69
29030 - Line Handler		17.69
29041 - Stevedore I		16.50
29042 - Stevedore II		18.94
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.38
30022 - Archeological Technician II 19.44
30023 - Archeological Technician III 22.65
30030 - Cartographic Technician 24.09
30040 - Civil Engineering Technician 21.26
30051 - Cryogenic Technician I 23.55
30052 - Cryogenic Technician II 26.01
30061 - Drafter/CAD Operator I 17.38
30062 - Drafter/CAD Operator II 19.44
30063 - Drafter/CAD Operator III 21.68
30064 - Drafter/CAD Operator IV 26.67
30081 - Engineering Technician I 15.21
30082 - Engineering Technician II 17.07
30083 - Engineering Technician III 19.09
30084 - Engineering Technician IV 23.66
30085 - Engineering Technician V 28.94
30086 - Engineering Technician VI 35.01
30090 - Environmental Technician 20.54
30095 - Evidence Control Specialist 21.26
30210 - Laboratory Technician 20.97
30221 - Latent Fingerprint Technician I 23.55
30222 - Latent Fingerprint Technician II 26.01
30240 - Mathematical Technician 24.09
30361 - Paralegal/Legal Assistant I 18.27
30362 - Paralegal/Legal Assistant II 22.04
30363 - Paralegal/Legal Assistant III 25.64
30364 - Paralegal/Legal Assistant IV 29.76
30375 - Petroleum Supply Specialist 26.01
30390 - Photo-Optics Technician 24.09
30395 - Radiation Control Technician 26.01
30461 - Technical Writer I 21.26
30462 - Technical Writer II 26.01
30463 - Technical Writer III 31.47
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.67
30502 - Weather Forecaster II 32.45
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.68
30621 - Weather Observer Senior (see 2) 24.09
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.12
31030 - Bus Driver 16.59
31043 - Driver Courier 13.14
31260 - Parking and Lot Attendant 11.05

31290 - Shuttle Bus Driver	13.33
31310 - Taxi Driver	10.42
31361 - Truckdriver Light	13.33
31362 - Truckdriver Medium	14.36
31363 - Truckdriver Heavy	17.64
31364 - Truckdriver Tractor-Trailer	17.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.74
99050 - Desk Clerk	9.63
99095 - Embalmer	26.66
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.05
99252 - Laboratory Animal Caretaker II	11.87
99260 - Marketing Analyst	19.16
99310 - Mortician	26.66
99410 - Pest Controller	13.90
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.68
99711 - Recycling Specialist	19.22
99730 - Refuse Collector	14.03
99810 - Sales Clerk	10.79
99820 - School Crossing Guard	12.93
99830 - Survey Party Chief	17.31
99831 - Surveying Aide	11.46
99832 - Surveying Technician	15.74
99840 - Vending Machine Attendant	16.09
99841 - Vending Machine Repairer	19.47
99842 - Vending Machine Repairer Helper	16.09

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

contractor.

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-5124
Revision No.: 15
Date Of Last Revision: 05/20/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Baxter Boone Cleburne Fulton Independence Izard Jackson Marion Searcy Sharp Stone Van Buren White Woodruff

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.09
01012 - Accounting Clerk II		14.70
01013 - Accounting Clerk III		19.95
01020 - Administrative Assistant		21.49
01035 - Court Reporter		14.69
01041 - Customer Service Representative I		11.54
01042 - Customer Service Representative II		12.97
01043 - Customer Service Representative III		14.15
01051 - Data Entry Operator I		11.80
01052 - Data Entry Operator II		14.38
01060 - Dispatcher Motor Vehicle		19.88

01070 - Document Preparation Clerk 11.70
01090 - Duplicating Machine Operator 11.70
01111 - General Clerk I 10.99
01112 - General Clerk II 12.00
01113 - General Clerk III 13.47
01120 - Housing Referral Assistant 16.38
01141 - Messenger Courier 12.02
01191 - Order Clerk I 13.95
01192 - Order Clerk II 15.22
01261 - Personnel Assistant (Employment) I 14.13
01262 - Personnel Assistant (Employment) II 15.81
01263 - Personnel Assistant (Employment) III 17.62
01270 - Production Control Clerk 22.19
01290 - Rental Clerk 10.94
01300 - Scheduler Maintenance 13.13
01311 - Secretary I 13.13
01312 - Secretary II 14.69
01313 - Secretary III 16.38
01320 - Service Order Dispatcher 17.84
01410 - Supply Technician 21.49
01420 - Survey Worker 13.29
01460 - Switchboard Operator/Receptionist 12.88
01531 - Travel Clerk I 12.37
01532 - Travel Clerk II 13.38
01533 - Travel Clerk III 14.14
01611 - Word Processor I 11.70
01612 - Word Processor II 13.13
01613 - Word Processor III 14.69
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.44
05010 - Automotive Electrician 17.59
05040 - Automotive Glass Installer 15.10
05070 - Automotive Worker 15.10
05110 - Mobile Equipment Servicer 13.27
05130 - Motor Equipment Metal Mechanic 17.23
05160 - Motor Equipment Metal Worker 15.10
05190 - Motor Vehicle Mechanic 17.43
05220 - Motor Vehicle Mechanic Helper 12.42
05250 - Motor Vehicle Upholstery Worker 14.86
05280 - Motor Vehicle Wrecker 15.10
05310 - Painter Automotive 16.16
05340 - Radiator Repair Specialist 15.10
05370 - Tire Repairer 14.41
05400 - Transmission Repair Specialist 17.43
07000 - Food Preparation And Service Occupations
07010 - Baker 11.77
07041 - Cook I 9.80
07042 - Cook II 11.35
07070 - Dishwasher 9.43
07130 - Food Service Worker 10.37

07210 - Meat Cutter	13.79
07260 - Waiter/Waitress	9.55
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.63
09040 - Furniture Handler	10.37
09080 - Furniture Refinisher	14.52
09090 - Furniture Refinisher Helper	10.98
09110 - Furniture Repairer Minor	12.64
09130 - Upholsterer	14.76
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.57
11060 - Elevator Operator	12.57
11090 - Gardener	15.56
11122 - Housekeeping Aide	11.21
11150 - Janitor	11.21
11210 - Laborer Grounds Maintenance	11.66
11240 - Maid or Houseman	9.65
11260 - Pruner	10.43
11270 - Tractor Operator	14.31
11330 - Trail Maintenance Worker	11.66
11360 - Window Cleaner	12.53
12000 - Health Occupations	
12010 - Ambulance Driver	16.45
12011 - Breath Alcohol Technician	17.81
12012 - Certified Occupational Therapist Assistant	26.87
12015 - Certified Physical Therapist Assistant	25.66
12020 - Dental Assistant	17.51
12025 - Dental Hygienist	35.97
12030 - EKG Technician	26.98
12035 - Electroneurodiagnostic Technologist	26.98
12040 - Emergency Medical Technician	16.45
12071 - Licensed Practical Nurse I	15.92
12072 - Licensed Practical Nurse II	17.81
12073 - Licensed Practical Nurse III	19.85
12100 - Medical Assistant	13.09
12130 - Medical Laboratory Technician	17.76
12160 - Medical Record Clerk	14.44
12190 - Medical Record Technician	16.75
12195 - Medical Transcriptionist	15.75
12210 - Nuclear Medicine Technologist	39.12
12221 - Nursing Assistant I	11.58
12222 - Nursing Assistant II	13.02
12223 - Nursing Assistant III	14.20
12224 - Nursing Assistant IV	15.94
12235 - Optical Dispenser	15.86
12236 - Optical Technician	15.92
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	14.97
12305 - Radiologic Technologist	22.88
12311 - Registered Nurse I	24.41

12312 - Registered Nurse II		29.86
12313 - Registered Nurse II Specialist		29.86
12314 - Registered Nurse III		36.12
12315 - Registered Nurse III Anesthetist		36.12
12316 - Registered Nurse IV		43.29
12317 - Scheduler (Drug and Alcohol Testing)		22.06
12320 - Substance Abuse Treatment Counselor		29.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.29
13012 - Exhibits Specialist II		22.66
13013 - Exhibits Specialist III		27.72
13041 - Illustrator I		18.29
13042 - Illustrator II		22.66
13043 - Illustrator III		27.72
13047 - Librarian		25.09
13050 - Library Aide/Clerk		9.63
13054 - Library Information Technology Systems Administrator		22.66
13058 - Library Technician		12.15
13061 - Media Specialist I		16.35
13062 - Media Specialist II		17.41
13063 - Media Specialist III		20.40
13071 - Photographer I		15.31
13072 - Photographer II		17.13
13073 - Photographer III		21.21
13074 - Photographer IV		25.95
13075 - Photographer V		31.39
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.16
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.69
14042 - Computer Operator II		17.55
14043 - Computer Operator III		19.57
14044 - Computer Operator IV		21.84
14045 - Computer Operator V		24.08
14071 - Computer Programmer I	(see 1)	21.44
14072 - Computer Programmer II	(see 1)	25.80
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.69
14160 - Personal Computer Support Technician		24.02
14170 - System Support Specialist		23.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.78
15020 - Aircrew Training Devices Instructor (Rated)		35.88
15030 - Air Crew Training Devices Instructor (Pilot)		40.93
15050 - Computer Based Training Specialist / Instructor		29.78

15060 - Educational Technologist 29.22
15070 - Flight Instructor (Pilot) 40.93
15080 - Graphic Artist 19.50
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.93
15086 - Maintenance Test Pilot Rotary Wing 40.93
15088 - Non-Maintenance Test/Co-Pilot 40.93
15090 - Technical Instructor 20.60
15095 - Technical Instructor/Course Developer 25.20
15110 - Test Proctor 16.63
15120 - Tutor 16.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.94
16030 - Counter Attendant 10.94
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.94
16090 - Presser Hand 10.94
16110 - Presser Machine Drycleaning 10.94
16130 - Presser Machine Shirts 10.94
16160 - Presser Machine Wearing Apparel Laundry 10.94
16190 - Sewing Machine Operator 13.02
16220 - Tailor 13.86
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.85
19040 - Tool And Die Maker 22.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.08
21030 - Material Coordinator 22.19
21040 - Material Expediter 22.19
21050 - Material Handling Laborer 12.32
21071 - Order Filler 11.94
21080 - Production Line Worker (Food Processing) 16.08
21110 - Shipping Packer 14.78
21130 - Shipping/Receiving Clerk 14.78
21140 - Store Worker I 11.44
21150 - Stock Clerk 16.13
21210 - Tools And Parts Attendant 16.08
21410 - Warehouse Specialist 16.08
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.67
23019 - Aircraft Logs and Records Technician 19.79
23021 - Aircraft Mechanic I 24.23
23022 - Aircraft Mechanic II 25.67
23023 - Aircraft Mechanic III 27.16
23040 - Aircraft Mechanic Helper 16.88
23050 - Aircraft Painter 22.73
23060 - Aircraft Servicer 19.79
23070 - Aircraft Survival Flight Equipment Technician 22.73
23080 - Aircraft Worker 21.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 21.24

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 24.23
II
23110 - Appliance Mechanic 19.82
23120 - Bicycle Repairer 15.85
23125 - Cable Splicer 36.54
23130 - Carpenter Maintenance 16.37
23140 - Carpet Layer 18.51
23160 - Electrician Maintenance 20.42
23181 - Electronics Technician Maintenance I 20.37
23182 - Electronics Technician Maintenance II 21.80
23183 - Electronics Technician Maintenance III 23.25
23260 - Fabric Worker 17.26
23290 - Fire Alarm System Mechanic 21.13
23310 - Fire Extinguisher Repairer 15.99
23311 - Fuel Distribution System Mechanic 25.55
23312 - Fuel Distribution System Operator 19.34
23370 - General Maintenance Worker 15.74
23380 - Ground Support Equipment Mechanic 24.23
23381 - Ground Support Equipment Servicer 19.79
23382 - Ground Support Equipment Worker 21.24
23391 - Gunsmith I 15.99
23392 - Gunsmith II 18.51
23393 - Gunsmith III 21.13
23410 - Heating Ventilation And Air-Conditioning 19.47
Mechanic
23411 - Heating Ventilation And Air Contidioning 20.58
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 22.25
23440 - Heavy Equipment Operator 17.76
23460 - Instrument Mechanic 21.13
23465 - Laboratory/Shelter Mechanic 19.82
23470 - Laborer 12.32
23510 - Locksmith 19.82
23530 - Machinery Maintenance Mechanic 21.90
23550 - Machinist Maintenance 20.03
23580 - Maintenance Trades Helper 14.54
23591 - Metrology Technician I 21.13
23592 - Metrology Technician II 22.37
23593 - Metrology Technician III 23.67
23640 - Millwright 21.13
23710 - Office Appliance Repairer 19.82
23760 - Painter Maintenance 16.27
23790 - Pipefitter Maintenance 19.32
23810 - Plumber Maintenance 18.69
23820 - Pneudraulic Systems Mechanic 21.13
23850 - Rigger 21.13
23870 - Scale Mechanic 18.51
23890 - Sheet-Metal Worker Maintenance 21.03
23910 - Small Engine Mechanic 18.43

23931 - Telecommunications Mechanic I 26.17
23932 - Telecommunications Mechanic II 27.56
23950 - Telephone Lineman 25.55
23960 - Welder Combination Maintenance 16.70
23965 - Well Driller 21.13
23970 - Woodcraft Worker 21.13
23980 - Woodworker 15.99
24000 - Personal Needs Occupations
24550 - Case Manager 12.38
24570 - Child Care Attendant 9.38
24580 - Child Care Center Clerk 11.70
24610 - Chore Aide 10.42
24620 - Family Readiness And Support Services Coordinator 12.38
24630 - Homemaker 15.14
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.13
25040 - Sewage Plant Operator 16.24
25070 - Stationary Engineer 21.13
25190 - Ventilation Equipment Tender 14.78
25210 - Water Treatment Plant Operator 15.49
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.62
27007 - Baggage Inspector 16.18
27008 - Corrections Officer 16.48
27010 - Court Security Officer 17.64
27030 - Detection Dog Handler 18.11
27040 - Detention Officer 16.48
27070 - Firefighter 18.44
27101 - Guard I 16.18
27102 - Guard II 18.11
27131 - Police Officer I 17.77
27132 - Police Officer II 19.74
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.09
28042 - Carnival Equipment Repairer 14.23
28043 - Carnival Worker 9.54
28210 - Gate Attendant/Gate Tender 13.18
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 14.74
28510 - Recreation Aide/Health Facility Attendant 10.49
28515 - Recreation Specialist 17.36
28630 - Sports Official 11.45
28690 - Swimming Pool Operator 16.48
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 17.69
29020 - Hatch Tender 17.69
29030 - Line Handler 17.69
29041 - Stevedore I 16.50
29042 - Stevedore II 18.94

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		17.38
30022 - Archeological Technician II		19.44
30023 - Archeological Technician III		22.65
30030 - Cartographic Technician		24.09
30040 - Civil Engineering Technician		21.26
30051 - Cryogenic Technician I		23.55
30052 - Cryogenic Technician II		26.01
30061 - Drafter/CAD Operator I		17.38
30062 - Drafter/CAD Operator II		19.44
30063 - Drafter/CAD Operator III		21.68
30064 - Drafter/CAD Operator IV		26.67
30081 - Engineering Technician I		15.21
30082 - Engineering Technician II		17.07
30083 - Engineering Technician III		19.09
30084 - Engineering Technician IV		23.66
30085 - Engineering Technician V		28.94
30086 - Engineering Technician VI		35.01
30090 - Environmental Technician		20.54
30095 - Evidence Control Specialist		21.26
30210 - Laboratory Technician		20.97
30221 - Latent Fingerprint Technician I		23.55
30222 - Latent Fingerprint Technician II		26.01
30240 - Mathematical Technician		24.09
30361 - Paralegal/Legal Assistant I		18.27
30362 - Paralegal/Legal Assistant II		22.04
30363 - Paralegal/Legal Assistant III		25.64
30364 - Paralegal/Legal Assistant IV		29.76
30375 - Petroleum Supply Specialist		26.01
30390 - Photo-Optics Technician		24.09
30395 - Radiation Control Technician		26.01
30461 - Technical Writer I		21.26
30462 - Technical Writer II		26.01
30463 - Technical Writer III		31.47
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.67
30502 - Weather Forecaster II		32.45
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.68
30621 - Weather Observer Senior	(see 2)	24.09

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.12

31030 - Bus Driver	16.59
31043 - Driver Courier	13.14
31260 - Parking and Lot Attendant	11.05
31290 - Shuttle Bus Driver	13.33
31310 - Taxi Driver	10.42
31361 - Truckdriver Light	13.33
31362 - Truckdriver Medium	14.36
31363 - Truckdriver Heavy	17.64
31364 - Truckdriver Tractor-Trailer	17.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.74
99050 - Desk Clerk	9.63
99095 - Embalmer	26.66
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.05
99252 - Laboratory Animal Caretaker II	11.87
99260 - Marketing Analyst	19.16
99310 - Mortician	26.66
99410 - Pest Controller	13.90
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.68
99711 - Recycling Specialist	19.22
99730 - Refuse Collector	14.03
99810 - Sales Clerk	10.79
99820 - School Crossing Guard	12.93
99830 - Survey Party Chief	17.31
99831 - Surveying Aide	11.46
99832 - Surveying Technician	15.74
99840 - Vending Machine Attendant	16.09
99841 - Vending Machine Repairer	19.47
99842 - Vending Machine Repairer Helper	16.09

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-5125
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Clay Greene Lawrence Monroe Prairie Randolph

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.60
01012 - Accounting Clerk II		15.26
01013 - Accounting Clerk III		19.95
01020 - Administrative Assistant		21.62
01035 - Court Reporter		14.69
01041 - Customer Service Representative I		11.52
01042 - Customer Service Representative II		12.95
01043 - Customer Service Representative III		14.13
01051 - Data Entry Operator I		13.75
01052 - Data Entry Operator II		15.00
01060 - Dispatcher Motor Vehicle		19.87
01070 - Document Preparation Clerk		11.70
01090 - Duplicating Machine Operator		11.70
01111 - General Clerk I		11.90
01112 - General Clerk II		12.99

01113 - General Clerk III 14.58
01120 - Housing Referral Assistant 16.38
01141 - Messenger Courier 11.92
01191 - Order Clerk I 11.08
01192 - Order Clerk II 12.09
01261 - Personnel Assistant (Employment) I 14.21
01262 - Personnel Assistant (Employment) II 15.90
01263 - Personnel Assistant (Employment) III 17.72
01270 - Production Control Clerk 23.56
01290 - Rental Clerk 10.45
01300 - Scheduler Maintenance 13.13
01311 - Secretary I 13.13
01312 - Secretary II 14.69
01313 - Secretary III 16.38
01320 - Service Order Dispatcher 18.06
01410 - Supply Technician 21.62
01420 - Survey Worker 13.29
01460 - Switchboard Operator/Receptionist 12.34
01531 - Travel Clerk I 13.55
01532 - Travel Clerk II 14.39
01533 - Travel Clerk III 15.47
01611 - Word Processor I 11.70
01612 - Word Processor II 13.13
01613 - Word Processor III 14.69
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.08
05010 - Automotive Electrician 17.59
05040 - Automotive Glass Installer 14.86
05070 - Automotive Worker 15.04
05110 - Mobile Equipment Servicer 13.27
05130 - Motor Equipment Metal Mechanic 16.78
05160 - Motor Equipment Metal Worker 15.04
05190 - Motor Vehicle Mechanic 17.43
05220 - Motor Vehicle Mechanic Helper 12.42
05250 - Motor Vehicle Upholstery Worker 14.86
05280 - Motor Vehicle Wrecker 15.04
05310 - Painter Automotive 15.90
05340 - Radiator Repair Specialist 15.04
05370 - Tire Repairer 12.62
05400 - Transmission Repair Specialist 17.43
07000 - Food Preparation And Service Occupations
07010 - Baker 14.77
07041 - Cook I 9.80
07042 - Cook II 11.33
07070 - Dishwasher 9.44
07130 - Food Service Worker 9.60
07210 - Meat Cutter 15.21
07260 - Waiter/Waitress 9.42
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.56

09040 - Furniture Handler 12.01
09080 - Furniture Refinisher 18.56
09090 - Furniture Refinisher Helper 13.89
09110 - Furniture Repairer Minor 16.21
09130 - Upholsterer 18.56
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.90
11060 - Elevator Operator 12.08
11090 - Gardener 15.10
11122 - Housekeeping Aide 10.03
11150 - Janitor 10.03
11210 - Laborer Grounds Maintenance 11.47
11240 - Maid or Houseman 9.73
11260 - Pruner 10.33
11270 - Tractor Operator 13.93
11330 - Trail Maintenance Worker 11.47
11360 - Window Cleaner 11.14
12000 - Health Occupations
12010 - Ambulance Driver 15.98
12011 - Breath Alcohol Technician 17.69
12012 - Certified Occupational Therapist Assistant 25.63
12015 - Certified Physical Therapist Assistant 26.97
12020 - Dental Assistant 17.00
12025 - Dental Hygienist 35.20
12030 - EKG Technician 26.80
12035 - Electroneurodiagnostic Technologist 26.80
12040 - Emergency Medical Technician 15.98
12071 - Licensed Practical Nurse I 15.81
12072 - Licensed Practical Nurse II 17.69
12073 - Licensed Practical Nurse III 19.71
12100 - Medical Assistant 13.59
12130 - Medical Laboratory Technician 22.99
12160 - Medical Record Clerk 13.78
12190 - Medical Record Technician 16.84
12195 - Medical Transcriptionist 15.81
12210 - Nuclear Medicine Technologist 38.86
12221 - Nursing Assistant I 11.32
12222 - Nursing Assistant II 12.72
12223 - Nursing Assistant III 13.88
12224 - Nursing Assistant IV 15.59
12235 - Optical Dispenser 17.69
12236 - Optical Technician 15.81
12250 - Pharmacy Technician 14.28
12280 - Phlebotomist 15.81
12305 - Radiologic Technologist 23.21
12311 - Registered Nurse I 24.41
12312 - Registered Nurse II 29.86
12313 - Registered Nurse II Specialist 29.86
12314 - Registered Nurse III 36.12
12315 - Registered Nurse III Anesthetist 36.12

12316 - Registered Nurse IV		43.29
12317 - Scheduler (Drug and Alcohol Testing)		21.91
12320 - Substance Abuse Treatment Counselor		27.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.29
13012 - Exhibits Specialist II		22.66
13013 - Exhibits Specialist III		27.72
13041 - Illustrator I		18.29
13042 - Illustrator II		22.66
13043 - Illustrator III		27.72
13047 - Librarian		25.09
13050 - Library Aide/Clerk		9.50
13054 - Library Information Technology Systems Administrator		22.66
13058 - Library Technician		12.79
13061 - Media Specialist I		16.35
13062 - Media Specialist II		17.41
13063 - Media Specialist III		20.40
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.16
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.69
14042 - Computer Operator II		17.55
14043 - Computer Operator III		19.57
14044 - Computer Operator IV		21.84
14045 - Computer Operator V		24.08
14071 - Computer Programmer I	(see 1)	21.44
14072 - Computer Programmer II	(see 1)	25.80
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.69
14160 - Personal Computer Support Technician		24.02
14170 - System Support Specialist		24.08
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.78
15020 - Aircrew Training Devices Instructor (Rated)		35.88
15030 - Air Crew Training Devices Instructor (Pilot)		41.75
15050 - Computer Based Training Specialist / Instructor		29.78
15060 - Educational Technologist		29.22
15070 - Flight Instructor (Pilot)		41.75
15080 - Graphic Artist		25.20
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.17

15086 - Maintenance Test Pilot Rotary Wing 41.17
15088 - Non-Maintenance Test/Co-Pilot 41.17
15090 - Technical Instructor 20.60
15095 - Technical Instructor/Course Developer 25.20
15110 - Test Proctor 16.63
15120 - Tutor 16.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.66
16030 - Counter Attendant 10.66
16040 - Dry Cleaner 13.53
16070 - Finisher Flatwork Machine 10.66
16090 - Presser Hand 10.66
16110 - Presser Machine Drycleaning 10.66
16130 - Presser Machine Shirts 10.66
16160 - Presser Machine Wearing Apparel Laundry 10.66
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.43
16250 - Washer Machine 11.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.85
19040 - Tool And Die Maker 22.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.09
21030 - Material Coordinator 23.56
21040 - Material Expediter 23.56
21050 - Material Handling Laborer 13.55
21071 - Order Filler 13.56
21080 - Production Line Worker (Food Processing) 17.09
21110 - Shipping Packer 16.37
21130 - Shipping/Receiving Clerk 16.37
21140 - Store Worker I 11.71
21150 - Stock Clerk 16.17
21210 - Tools And Parts Attendant 17.09
21410 - Warehouse Specialist 17.09
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.71
23019 - Aircraft Logs and Records Technician 19.96
23021 - Aircraft Mechanic I 24.30
23022 - Aircraft Mechanic II 25.71
23023 - Aircraft Mechanic III 27.19
23040 - Aircraft Mechanic Helper 17.07
23050 - Aircraft Painter 22.84
23060 - Aircraft Servicer 19.96
23070 - Aircraft Survival Flight Equipment Technician 22.84
23080 - Aircraft Worker 21.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.38
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.30
23110 - Appliance Mechanic 21.07

23120 - Bicycle Repairer	17.06
23125 - Cable Splicer	29.98
23130 - Carpenter Maintenance	19.92
23140 - Carpet Layer	19.72
23160 - Electrician Maintenance	20.08
23181 - Electronics Technician Maintenance I	19.84
23182 - Electronics Technician Maintenance II	21.50
23183 - Electronics Technician Maintenance III	22.41
23260 - Fabric Worker	18.41
23290 - Fire Alarm System Mechanic	22.41
23310 - Fire Extinguisher Repairer	17.06
23311 - Fuel Distribution System Mechanic	22.41
23312 - Fuel Distribution System Operator	17.06
23370 - General Maintenance Worker	14.98
23380 - Ground Support Equipment Mechanic	24.30
23381 - Ground Support Equipment Servicer	19.96
23382 - Ground Support Equipment Worker	21.38
23391 - Gunsmith I	17.06
23392 - Gunsmith II	19.72
23393 - Gunsmith III	22.41
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.48
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.74
23430 - Heavy Equipment Mechanic	22.47
23440 - Heavy Equipment Operator	18.83
23460 - Instrument Mechanic	22.41
23465 - Laboratory/Shelter Mechanic	21.07
23470 - Laborer	13.55
23510 - Locksmith	21.07
23530 - Machinery Maintenance Mechanic	22.92
23550 - Machinist Maintenance	18.97
23580 - Maintenance Trades Helper	11.13
23591 - Metrology Technician I	22.41
23592 - Metrology Technician II	23.72
23593 - Metrology Technician III	25.09
23640 - Millwright	23.75
23710 - Office Appliance Repairer	21.07
23760 - Painter Maintenance	20.31
23790 - Pipefitter Maintenance	19.32
23810 - Plumber Maintenance	18.69
23820 - Pneudraulic Systems Mechanic	22.41
23850 - Rigger	22.41
23870 - Scale Mechanic	19.72
23890 - Sheet-Metal Worker Maintenance	19.00
23910 - Small Engine Mechanic	19.00
23931 - Telecommunications Mechanic I	26.75
23932 - Telecommunications Mechanic II	28.30
23950 - Telephone Lineman	25.55
23960 - Welder Combination Maintenance	19.92

23965 - Well Driller		22.41
23970 - Woodcraft Worker		22.41
23980 - Woodworker		17.06
24000 - Personal Needs Occupations		
24550 - Case Manager		13.02
24570 - Child Care Attendant		9.54
24580 - Child Care Center Clerk		11.90
24610 - Chore Aide		10.67
24620 - Family Readiness And Support Services Coordinator		13.02
24630 - Homemaker		15.14
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.41
25040 - Sewage Plant Operator		16.24
25070 - Stationary Engineer		22.41
25190 - Ventilation Equipment Tender		15.74
25210 - Water Treatment Plant Operator		15.49
27000 - Protective Service Occupations		
27004 - Alarm Monitor		13.29
27007 - Baggage Inspector		14.66
27008 - Corrections Officer		17.98
27010 - Court Security Officer		17.64
27030 - Detection Dog Handler		16.41
27040 - Detention Officer		17.98
27070 - Firefighter		18.44
27101 - Guard I		14.66
27102 - Guard II		16.41
27131 - Police Officer I		17.77
27132 - Police Officer II		19.74
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.86
28042 - Carnival Equipment Repairer		12.82
28043 - Carnival Worker		8.87
28210 - Gate Attendant/Gate Tender		14.28
28310 - Lifeguard		12.72
28350 - Park Attendant (Aide)		15.98
28510 - Recreation Aide/Health Facility Attendant		11.66
28515 - Recreation Specialist		19.79
28630 - Sports Official		12.72
28690 - Swimming Pool Operator		21.42
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.59
29020 - Hatch Tender		22.59
29030 - Line Handler		22.59
29041 - Stevedore I		21.25
29042 - Stevedore II		24.10
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		17.38
30022 - Archeological Technician II		19.44
30023 - Archeological Technician III		22.65
30030 - Cartographic Technician		24.09
30040 - Civil Engineering Technician		21.18
30051 - Cryogenic Technician I		21.24
30052 - Cryogenic Technician II		23.46
30061 - Drafter/CAD Operator I		17.38
30062 - Drafter/CAD Operator II		19.44
30063 - Drafter/CAD Operator III		21.68
30064 - Drafter/CAD Operator IV		26.67
30081 - Engineering Technician I		15.21
30082 - Engineering Technician II		17.07
30083 - Engineering Technician III		19.09
30084 - Engineering Technician IV		23.66
30085 - Engineering Technician V		28.94
30086 - Engineering Technician VI		35.01
30090 - Environmental Technician		16.97
30095 - Evidence Control Specialist		19.18
30210 - Laboratory Technician		20.97
30221 - Latent Fingerprint Technician I		21.24
30222 - Latent Fingerprint Technician II		23.46
30240 - Mathematical Technician		24.09
30361 - Paralegal/Legal Assistant I		16.32
30362 - Paralegal/Legal Assistant II		18.22
30363 - Paralegal/Legal Assistant III		21.19
30364 - Paralegal/Legal Assistant IV		24.59
30375 - Petroleum Supply Specialist		23.46
30390 - Photo-Optics Technician		24.09
30395 - Radiation Control Technician		23.46
30461 - Technical Writer I		19.80
30462 - Technical Writer II		24.23
30463 - Technical Writer III		29.32
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		23.36
30502 - Weather Forecaster II		28.42
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.68
30621 - Weather Observer Senior	(see 2)	24.09
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.41
31030 - Bus Driver		15.50
31043 - Driver Courier		13.14
31260 - Parking and Lot Attendant		9.44
31290 - Shuttle Bus Driver		13.33

31310 - Taxi Driver	12.52
31361 - Truckdriver Light	13.33
31362 - Truckdriver Medium	14.28
31363 - Truckdriver Heavy	16.77
31364 - Truckdriver Tractor-Trailer	16.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.64
99050 - Desk Clerk	9.27
99095 - Embalmer	23.85
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.77
99252 - Laboratory Animal Caretaker II	13.71
99260 - Marketing Analyst	20.06
99310 - Mortician	23.85
99410 - Pest Controller	14.32
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.46
99711 - Recycling Specialist	21.03
99730 - Refuse Collector	15.98
99810 - Sales Clerk	10.89
99820 - School Crossing Guard	13.13
99830 - Survey Party Chief	18.42
99831 - Surveying Aide	12.17
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	16.09
99841 - Vending Machine Repairer	19.47
99842 - Vending Machine Repairer Helper	16.09

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5126
Revision No.: 14
Date Of Last Revision: 05/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Clay Greene Lawrence Monroe Prairie Randolph

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.60
01012 - Accounting Clerk II		15.26
01013 - Accounting Clerk III		19.95
01020 - Administrative Assistant		21.62
01035 - Court Reporter		14.69
01041 - Customer Service Representative I		11.52
01042 - Customer Service Representative II		12.95
01043 - Customer Service Representative III		14.13
01051 - Data Entry Operator I		13.75
01052 - Data Entry Operator II		15.00
01060 - Dispatcher Motor Vehicle		19.87
01070 - Document Preparation Clerk		11.70

01090 - Duplicating Machine Operator 11.70
01111 - General Clerk I 11.90
01112 - General Clerk II 12.99
01113 - General Clerk III 14.58
01120 - Housing Referral Assistant 16.38
01141 - Messenger Courier 11.92
01191 - Order Clerk I 11.08
01192 - Order Clerk II 12.09
01261 - Personnel Assistant (Employment) I 14.21
01262 - Personnel Assistant (Employment) II 15.90
01263 - Personnel Assistant (Employment) III 17.72
01270 - Production Control Clerk 23.56
01290 - Rental Clerk 10.45
01300 - Scheduler Maintenance 13.13
01311 - Secretary I 13.13
01312 - Secretary II 14.69
01313 - Secretary III 16.38
01320 - Service Order Dispatcher 18.06
01410 - Supply Technician 21.62
01420 - Survey Worker 13.29
01460 - Switchboard Operator/Receptionist 12.34
01531 - Travel Clerk I 13.55
01532 - Travel Clerk II 14.39
01533 - Travel Clerk III 15.47
01611 - Word Processor I 11.70
01612 - Word Processor II 13.13
01613 - Word Processor III 14.69
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.08
05010 - Automotive Electrician 17.59
05040 - Automotive Glass Installer 14.86
05070 - Automotive Worker 15.04
05110 - Mobile Equipment Servicer 13.27
05130 - Motor Equipment Metal Mechanic 16.78
05160 - Motor Equipment Metal Worker 15.04
05190 - Motor Vehicle Mechanic 17.43
05220 - Motor Vehicle Mechanic Helper 12.42
05250 - Motor Vehicle Upholstery Worker 14.86
05280 - Motor Vehicle Wrecker 15.04
05310 - Painter Automotive 15.90
05340 - Radiator Repair Specialist 15.04
05370 - Tire Repairer 12.62
05400 - Transmission Repair Specialist 17.43
07000 - Food Preparation And Service Occupations
07010 - Baker 14.77
07041 - Cook I 9.80
07042 - Cook II 11.33
07070 - Dishwasher 9.44
07130 - Food Service Worker 9.60
07210 - Meat Cutter 15.21

07260 - Waiter/Waitress	9.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.56
09040 - Furniture Handler	12.01
09080 - Furniture Refinisher	18.56
09090 - Furniture Refinisher Helper	13.89
09110 - Furniture Repairer Minor	16.21
09130 - Upholsterer	18.56
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.90
11060 - Elevator Operator	12.08
11090 - Gardener	15.10
11122 - Housekeeping Aide	10.03
11150 - Janitor	10.03
11210 - Laborer Grounds Maintenance	11.47
11240 - Maid or Houseman	9.73
11260 - Pruner	10.33
11270 - Tractor Operator	13.93
11330 - Trail Maintenance Worker	11.47
11360 - Window Cleaner	11.14
12000 - Health Occupations	
12010 - Ambulance Driver	15.98
12011 - Breath Alcohol Technician	17.69
12012 - Certified Occupational Therapist Assistant	25.63
12015 - Certified Physical Therapist Assistant	26.97
12020 - Dental Assistant	17.00
12025 - Dental Hygienist	35.20
12030 - EKG Technician	26.80
12035 - Electroneurodiagnostic Technologist	26.80
12040 - Emergency Medical Technician	15.98
12071 - Licensed Practical Nurse I	15.81
12072 - Licensed Practical Nurse II	17.69
12073 - Licensed Practical Nurse III	19.71
12100 - Medical Assistant	13.59
12130 - Medical Laboratory Technician	22.99
12160 - Medical Record Clerk	13.78
12190 - Medical Record Technician	16.84
12195 - Medical Transcriptionist	15.81
12210 - Nuclear Medicine Technologist	38.86
12221 - Nursing Assistant I	11.32
12222 - Nursing Assistant II	12.72
12223 - Nursing Assistant III	13.88
12224 - Nursing Assistant IV	15.59
12235 - Optical Dispenser	17.69
12236 - Optical Technician	15.81
12250 - Pharmacy Technician	14.28
12280 - Phlebotomist	15.81
12305 - Radiologic Technologist	23.21
12311 - Registered Nurse I	24.41
12312 - Registered Nurse II	29.86

12313 - Registered Nurse II Specialist		29.86
12314 - Registered Nurse III		36.12
12315 - Registered Nurse III Anesthetist		36.12
12316 - Registered Nurse IV		43.29
12317 - Scheduler (Drug and Alcohol Testing)		21.91
12320 - Substance Abuse Treatment Counselor		27.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.29
13012 - Exhibits Specialist II		22.66
13013 - Exhibits Specialist III		27.72
13041 - Illustrator I		18.29
13042 - Illustrator II		22.66
13043 - Illustrator III		27.72
13047 - Librarian		25.09
13050 - Library Aide/Clerk		9.50
13054 - Library Information Technology Systems Administrator		22.66
13058 - Library Technician		12.79
13061 - Media Specialist I		16.35
13062 - Media Specialist II		17.41
13063 - Media Specialist III		20.40
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.16
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.69
14042 - Computer Operator II		17.55
14043 - Computer Operator III		19.57
14044 - Computer Operator IV		21.84
14045 - Computer Operator V		24.08
14071 - Computer Programmer I	(see 1)	21.44
14072 - Computer Programmer II	(see 1)	25.80
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.69
14160 - Personal Computer Support Technician		24.02
14170 - System Support Specialist		24.08
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.78
15020 - Aircrew Training Devices Instructor (Rated)		35.88
15030 - Air Crew Training Devices Instructor (Pilot)		41.75
15050 - Computer Based Training Specialist / Instructor		29.78
15060 - Educational Technologist		29.22

15070 - Flight Instructor (Pilot) 41.75
15080 - Graphic Artist 25.20
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.17
15086 - Maintenance Test Pilot Rotary Wing 41.17
15088 - Non-Maintenance Test/Co-Pilot 41.17
15090 - Technical Instructor 20.60
15095 - Technical Instructor/Course Developer 25.20
15110 - Test Proctor 16.63
15120 - Tutor 16.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.66
16030 - Counter Attendant 10.66
16040 - Dry Cleaner 13.53
16070 - Finisher Flatwork Machine 10.66
16090 - Presser Hand 10.66
16110 - Presser Machine Drycleaning 10.66
16130 - Presser Machine Shirts 10.66
16160 - Presser Machine Wearing Apparel Laundry 10.66
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.43
16250 - Washer Machine 11.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.85
19040 - Tool And Die Maker 22.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.09
21030 - Material Coordinator 23.56
21040 - Material Expediter 23.56
21050 - Material Handling Laborer 13.55
21071 - Order Filler 13.56
21080 - Production Line Worker (Food Processing) 17.09
21110 - Shipping Packer 16.37
21130 - Shipping/Receiving Clerk 16.37
21140 - Store Worker I 11.71
21150 - Stock Clerk 16.17
21210 - Tools And Parts Attendant 17.09
21410 - Warehouse Specialist 17.09
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.71
23019 - Aircraft Logs and Records Technician 19.96
23021 - Aircraft Mechanic I 24.30
23022 - Aircraft Mechanic II 25.71
23023 - Aircraft Mechanic III 27.19
23040 - Aircraft Mechanic Helper 17.07
23050 - Aircraft Painter 22.84
23060 - Aircraft Servicer 19.96
23070 - Aircraft Survival Flight Equipment Technician 22.84
23080 - Aircraft Worker 21.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.38

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.30
23110 - Appliance Mechanic 21.07
23120 - Bicycle Repairer 17.06
23125 - Cable Splicer 29.98
23130 - Carpenter Maintenance 19.92
23140 - Carpet Layer 19.72
23160 - Electrician Maintenance 20.08
23181 - Electronics Technician Maintenance I 19.84
23182 - Electronics Technician Maintenance II 21.50
23183 - Electronics Technician Maintenance III 22.41
23260 - Fabric Worker 18.41
23290 - Fire Alarm System Mechanic 22.41
23310 - Fire Extinguisher Repairer 17.06
23311 - Fuel Distribution System Mechanic 22.41
23312 - Fuel Distribution System Operator 17.06
23370 - General Maintenance Worker 14.98
23380 - Ground Support Equipment Mechanic 24.30
23381 - Ground Support Equipment Servicer 19.96
23382 - Ground Support Equipment Worker 21.38
23391 - Gunsmith I 17.06
23392 - Gunsmith II 19.72
23393 - Gunsmith III 22.41
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.48
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.74
23430 - Heavy Equipment Mechanic 22.47
23440 - Heavy Equipment Operator 18.83
23460 - Instrument Mechanic 22.41
23465 - Laboratory/Shelter Mechanic 21.07
23470 - Laborer 13.55
23510 - Locksmith 21.07
23530 - Machinery Maintenance Mechanic 22.92
23550 - Machinist Maintenance 18.97
23580 - Maintenance Trades Helper 11.13
23591 - Metrology Technician I 22.41
23592 - Metrology Technician II 23.72
23593 - Metrology Technician III 25.09
23640 - Millwright 23.75
23710 - Office Appliance Repairer 21.07
23760 - Painter Maintenance 20.31
23790 - Pipefitter Maintenance 19.32
23810 - Plumber Maintenance 18.69
23820 - Pneudraulic Systems Mechanic 22.41
23850 - Rigger 22.41
23870 - Scale Mechanic 19.72
23890 - Sheet-Metal Worker Maintenance 19.00
23910 - Small Engine Mechanic 19.00
23931 - Telecommunications Mechanic I 26.75

23932 - Telecommunications Mechanic II 28.30
23950 - Telephone Lineman 25.55
23960 - Welder Combination Maintenance 19.92
23965 - Well Driller 22.41
23970 - Woodcraft Worker 22.41
23980 - Woodworker 17.06
24000 - Personal Needs Occupations
24550 - Case Manager 13.02
24570 - Child Care Attendant 9.54
24580 - Child Care Center Clerk 11.90
24610 - Chore Aide 10.67
24620 - Family Readiness And Support Services Coordinator 13.02
24630 - Homemaker 15.14
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.41
25040 - Sewage Plant Operator 16.24
25070 - Stationary Engineer 22.41
25190 - Ventilation Equipment Tender 15.74
25210 - Water Treatment Plant Operator 15.49
27000 - Protective Service Occupations
27004 - Alarm Monitor 13.29
27007 - Baggage Inspector 14.66
27008 - Corrections Officer 17.98
27010 - Court Security Officer 17.64
27030 - Detection Dog Handler 16.41
27040 - Detention Officer 17.98
27070 - Firefighter 18.44
27101 - Guard I 14.66
27102 - Guard II 16.41
27131 - Police Officer I 17.77
27132 - Police Officer II 19.74
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.86
28042 - Carnival Equipment Repairer 12.82
28043 - Carnival Worker 8.87
28210 - Gate Attendant/Gate Tender 14.28
28310 - Lifeguard 12.72
28350 - Park Attendant (Aide) 15.98
28510 - Recreation Aide/Health Facility Attendant 11.66
28515 - Recreation Specialist 19.79
28630 - Sports Official 12.72
28690 - Swimming Pool Operator 21.42
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.59
29020 - Hatch Tender 22.59
29030 - Line Handler 22.59
29041 - Stevedore I 21.25
29042 - Stevedore II 24.10
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.38
30022 - Archeological Technician II 19.44
30023 - Archeological Technician III 22.65
30030 - Cartographic Technician 24.09
30040 - Civil Engineering Technician 21.18
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
30061 - Drafter/CAD Operator I 17.38
30062 - Drafter/CAD Operator II 19.44
30063 - Drafter/CAD Operator III 21.68
30064 - Drafter/CAD Operator IV 26.67
30081 - Engineering Technician I 15.21
30082 - Engineering Technician II 17.07
30083 - Engineering Technician III 19.09
30084 - Engineering Technician IV 23.66
30085 - Engineering Technician V 28.94
30086 - Engineering Technician VI 35.01
30090 - Environmental Technician 16.97
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 20.97
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 24.09
30361 - Paralegal/Legal Assistant I 16.32
30362 - Paralegal/Legal Assistant II 18.22
30363 - Paralegal/Legal Assistant III 21.19
30364 - Paralegal/Legal Assistant IV 24.59
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 24.09
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 19.80
30462 - Technical Writer II 24.23
30463 - Technical Writer III 29.32
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 23.36
30502 - Weather Forecaster II 28.42
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.68
30621 - Weather Observer Senior (see 2) 24.09
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.41
31030 - Bus Driver 15.50

31043 - Driver Courier	13.14
31260 - Parking and Lot Attendant	9.44
31290 - Shuttle Bus Driver	13.33
31310 - Taxi Driver	12.52
31361 - Truckdriver Light	13.33
31362 - Truckdriver Medium	14.28
31363 - Truckdriver Heavy	16.77
31364 - Truckdriver Tractor-Trailer	16.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.64
99050 - Desk Clerk	9.27
99095 - Embalmer	23.85
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.77
99252 - Laboratory Animal Caretaker II	13.71
99260 - Marketing Analyst	20.06
99310 - Mortician	23.85
99410 - Pest Controller	14.32
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.46
99711 - Recycling Specialist	21.03
99730 - Refuse Collector	15.98
99810 - Sales Clerk	10.89
99820 - School Crossing Guard	13.13
99830 - Survey Party Chief	18.42
99831 - Surveying Aide	12.17
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	16.09
99841 - Vending Machine Repairer	19.47
99842 - Vending Machine Repairer Helper	16.09

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

the request.

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-5127
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas County of Phillips

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.60
01012 - Accounting Clerk II		15.26
01013 - Accounting Clerk III		17.08
01020 - Administrative Assistant		21.02
01035 - Court Reporter		14.69
01041 - Customer Service Representative I		11.52
01042 - Customer Service Representative II		12.95
01043 - Customer Service Representative III		14.13
01051 - Data Entry Operator I		12.63
01052 - Data Entry Operator II		13.78
01060 - Dispatcher Motor Vehicle		16.71
01070 - Document Preparation Clerk		11.70
01090 - Duplicating Machine Operator		11.70
01111 - General Clerk I		12.48
01112 - General Clerk II		13.62

01113 - General Clerk III 15.29
01120 - Housing Referral Assistant 16.38
01141 - Messenger Courier 9.54
01191 - Order Clerk I 10.72
01192 - Order Clerk II 11.70
01261 - Personnel Assistant (Employment) I 13.13
01262 - Personnel Assistant (Employment) II 14.69
01263 - Personnel Assistant (Employment) III 16.38
01270 - Production Control Clerk 23.56
01290 - Rental Clerk 10.45
01300 - Scheduler Maintenance 13.13
01311 - Secretary I 13.13
01312 - Secretary II 14.69
01313 - Secretary III 16.38
01320 - Service Order Dispatcher 16.45
01410 - Supply Technician 21.02
01420 - Survey Worker 12.77
01460 - Switchboard Operator/Receptionist 12.34
01531 - Travel Clerk I 13.55
01532 - Travel Clerk II 14.39
01533 - Travel Clerk III 15.47
01611 - Word Processor I 11.70
01612 - Word Processor II 13.13
01613 - Word Processor III 14.69
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.69
05010 - Automotive Electrician 18.09
05040 - Automotive Glass Installer 16.14
05070 - Automotive Worker 16.14
05110 - Mobile Equipment Servicer 14.55
05130 - Motor Equipment Metal Mechanic 18.09
05160 - Motor Equipment Metal Worker 16.14
05190 - Motor Vehicle Mechanic 18.09
05220 - Motor Vehicle Mechanic Helper 13.31
05250 - Motor Vehicle Upholstery Worker 16.14
05280 - Motor Vehicle Wrecker 16.14
05310 - Painter Automotive 17.15
05340 - Radiator Repair Specialist 16.14
05370 - Tire Repairer 11.97
05400 - Transmission Repair Specialist 18.09
07000 - Food Preparation And Service Occupations
07010 - Baker 16.22
07041 - Cook I 12.17
07042 - Cook II 13.96
07070 - Dishwasher 9.44
07130 - Food Service Worker 9.60
07210 - Meat Cutter 15.21
07260 - Waiter/Waitress 10.12
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.56

09040 - Furniture Handler 12.01
09080 - Furniture Refinisher 18.56
09090 - Furniture Refinisher Helper 14.00
09110 - Furniture Repairer Minor 16.21
09130 - Upholsterer 18.56
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.96
11060 - Elevator Operator 12.08
11090 - Gardener 15.10
11122 - Housekeeping Aide 10.03
11150 - Janitor 10.03
11210 - Laborer Grounds Maintenance 11.47
11240 - Maid or Houseman 9.73
11260 - Pruner 10.33
11270 - Tractor Operator 13.93
11330 - Trail Maintenance Worker 11.47
11360 - Window Cleaner 11.14
12000 - Health Occupations
12010 - Ambulance Driver 17.23
12011 - Breath Alcohol Technician 17.69
12012 - Certified Occupational Therapist Assistant 25.63
12015 - Certified Physical Therapist Assistant 26.97
12020 - Dental Assistant 17.00
12025 - Dental Hygienist 35.20
12030 - EKG Technician 26.80
12035 - Electroneurodiagnostic Technologist 26.80
12040 - Emergency Medical Technician 17.23
12071 - Licensed Practical Nurse I 15.81
12072 - Licensed Practical Nurse II 17.69
12073 - Licensed Practical Nurse III 19.71
12100 - Medical Assistant 13.59
12130 - Medical Laboratory Technician 22.47
12160 - Medical Record Clerk 13.21
12190 - Medical Record Technician 17.28
12195 - Medical Transcriptionist 15.81
12210 - Nuclear Medicine Technologist 38.86
12221 - Nursing Assistant I 11.32
12222 - Nursing Assistant II 12.72
12223 - Nursing Assistant III 13.88
12224 - Nursing Assistant IV 15.59
12235 - Optical Dispenser 17.69
12236 - Optical Technician 15.81
12250 - Pharmacy Technician 14.75
12280 - Phlebotomist 15.81
12305 - Radiologic Technologist 23.21
12311 - Registered Nurse I 22.34
12312 - Registered Nurse II 27.33
12313 - Registered Nurse II Specialist 27.33
12314 - Registered Nurse III 33.06
12315 - Registered Nurse III Anesthetist 33.06

12316 - Registered Nurse IV		39.63
12317 - Scheduler (Drug and Alcohol Testing)		21.91
12320 - Substance Abuse Treatment Counselor		27.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.79
13012 - Exhibits Specialist II		20.96
13013 - Exhibits Specialist III		26.91
13041 - Illustrator I		17.79
13042 - Illustrator II		20.96
13043 - Illustrator III		26.91
13047 - Librarian		24.38
13050 - Library Aide/Clerk		14.16
13054 - Library Information Technology Systems Administrator		22.02
13058 - Library Technician		14.87
13061 - Media Specialist I		15.88
13062 - Media Specialist II		17.76
13063 - Media Specialist III		19.81
13071 - Photographer I		14.95
13072 - Photographer II		17.79
13073 - Photographer III		21.05
13074 - Photographer IV		26.94
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		15.88
14000 - Information Technology Occupations		
14041 - Computer Operator I		11.80
14042 - Computer Operator II		13.20
14043 - Computer Operator III		14.72
14044 - Computer Operator IV		19.77
14045 - Computer Operator V		21.45
14071 - Computer Programmer I	(see 1)	17.96
14072 - Computer Programmer II	(see 1)	22.24
14073 - Computer Programmer III	(see 1)	26.41
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.83
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		11.80
14160 - Personal Computer Support Technician		21.75
14170 - System Support Specialist		21.45
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.09
15020 - Aircrew Training Devices Instructor (Rated)		29.15
15030 - Air Crew Training Devices Instructor (Pilot)		34.94
15050 - Computer Based Training Specialist / Instructor		24.39
15060 - Educational Technologist		25.19
15070 - Flight Instructor (Pilot)		34.94
15080 - Graphic Artist		24.95
15085 - Maintenance Test Pilot Fixed Jet/Prop		37.43

15086 - Maintenance Test Pilot Rotary Wing 37.43
15088 - Non-Maintenance Test/Co-Pilot 37.43
15090 - Technical Instructor 20.40
15095 - Technical Instructor/Course Developer 24.95
15110 - Test Proctor 16.47
15120 - Tutor 16.47
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.66
16030 - Counter Attendant 10.66
16040 - Dry Cleaner 13.53
16070 - Finisher Flatwork Machine 10.66
16090 - Presser Hand 10.66
16110 - Presser Machine Drycleaning 10.66
16130 - Presser Machine Shirts 10.66
16160 - Presser Machine Wearing Apparel Laundry 10.66
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.43
16250 - Washer Machine 11.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.23
19040 - Tool And Die Maker 24.73
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.09
21030 - Material Coordinator 23.56
21040 - Material Expediter 23.56
21050 - Material Handling Laborer 13.55
21071 - Order Filler 13.56
21080 - Production Line Worker (Food Processing) 17.09
21110 - Shipping Packer 16.37
21130 - Shipping/Receiving Clerk 16.37
21140 - Store Worker I 11.71
21150 - Stock Clerk 16.17
21210 - Tools And Parts Attendant 17.09
21410 - Warehouse Specialist 17.09
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.71
23019 - Aircraft Logs and Records Technician 19.96
23021 - Aircraft Mechanic I 24.30
23022 - Aircraft Mechanic II 25.71
23023 - Aircraft Mechanic III 27.19
23040 - Aircraft Mechanic Helper 17.07
23050 - Aircraft Painter 22.84
23060 - Aircraft Servicer 19.96
23070 - Aircraft Survival Flight Equipment Technician 22.84
23080 - Aircraft Worker 21.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.38
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.30
23110 - Appliance Mechanic 21.07

23120 - Bicycle Repairer	15.77
23125 - Cable Splicer	29.98
23130 - Carpenter Maintenance	19.92
23140 - Carpet Layer	19.72
23160 - Electrician Maintenance	21.78
23181 - Electronics Technician Maintenance I	19.72
23182 - Electronics Technician Maintenance II	21.07
23183 - Electronics Technician Maintenance III	22.41
23260 - Fabric Worker	18.41
23290 - Fire Alarm System Mechanic	22.41
23310 - Fire Extinguisher Repairer	17.06
23311 - Fuel Distribution System Mechanic	22.41
23312 - Fuel Distribution System Operator	17.06
23370 - General Maintenance Worker	18.48
23380 - Ground Support Equipment Mechanic	24.30
23381 - Ground Support Equipment Servicer	19.96
23382 - Ground Support Equipment Worker	21.38
23391 - Gunsmith I	17.06
23392 - Gunsmith II	19.72
23393 - Gunsmith III	22.41
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.88
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.01
23430 - Heavy Equipment Mechanic	22.47
23440 - Heavy Equipment Operator	18.83
23460 - Instrument Mechanic	22.41
23465 - Laboratory/Shelter Mechanic	21.07
23470 - Laborer	13.55
23510 - Locksmith	21.07
23530 - Machinery Maintenance Mechanic	22.92
23550 - Machinist Maintenance	18.97
23580 - Maintenance Trades Helper	11.42
23591 - Metrology Technician I	22.41
23592 - Metrology Technician II	23.72
23593 - Metrology Technician III	25.09
23640 - Millwright	24.78
23710 - Office Appliance Repairer	21.07
23760 - Painter Maintenance	20.31
23790 - Pipefitter Maintenance	21.06
23810 - Plumber Maintenance	20.49
23820 - Pneudraulic Systems Mechanic	22.41
23850 - Rigger	22.41
23870 - Scale Mechanic	19.72
23890 - Sheet-Metal Worker Maintenance	19.00
23910 - Small Engine Mechanic	19.00
23931 - Telecommunications Mechanic I	26.70
23932 - Telecommunications Mechanic II	28.27
23950 - Telephone Lineman	23.75
23960 - Welder Combination Maintenance	19.92

23965 - Well Driller	22.41
23970 - Woodcraft Worker	22.41
23980 - Woodworker	17.06
24000 - Personal Needs Occupations	
24550 - Case Manager	14.36
24570 - Child Care Attendant	9.54
24580 - Child Care Center Clerk	12.83
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	14.36
24630 - Homemaker	14.36
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.41
25040 - Sewage Plant Operator	18.04
25070 - Stationary Engineer	22.41
25190 - Ventilation Equipment Tender	15.74
25210 - Water Treatment Plant Operator	18.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.91
27007 - Baggage Inspector	14.76
27008 - Corrections Officer	17.98
27010 - Court Security Officer	16.46
27030 - Detection Dog Handler	16.41
27040 - Detention Officer	17.98
27070 - Firefighter	15.80
27101 - Guard I	14.76
27102 - Guard II	16.41
27131 - Police Officer I	17.85
27132 - Police Officer II	19.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.86
28042 - Carnival Equipment Repairer	12.82
28043 - Carnival Worker	8.92
28210 - Gate Attendant/Gate Tender	14.28
28310 - Lifeguard	12.72
28350 - Park Attendant (Aide)	15.98
28510 - Recreation Aide/Health Facility Attendant	11.66
28515 - Recreation Specialist	19.79
28630 - Sports Official	12.72
28690 - Swimming Pool Operator	22.19
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.74
29020 - Hatch Tender	23.74
29030 - Line Handler	23.74
29041 - Stevedore I	22.18
29042 - Stevedore II	25.38
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		14.03
30022 - Archeological Technician II		17.45
30023 - Archeological Technician III		20.55
30030 - Cartographic Technician		20.55
30040 - Civil Engineering Technician		19.44
30051 - Cryogenic Technician I		21.24
30052 - Cryogenic Technician II		23.46
30061 - Drafter/CAD Operator I		14.03
30062 - Drafter/CAD Operator II		17.45
30063 - Drafter/CAD Operator III		18.71
30064 - Drafter/CAD Operator IV		21.53
30081 - Engineering Technician I		12.50
30082 - Engineering Technician II		14.03
30083 - Engineering Technician III		17.45
30084 - Engineering Technician IV		20.55
30085 - Engineering Technician V		26.38
30086 - Engineering Technician VI		28.77
30090 - Environmental Technician		18.68
30095 - Evidence Control Specialist		19.18
30210 - Laboratory Technician		20.13
30221 - Latent Fingerprint Technician I		21.24
30222 - Latent Fingerprint Technician II		23.46
30240 - Mathematical Technician		20.55
30361 - Paralegal/Legal Assistant I		15.38
30362 - Paralegal/Legal Assistant II		19.27
30363 - Paralegal/Legal Assistant III		23.58
30364 - Paralegal/Legal Assistant IV		28.53
30375 - Petroleum Supply Specialist		23.46
30390 - Photo-Optics Technician		20.55
30395 - Radiation Control Technician		23.46
30461 - Technical Writer I		18.88
30462 - Technical Writer II		23.08
30463 - Technical Writer III		27.93
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		21.59
30502 - Weather Forecaster II		26.26
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	18.71
30621 - Weather Observer Senior	(see 2)	20.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		10.49
31030 - Bus Driver		14.90
31043 - Driver Courier		11.50
31260 - Parking and Lot Attendant		9.44
31290 - Shuttle Bus Driver		12.35

31310 - Taxi Driver	12.74
31361 - Truckdriver Light	12.35
31362 - Truckdriver Medium	15.23
31363 - Truckdriver Heavy	15.96
31364 - Truckdriver Tractor-Trailer	15.96
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.64
99050 - Desk Clerk	9.27
99095 - Embalmer	23.85
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.50
99252 - Laboratory Animal Caretaker II	17.84
99260 - Marketing Analyst	20.06
99310 - Mortician	23.85
99410 - Pest Controller	19.05
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.46
99711 - Recycling Specialist	21.03
99730 - Refuse Collector	15.73
99810 - Sales Clerk	12.11
99820 - School Crossing Guard	13.13
99830 - Survey Party Chief	18.67
99831 - Surveying Aide	12.23
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	17.71
99841 - Vending Machine Repairer	22.19
99842 - Vending Machine Repairer Helper	17.71

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5128
Revision No.: 14
Date Of Last Revision: 05/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas County of Phillips

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.60
01012 - Accounting Clerk II		15.26
01013 - Accounting Clerk III		17.08
01020 - Administrative Assistant		21.02
01035 - Court Reporter		14.69
01041 - Customer Service Representative I		11.52
01042 - Customer Service Representative II		12.95
01043 - Customer Service Representative III		14.13
01051 - Data Entry Operator I		12.63
01052 - Data Entry Operator II		13.78
01060 - Dispatcher Motor Vehicle		16.71
01070 - Document Preparation Clerk		11.70

01090 - Duplicating Machine Operator 11.70
01111 - General Clerk I 12.48
01112 - General Clerk II 13.62
01113 - General Clerk III 15.29
01120 - Housing Referral Assistant 16.38
01141 - Messenger Courier 9.54
01191 - Order Clerk I 10.72
01192 - Order Clerk II 11.70
01261 - Personnel Assistant (Employment) I 13.13
01262 - Personnel Assistant (Employment) II 14.69
01263 - Personnel Assistant (Employment) III 16.38
01270 - Production Control Clerk 23.56
01290 - Rental Clerk 10.45
01300 - Scheduler Maintenance 13.13
01311 - Secretary I 13.13
01312 - Secretary II 14.69
01313 - Secretary III 16.38
01320 - Service Order Dispatcher 16.45
01410 - Supply Technician 21.02
01420 - Survey Worker 12.77
01460 - Switchboard Operator/Receptionist 12.34
01531 - Travel Clerk I 13.55
01532 - Travel Clerk II 14.39
01533 - Travel Clerk III 15.47
01611 - Word Processor I 11.70
01612 - Word Processor II 13.13
01613 - Word Processor III 14.69
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.69
05010 - Automotive Electrician 18.09
05040 - Automotive Glass Installer 16.14
05070 - Automotive Worker 16.14
05110 - Mobile Equipment Servicer 14.55
05130 - Motor Equipment Metal Mechanic 18.09
05160 - Motor Equipment Metal Worker 16.14
05190 - Motor Vehicle Mechanic 18.09
05220 - Motor Vehicle Mechanic Helper 13.31
05250 - Motor Vehicle Upholstery Worker 16.14
05280 - Motor Vehicle Wrecker 16.14
05310 - Painter Automotive 17.15
05340 - Radiator Repair Specialist 16.14
05370 - Tire Repairer 11.97
05400 - Transmission Repair Specialist 18.09
07000 - Food Preparation And Service Occupations
07010 - Baker 16.22
07041 - Cook I 12.17
07042 - Cook II 13.96
07070 - Dishwasher 9.44
07130 - Food Service Worker 9.60
07210 - Meat Cutter 15.21

07260 - Waiter/Waitress	10.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.56
09040 - Furniture Handler	12.01
09080 - Furniture Refinisher	18.56
09090 - Furniture Refinisher Helper	14.00
09110 - Furniture Repairer Minor	16.21
09130 - Upholsterer	18.56
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.96
11060 - Elevator Operator	12.08
11090 - Gardener	15.10
11122 - Housekeeping Aide	10.03
11150 - Janitor	10.03
11210 - Laborer Grounds Maintenance	11.47
11240 - Maid or Houseman	9.73
11260 - Pruner	10.33
11270 - Tractor Operator	13.93
11330 - Trail Maintenance Worker	11.47
11360 - Window Cleaner	11.14
12000 - Health Occupations	
12010 - Ambulance Driver	17.23
12011 - Breath Alcohol Technician	17.69
12012 - Certified Occupational Therapist Assistant	25.63
12015 - Certified Physical Therapist Assistant	26.97
12020 - Dental Assistant	17.00
12025 - Dental Hygienist	35.20
12030 - EKG Technician	26.80
12035 - Electroneurodiagnostic Technologist	26.80
12040 - Emergency Medical Technician	17.23
12071 - Licensed Practical Nurse I	15.81
12072 - Licensed Practical Nurse II	17.69
12073 - Licensed Practical Nurse III	19.71
12100 - Medical Assistant	13.59
12130 - Medical Laboratory Technician	22.47
12160 - Medical Record Clerk	13.21
12190 - Medical Record Technician	17.28
12195 - Medical Transcriptionist	15.81
12210 - Nuclear Medicine Technologist	38.86
12221 - Nursing Assistant I	11.32
12222 - Nursing Assistant II	12.72
12223 - Nursing Assistant III	13.88
12224 - Nursing Assistant IV	15.59
12235 - Optical Dispenser	17.69
12236 - Optical Technician	15.81
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	15.81
12305 - Radiologic Technologist	23.21
12311 - Registered Nurse I	22.34
12312 - Registered Nurse II	27.33

12313 - Registered Nurse II Specialist		27.33
12314 - Registered Nurse III		33.06
12315 - Registered Nurse III Anesthetist		33.06
12316 - Registered Nurse IV		39.63
12317 - Scheduler (Drug and Alcohol Testing)		21.91
12320 - Substance Abuse Treatment Counselor		27.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.79
13012 - Exhibits Specialist II		20.96
13013 - Exhibits Specialist III		26.91
13041 - Illustrator I		17.79
13042 - Illustrator II		20.96
13043 - Illustrator III		26.91
13047 - Librarian		24.38
13050 - Library Aide/Clerk		14.16
13054 - Library Information Technology Systems Administrator		22.02
13058 - Library Technician		14.87
13061 - Media Specialist I		15.88
13062 - Media Specialist II		17.76
13063 - Media Specialist III		19.81
13071 - Photographer I		14.95
13072 - Photographer II		17.79
13073 - Photographer III		21.05
13074 - Photographer IV		26.94
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		15.88
14000 - Information Technology Occupations		
14041 - Computer Operator I		11.80
14042 - Computer Operator II		13.20
14043 - Computer Operator III		14.72
14044 - Computer Operator IV		19.77
14045 - Computer Operator V		21.45
14071 - Computer Programmer I	(see 1)	17.96
14072 - Computer Programmer II	(see 1)	22.24
14073 - Computer Programmer III	(see 1)	26.41
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.83
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		11.80
14160 - Personal Computer Support Technician		21.75
14170 - System Support Specialist		21.45
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.09
15020 - Aircrew Training Devices Instructor (Rated)		29.15
15030 - Air Crew Training Devices Instructor (Pilot)		34.94
15050 - Computer Based Training Specialist / Instructor		24.39
15060 - Educational Technologist		25.19

15070 - Flight Instructor (Pilot) 34.94
15080 - Graphic Artist 24.95
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.43
15086 - Maintenance Test Pilot Rotary Wing 37.43
15088 - Non-Maintenance Test/Co-Pilot 37.43
15090 - Technical Instructor 20.40
15095 - Technical Instructor/Course Developer 24.95
15110 - Test Proctor 16.47
15120 - Tutor 16.47
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.66
16030 - Counter Attendant 10.66
16040 - Dry Cleaner 13.53
16070 - Finisher Flatwork Machine 10.66
16090 - Presser Hand 10.66
16110 - Presser Machine Drycleaning 10.66
16130 - Presser Machine Shirts 10.66
16160 - Presser Machine Wearing Apparel Laundry 10.66
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.43
16250 - Washer Machine 11.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.23
19040 - Tool And Die Maker 24.73
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.09
21030 - Material Coordinator 23.56
21040 - Material Expediter 23.56
21050 - Material Handling Laborer 13.55
21071 - Order Filler 13.56
21080 - Production Line Worker (Food Processing) 17.09
21110 - Shipping Packer 16.37
21130 - Shipping/Receiving Clerk 16.37
21140 - Store Worker I 11.71
21150 - Stock Clerk 16.17
21210 - Tools And Parts Attendant 17.09
21410 - Warehouse Specialist 17.09
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.71
23019 - Aircraft Logs and Records Technician 19.96
23021 - Aircraft Mechanic I 24.30
23022 - Aircraft Mechanic II 25.71
23023 - Aircraft Mechanic III 27.19
23040 - Aircraft Mechanic Helper 17.07
23050 - Aircraft Painter 22.84
23060 - Aircraft Servicer 19.96
23070 - Aircraft Survival Flight Equipment Technician 22.84
23080 - Aircraft Worker 21.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.38

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.30
23110 - Appliance Mechanic 21.07
23120 - Bicycle Repairer 15.77
23125 - Cable Splicer 29.98
23130 - Carpenter Maintenance 19.92
23140 - Carpet Layer 19.72
23160 - Electrician Maintenance 21.78
23181 - Electronics Technician Maintenance I 19.72
23182 - Electronics Technician Maintenance II 21.07
23183 - Electronics Technician Maintenance III 22.41
23260 - Fabric Worker 18.41
23290 - Fire Alarm System Mechanic 22.41
23310 - Fire Extinguisher Repairer 17.06
23311 - Fuel Distribution System Mechanic 22.41
23312 - Fuel Distribution System Operator 17.06
23370 - General Maintenance Worker 18.48
23380 - Ground Support Equipment Mechanic 24.30
23381 - Ground Support Equipment Servicer 19.96
23382 - Ground Support Equipment Worker 21.38
23391 - Gunsmith I 17.06
23392 - Gunsmith II 19.72
23393 - Gunsmith III 22.41
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.88
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.01
23430 - Heavy Equipment Mechanic 22.47
23440 - Heavy Equipment Operator 18.83
23460 - Instrument Mechanic 22.41
23465 - Laboratory/Shelter Mechanic 21.07
23470 - Laborer 13.55
23510 - Locksmith 21.07
23530 - Machinery Maintenance Mechanic 22.92
23550 - Machinist Maintenance 18.97
23580 - Maintenance Trades Helper 11.42
23591 - Metrology Technician I 22.41
23592 - Metrology Technician II 23.72
23593 - Metrology Technician III 25.09
23640 - Millwright 24.78
23710 - Office Appliance Repairer 21.07
23760 - Painter Maintenance 20.31
23790 - Pipefitter Maintenance 21.06
23810 - Plumber Maintenance 20.49
23820 - Pneudraulic Systems Mechanic 22.41
23850 - Rigger 22.41
23870 - Scale Mechanic 19.72
23890 - Sheet-Metal Worker Maintenance 19.00
23910 - Small Engine Mechanic 19.00
23931 - Telecommunications Mechanic I 26.70

23932 - Telecommunications Mechanic II	28.27
23950 - Telephone Lineman	23.75
23960 - Welder Combination Maintenance	19.92
23965 - Well Driller	22.41
23970 - Woodcraft Worker	22.41
23980 - Woodworker	17.06
24000 - Personal Needs Occupations	
24550 - Case Manager	14.36
24570 - Child Care Attendant	9.54
24580 - Child Care Center Clerk	12.83
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	14.36
24630 - Homemaker	14.36
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.41
25040 - Sewage Plant Operator	18.04
25070 - Stationary Engineer	22.41
25190 - Ventilation Equipment Tender	15.74
25210 - Water Treatment Plant Operator	18.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.91
27007 - Baggage Inspector	14.76
27008 - Corrections Officer	17.98
27010 - Court Security Officer	16.46
27030 - Detection Dog Handler	16.41
27040 - Detention Officer	17.98
27070 - Firefighter	15.80
27101 - Guard I	14.76
27102 - Guard II	16.41
27131 - Police Officer I	17.85
27132 - Police Officer II	19.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.86
28042 - Carnival Equipment Repairer	12.82
28043 - Carnival Worker	8.92
28210 - Gate Attendant/Gate Tender	14.28
28310 - Lifeguard	12.72
28350 - Park Attendant (Aide)	15.98
28510 - Recreation Aide/Health Facility Attendant	11.66
28515 - Recreation Specialist	19.79
28630 - Sports Official	12.72
28690 - Swimming Pool Operator	22.19
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.74
29020 - Hatch Tender	23.74
29030 - Line Handler	23.74
29041 - Stevedore I	22.18
29042 - Stevedore II	25.38
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 14.03
30022 - Archeological Technician II 17.45
30023 - Archeological Technician III 20.55
30030 - Cartographic Technician 20.55
30040 - Civil Engineering Technician 19.44
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
30061 - Drafter/CAD Operator I 14.03
30062 - Drafter/CAD Operator II 17.45
30063 - Drafter/CAD Operator III 18.71
30064 - Drafter/CAD Operator IV 21.53
30081 - Engineering Technician I 12.50
30082 - Engineering Technician II 14.03
30083 - Engineering Technician III 17.45
30084 - Engineering Technician IV 20.55
30085 - Engineering Technician V 26.38
30086 - Engineering Technician VI 28.77
30090 - Environmental Technician 18.68
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 20.13
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 20.55
30361 - Paralegal/Legal Assistant I 15.38
30362 - Paralegal/Legal Assistant II 19.27
30363 - Paralegal/Legal Assistant III 23.58
30364 - Paralegal/Legal Assistant IV 28.53
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 20.55
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 18.88
30462 - Technical Writer II 23.08
30463 - Technical Writer III 27.93
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 21.59
30502 - Weather Forecaster II 26.26
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 18.71
30621 - Weather Observer Senior (see 2) 20.55
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 10.49
31030 - Bus Driver 14.90

31043 - Driver Courier	11.50
31260 - Parking and Lot Attendant	9.44
31290 - Shuttle Bus Driver	12.35
31310 - Taxi Driver	12.74
31361 - Truckdriver Light	12.35
31362 - Truckdriver Medium	15.23
31363 - Truckdriver Heavy	15.96
31364 - Truckdriver Tractor-Trailer	15.96
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.64
99050 - Desk Clerk	9.27
99095 - Embalmer	23.85
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.50
99252 - Laboratory Animal Caretaker II	17.84
99260 - Marketing Analyst	20.06
99310 - Mortician	23.85
99410 - Pest Controller	19.05
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.46
99711 - Recycling Specialist	21.03
99730 - Refuse Collector	15.73
99810 - Sales Clerk	12.11
99820 - School Crossing Guard	13.13
99830 - Survey Party Chief	18.67
99831 - Surveying Aide	12.23
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	17.71
99841 - Vending Machine Repairer	22.19
99842 - Vending Machine Repairer Helper	17.71

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

the request.

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

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

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

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

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

Daniel W. Simms
Director

Division of Wage Determinations

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

Wage Determination No.: 2015-5129
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Cross Lee Mississippi St Francis

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.78
01012 - Accounting Clerk II		15.47
01013 - Accounting Clerk III		17.30
01020 - Administrative Assistant		21.69
01035 - Court Reporter		17.00
01041 - Customer Service Representative I		11.52
01042 - Customer Service Representative II		12.95
01043 - Customer Service Representative III		14.13
01051 - Data Entry Operator I		13.75
01052 - Data Entry Operator II		15.00
01060 - Dispatcher Motor Vehicle		20.21
01070 - Document Preparation Clerk		12.64
01090 - Duplicating Machine Operator		12.64
01111 - General Clerk I		12.56
01112 - General Clerk II		13.71

01113 - General Clerk III 15.47
01120 - Housing Referral Assistant 20.25
01141 - Messenger Courier 11.61
01191 - Order Clerk I 12.37
01192 - Order Clerk II 13.50
01261 - Personnel Assistant (Employment) I 15.20
01262 - Personnel Assistant (Employment) II 17.00
01263 - Personnel Assistant (Employment) III 19.71
01270 - Production Control Clerk 23.56
01290 - Rental Clerk 15.13
01300 - Scheduler Maintenance 15.74
01311 - Secretary I 15.74
01312 - Secretary II 17.61
01313 - Secretary III 19.63
01320 - Service Order Dispatcher 18.06
01410 - Supply Technician 21.69
01420 - Survey Worker 17.19
01460 - Switchboard Operator/Receptionist 13.23
01531 - Travel Clerk I 13.55
01532 - Travel Clerk II 14.39
01533 - Travel Clerk III 15.47
01611 - Word Processor I 12.06
01612 - Word Processor II 15.20
01613 - Word Processor III 17.17
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.85
05010 - Automotive Electrician 19.23
05040 - Automotive Glass Installer 17.17
05070 - Automotive Worker 17.21
05110 - Mobile Equipment Servicer 15.07
05130 - Motor Equipment Metal Mechanic 19.23
05160 - Motor Equipment Metal Worker 17.21
05190 - Motor Vehicle Mechanic 19.23
05220 - Motor Vehicle Mechanic Helper 13.97
05250 - Motor Vehicle Upholstery Worker 17.21
05280 - Motor Vehicle Wrecker 17.21
05310 - Painter Automotive 18.23
05340 - Radiator Repair Specialist 17.21
05370 - Tire Repairer 12.62
05400 - Transmission Repair Specialist 18.98
07000 - Food Preparation And Service Occupations
07010 - Baker 16.22
07041 - Cook I 9.80
07042 - Cook II 11.33
07070 - Dishwasher 9.44
07130 - Food Service Worker 9.60
07210 - Meat Cutter 15.21
07260 - Waiter/Waitress 9.42
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.47

09040 - Furniture Handler 12.01
09080 - Furniture Refinisher 19.47
09090 - Furniture Refinisher Helper 14.55
09110 - Furniture Repairer Minor 17.02
09130 - Upholsterer 19.47
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.13
11060 - Elevator Operator 13.13
11090 - Gardener 15.10
11122 - Housekeeping Aide 11.16
11150 - Janitor 11.16
11210 - Laborer Grounds Maintenance 11.47
11240 - Maid or Houseman 9.73
11260 - Pruner 10.33
11270 - Tractor Operator 14.85
11330 - Trail Maintenance Worker 11.47
11360 - Window Cleaner 12.03
12000 - Health Occupations
12010 - Ambulance Driver 17.62
12011 - Breath Alcohol Technician 17.69
12012 - Certified Occupational Therapist Assistant 25.63
12015 - Certified Physical Therapist Assistant 26.44
12020 - Dental Assistant 17.00
12025 - Dental Hygienist 35.20
12030 - EKG Technician 26.80
12035 - Electroneurodiagnostic Technologist 26.80
12040 - Emergency Medical Technician 17.62
12071 - Licensed Practical Nurse I 15.81
12072 - Licensed Practical Nurse II 17.69
12073 - Licensed Practical Nurse III 19.71
12100 - Medical Assistant 13.59
12130 - Medical Laboratory Technician 22.99
12160 - Medical Record Clerk 13.21
12190 - Medical Record Technician 16.26
12195 - Medical Transcriptionist 16.52
12210 - Nuclear Medicine Technologist 38.86
12221 - Nursing Assistant I 11.32
12222 - Nursing Assistant II 12.72
12223 - Nursing Assistant III 13.88
12224 - Nursing Assistant IV 15.59
12235 - Optical Dispenser 17.69
12236 - Optical Technician 15.81
12250 - Pharmacy Technician 14.28
12280 - Phlebotomist 15.81
12305 - Radiologic Technologist 24.12
12311 - Registered Nurse I 25.41
12312 - Registered Nurse II 30.43
12313 - Registered Nurse II Specialist 30.43
12314 - Registered Nurse III 36.80
12315 - Registered Nurse III Anesthetist 36.80

12316 - Registered Nurse IV		44.11
12317 - Scheduler (Drug and Alcohol Testing)		21.91
12320 - Substance Abuse Treatment Counselor		27.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.09
13012 - Exhibits Specialist II		19.93
13013 - Exhibits Specialist III		24.37
13041 - Illustrator I		16.96
13042 - Illustrator II		19.93
13043 - Illustrator III		24.37
13047 - Librarian		22.07
13050 - Library Aide/Clerk		11.83
13054 - Library Information Technology Systems Administrator		19.93
13058 - Library Technician		13.07
13061 - Media Specialist I		14.38
13062 - Media Specialist II		16.09
13063 - Media Specialist III		17.94
13071 - Photographer I		14.95
13072 - Photographer II		17.85
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.64
14042 - Computer Operator II		18.67
14043 - Computer Operator III		20.82
14044 - Computer Operator IV		23.14
14045 - Computer Operator V		25.61
14071 - Computer Programmer I	(see 1)	21.66
14072 - Computer Programmer II	(see 1)	26.85
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		16.64
14160 - Personal Computer Support Technician		23.14
14170 - System Support Specialist		25.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.79
15020 - Aircrew Training Devices Instructor (Rated)		36.76
15030 - Air Crew Training Devices Instructor (Pilot)		41.75
15050 - Computer Based Training Specialist / Instructor		28.79
15060 - Educational Technologist		25.19
15070 - Flight Instructor (Pilot)		41.75
15080 - Graphic Artist		26.71
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.17

15086 - Maintenance Test Pilot Rotary Wing 41.17
15088 - Non-Maintenance Test/Co-Pilot 41.17
15090 - Technical Instructor 21.83
15095 - Technical Instructor/Course Developer 26.71
15110 - Test Proctor 17.62
15120 - Tutor 17.62
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.66
16030 - Counter Attendant 10.66
16040 - Dry Cleaner 13.53
16070 - Finisher Flatwork Machine 10.66
16090 - Presser Hand 10.66
16110 - Presser Machine Drycleaning 10.66
16130 - Presser Machine Shirts 10.66
16160 - Presser Machine Wearing Apparel Laundry 10.66
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.43
16250 - Washer Machine 11.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 17.86
19040 - Tool And Die Maker 22.36
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.09
21030 - Material Coordinator 23.56
21040 - Material Expediter 23.56
21050 - Material Handling Laborer 13.55
21071 - Order Filler 13.56
21080 - Production Line Worker (Food Processing) 17.09
21110 - Shipping Packer 16.37
21130 - Shipping/Receiving Clerk 16.37
21140 - Store Worker I 11.71
21150 - Stock Clerk 16.17
21210 - Tools And Parts Attendant 17.09
21410 - Warehouse Specialist 17.09
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.71
23019 - Aircraft Logs and Records Technician 19.96
23021 - Aircraft Mechanic I 24.30
23022 - Aircraft Mechanic II 25.71
23023 - Aircraft Mechanic III 27.19
23040 - Aircraft Mechanic Helper 17.07
23050 - Aircraft Painter 22.84
23060 - Aircraft Servicer 19.96
23070 - Aircraft Survival Flight Equipment Technician 22.84
23080 - Aircraft Worker 21.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.38
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.30
23110 - Appliance Mechanic 21.07

23120 - Bicycle Repairer	17.06
23125 - Cable Splicer	29.98
23130 - Carpenter Maintenance	19.92
23140 - Carpet Layer	19.72
23160 - Electrician Maintenance	21.78
23181 - Electronics Technician Maintenance I	21.17
23182 - Electronics Technician Maintenance II	22.66
23183 - Electronics Technician Maintenance III	24.13
23260 - Fabric Worker	18.41
23290 - Fire Alarm System Mechanic	22.41
23310 - Fire Extinguisher Repairer	17.06
23311 - Fuel Distribution System Mechanic	22.41
23312 - Fuel Distribution System Operator	17.06
23370 - General Maintenance Worker	16.68
23380 - Ground Support Equipment Mechanic	24.30
23381 - Ground Support Equipment Servicer	19.96
23382 - Ground Support Equipment Worker	21.38
23391 - Gunsmith I	17.06
23392 - Gunsmith II	19.72
23393 - Gunsmith III	22.41
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.48
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.55
23430 - Heavy Equipment Mechanic	22.47
23440 - Heavy Equipment Operator	18.99
23460 - Instrument Mechanic	22.41
23465 - Laboratory/Shelter Mechanic	21.07
23470 - Laborer	13.55
23510 - Locksmith	21.07
23530 - Machinery Maintenance Mechanic	22.92
23550 - Machinist Maintenance	18.97
23580 - Maintenance Trades Helper	13.65
23591 - Metrology Technician I	22.41
23592 - Metrology Technician II	23.72
23593 - Metrology Technician III	25.09
23640 - Millwright	23.75
23710 - Office Appliance Repairer	21.07
23760 - Painter Maintenance	20.31
23790 - Pipefitter Maintenance	19.62
23810 - Plumber Maintenance	18.80
23820 - Pneudraulic Systems Mechanic	22.41
23850 - Rigger	22.41
23870 - Scale Mechanic	19.72
23890 - Sheet-Metal Worker Maintenance	19.00
23910 - Small Engine Mechanic	19.00
23931 - Telecommunications Mechanic I	26.75
23932 - Telecommunications Mechanic II	28.30
23950 - Telephone Lineman	24.21
23960 - Welder Combination Maintenance	19.92

23965 - Well Driller	22.41
23970 - Woodcraft Worker	22.41
23980 - Woodworker	17.06
24000 - Personal Needs Occupations	
24550 - Case Manager	13.51
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.11
24610 - Chore Aide	10.67
24620 - Family Readiness And Support Services Coordinator	13.51
24630 - Homemaker	16.62
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.36
25040 - Sewage Plant Operator	19.58
25070 - Stationary Engineer	23.36
25190 - Ventilation Equipment Tender	15.83
25210 - Water Treatment Plant Operator	19.58
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.59
27007 - Baggage Inspector	14.66
27008 - Corrections Officer	19.23
27010 - Court Security Officer	18.53
27030 - Detection Dog Handler	16.41
27040 - Detention Officer	19.23
27070 - Firefighter	16.97
27101 - Guard I	14.66
27102 - Guard II	16.41
27131 - Police Officer I	21.51
27132 - Police Officer II	22.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.86
28042 - Carnival Equipment Repairer	12.82
28043 - Carnival Worker	8.87
28210 - Gate Attendant/Gate Tender	14.28
28310 - Lifeguard	12.72
28350 - Park Attendant (Aide)	15.98
28510 - Recreation Aide/Health Facility Attendant	11.66
28515 - Recreation Specialist	19.79
28630 - Sports Official	12.72
28690 - Swimming Pool Operator	19.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.74
29020 - Hatch Tender	23.74
29030 - Line Handler	23.74
29041 - Stevedore I	22.18
29042 - Stevedore II	25.38
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		16.54
30022 - Archeological Technician II		18.50
30023 - Archeological Technician III		22.93
30030 - Cartographic Technician		22.93
30040 - Civil Engineering Technician		20.36
30051 - Cryogenic Technician I		21.24
30052 - Cryogenic Technician II		23.46
30061 - Drafter/CAD Operator I		16.54
30062 - Drafter/CAD Operator II		18.50
30063 - Drafter/CAD Operator III		20.64
30064 - Drafter/CAD Operator IV		25.39
30081 - Engineering Technician I		17.14
30082 - Engineering Technician II		18.54
30083 - Engineering Technician III		21.52
30084 - Engineering Technician IV		25.66
30085 - Engineering Technician V		30.95
30086 - Engineering Technician VI		37.45
30090 - Environmental Technician		21.22
30095 - Evidence Control Specialist		19.18
30210 - Laboratory Technician		21.41
30221 - Latent Fingerprint Technician I		21.24
30222 - Latent Fingerprint Technician II		23.46
30240 - Mathematical Technician		22.93
30361 - Paralegal/Legal Assistant I		18.81
30362 - Paralegal/Legal Assistant II		22.31
30363 - Paralegal/Legal Assistant III		27.20
30364 - Paralegal/Legal Assistant IV		33.01
30375 - Petroleum Supply Specialist		23.46
30390 - Photo-Optics Technician		22.93
30395 - Radiation Control Technician		23.46
30461 - Technical Writer I		22.46
30462 - Technical Writer II		27.48
30463 - Technical Writer III		33.24
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		23.36
30502 - Weather Forecaster II		28.42
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.64
30621 - Weather Observer Senior	(see 2)	23.38
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.67
31030 - Bus Driver		16.73
31043 - Driver Courier		13.20
31260 - Parking and Lot Attendant		9.36
31290 - Shuttle Bus Driver		13.89

31310 - Taxi Driver	12.52
31361 - Truckdriver Light	13.89
31362 - Truckdriver Medium	15.04
31363 - Truckdriver Heavy	20.14
31364 - Truckdriver Tractor-Trailer	20.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.64
99050 - Desk Clerk	9.53
99095 - Embalmer	24.26
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.47
99252 - Laboratory Animal Caretaker II	16.21
99260 - Marketing Analyst	20.06
99310 - Mortician	24.26
99410 - Pest Controller	17.00
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.74
99711 - Recycling Specialist	21.55
99730 - Refuse Collector	15.98
99810 - Sales Clerk	11.81
99820 - School Crossing Guard	13.13
99830 - Survey Party Chief	19.49
99831 - Surveying Aide	12.77
99832 - Surveying Technician	17.49
99840 - Vending Machine Attendant	17.71
99841 - Vending Machine Repairer	22.19
99842 - Vending Machine Repairer Helper	17.71

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

"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.: 2015-5130
Revision No.: 14
Date Of Last Revision: 05/21/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Cross Lee Mississippi St Francis

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.78
01012 - Accounting Clerk II		15.47
01013 - Accounting Clerk III		17.30
01020 - Administrative Assistant		21.69
01035 - Court Reporter		17.00
01041 - Customer Service Representative I		11.52
01042 - Customer Service Representative II		12.95
01043 - Customer Service Representative III		14.13
01051 - Data Entry Operator I		13.75
01052 - Data Entry Operator II		15.00
01060 - Dispatcher Motor Vehicle		20.21
01070 - Document Preparation Clerk		12.64

01090 - Duplicating Machine Operator	12.64
01111 - General Clerk I	12.56
01112 - General Clerk II	13.71
01113 - General Clerk III	15.47
01120 - Housing Referral Assistant	20.25
01141 - Messenger Courier	11.61
01191 - Order Clerk I	12.37
01192 - Order Clerk II	13.50
01261 - Personnel Assistant (Employment) I	15.20
01262 - Personnel Assistant (Employment) II	17.00
01263 - Personnel Assistant (Employment) III	19.71
01270 - Production Control Clerk	23.56
01290 - Rental Clerk	15.13
01300 - Scheduler Maintenance	15.74
01311 - Secretary I	15.74
01312 - Secretary II	17.61
01313 - Secretary III	19.63
01320 - Service Order Dispatcher	18.06
01410 - Supply Technician	21.69
01420 - Survey Worker	17.19
01460 - Switchboard Operator/Receptionist	13.23
01531 - Travel Clerk I	13.55
01532 - Travel Clerk II	14.39
01533 - Travel Clerk III	15.47
01611 - Word Processor I	12.06
01612 - Word Processor II	15.20
01613 - Word Processor III	17.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.85
05010 - Automotive Electrician	19.23
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.21
05110 - Mobile Equipment Servicer	15.07
05130 - Motor Equipment Metal Mechanic	19.23
05160 - Motor Equipment Metal Worker	17.21
05190 - Motor Vehicle Mechanic	19.23
05220 - Motor Vehicle Mechanic Helper	13.97
05250 - Motor Vehicle Upholstery Worker	17.21
05280 - Motor Vehicle Wrecker	17.21
05310 - Painter Automotive	18.23
05340 - Radiator Repair Specialist	17.21
05370 - Tire Repairer	12.62
05400 - Transmission Repair Specialist	18.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.22
07041 - Cook I	9.80
07042 - Cook II	11.33
07070 - Dishwasher	9.44
07130 - Food Service Worker	9.60
07210 - Meat Cutter	15.21

07260 - Waiter/Waitress	9.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.47
09040 - Furniture Handler	12.01
09080 - Furniture Refinisher	19.47
09090 - Furniture Refinisher Helper	14.55
09110 - Furniture Repairer Minor	17.02
09130 - Upholsterer	19.47
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.13
11060 - Elevator Operator	13.13
11090 - Gardener	15.10
11122 - Housekeeping Aide	11.16
11150 - Janitor	11.16
11210 - Laborer Grounds Maintenance	11.47
11240 - Maid or Houseman	9.73
11260 - Pruner	10.33
11270 - Tractor Operator	14.85
11330 - Trail Maintenance Worker	11.47
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	17.62
12011 - Breath Alcohol Technician	17.69
12012 - Certified Occupational Therapist Assistant	25.63
12015 - Certified Physical Therapist Assistant	26.44
12020 - Dental Assistant	17.00
12025 - Dental Hygienist	35.20
12030 - EKG Technician	26.80
12035 - Electroneurodiagnostic Technologist	26.80
12040 - Emergency Medical Technician	17.62
12071 - Licensed Practical Nurse I	15.81
12072 - Licensed Practical Nurse II	17.69
12073 - Licensed Practical Nurse III	19.71
12100 - Medical Assistant	13.59
12130 - Medical Laboratory Technician	22.99
12160 - Medical Record Clerk	13.21
12190 - Medical Record Technician	16.26
12195 - Medical Transcriptionist	16.52
12210 - Nuclear Medicine Technologist	38.86
12221 - Nursing Assistant I	11.32
12222 - Nursing Assistant II	12.72
12223 - Nursing Assistant III	13.88
12224 - Nursing Assistant IV	15.59
12235 - Optical Dispenser	17.69
12236 - Optical Technician	15.81
12250 - Pharmacy Technician	14.28
12280 - Phlebotomist	15.81
12305 - Radiologic Technologist	24.12
12311 - Registered Nurse I	25.41
12312 - Registered Nurse II	30.43

12313 - Registered Nurse II Specialist		30.43
12314 - Registered Nurse III		36.80
12315 - Registered Nurse III Anesthetist		36.80
12316 - Registered Nurse IV		44.11
12317 - Scheduler (Drug and Alcohol Testing)		21.91
12320 - Substance Abuse Treatment Counselor		27.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.09
13012 - Exhibits Specialist II		19.93
13013 - Exhibits Specialist III		24.37
13041 - Illustrator I		16.96
13042 - Illustrator II		19.93
13043 - Illustrator III		24.37
13047 - Librarian		22.07
13050 - Library Aide/Clerk		11.83
13054 - Library Information Technology Systems Administrator		19.93
13058 - Library Technician		13.07
13061 - Media Specialist I		14.38
13062 - Media Specialist II		16.09
13063 - Media Specialist III		17.94
13071 - Photographer I		14.95
13072 - Photographer II		17.85
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.64
14042 - Computer Operator II		18.67
14043 - Computer Operator III		20.82
14044 - Computer Operator IV		23.14
14045 - Computer Operator V		25.61
14071 - Computer Programmer I	(see 1)	21.66
14072 - Computer Programmer II	(see 1)	26.85
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		16.64
14160 - Personal Computer Support Technician		23.14
14170 - System Support Specialist		25.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.79
15020 - Aircrew Training Devices Instructor (Rated)		36.76
15030 - Air Crew Training Devices Instructor (Pilot)		41.75
15050 - Computer Based Training Specialist / Instructor		28.79
15060 - Educational Technologist		25.19

15070 - Flight Instructor (Pilot) 41.75
15080 - Graphic Artist 26.71
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.17
15086 - Maintenance Test Pilot Rotary Wing 41.17
15088 - Non-Maintenance Test/Co-Pilot 41.17
15090 - Technical Instructor 21.83
15095 - Technical Instructor/Course Developer 26.71
15110 - Test Proctor 17.62
15120 - Tutor 17.62
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.66
16030 - Counter Attendant 10.66
16040 - Dry Cleaner 13.53
16070 - Finisher Flatwork Machine 10.66
16090 - Presser Hand 10.66
16110 - Presser Machine Drycleaning 10.66
16130 - Presser Machine Shirts 10.66
16160 - Presser Machine Wearing Apparel Laundry 10.66
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.43
16250 - Washer Machine 11.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 17.86
19040 - Tool And Die Maker 22.36
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.09
21030 - Material Coordinator 23.56
21040 - Material Expediter 23.56
21050 - Material Handling Laborer 13.55
21071 - Order Filler 13.56
21080 - Production Line Worker (Food Processing) 17.09
21110 - Shipping Packer 16.37
21130 - Shipping/Receiving Clerk 16.37
21140 - Store Worker I 11.71
21150 - Stock Clerk 16.17
21210 - Tools And Parts Attendant 17.09
21410 - Warehouse Specialist 17.09
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.71
23019 - Aircraft Logs and Records Technician 19.96
23021 - Aircraft Mechanic I 24.30
23022 - Aircraft Mechanic II 25.71
23023 - Aircraft Mechanic III 27.19
23040 - Aircraft Mechanic Helper 17.07
23050 - Aircraft Painter 22.84
23060 - Aircraft Servicer 19.96
23070 - Aircraft Survival Flight Equipment Technician 22.84
23080 - Aircraft Worker 21.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.38

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.30
23110 - Appliance Mechanic 21.07
23120 - Bicycle Repairer 17.06
23125 - Cable Splicer 29.98
23130 - Carpenter Maintenance 19.92
23140 - Carpet Layer 19.72
23160 - Electrician Maintenance 21.78
23181 - Electronics Technician Maintenance I 21.17
23182 - Electronics Technician Maintenance II 22.66
23183 - Electronics Technician Maintenance III 24.13
23260 - Fabric Worker 18.41
23290 - Fire Alarm System Mechanic 22.41
23310 - Fire Extinguisher Repairer 17.06
23311 - Fuel Distribution System Mechanic 22.41
23312 - Fuel Distribution System Operator 17.06
23370 - General Maintenance Worker 16.68
23380 - Ground Support Equipment Mechanic 24.30
23381 - Ground Support Equipment Servicer 19.96
23382 - Ground Support Equipment Worker 21.38
23391 - Gunsmith I 17.06
23392 - Gunsmith II 19.72
23393 - Gunsmith III 22.41
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.48
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.55
23430 - Heavy Equipment Mechanic 22.47
23440 - Heavy Equipment Operator 18.99
23460 - Instrument Mechanic 22.41
23465 - Laboratory/Shelter Mechanic 21.07
23470 - Laborer 13.55
23510 - Locksmith 21.07
23530 - Machinery Maintenance Mechanic 22.92
23550 - Machinist Maintenance 18.97
23580 - Maintenance Trades Helper 13.65
23591 - Metrology Technician I 22.41
23592 - Metrology Technician II 23.72
23593 - Metrology Technician III 25.09
23640 - Millwright 23.75
23710 - Office Appliance Repairer 21.07
23760 - Painter Maintenance 20.31
23790 - Pipefitter Maintenance 19.62
23810 - Plumber Maintenance 18.80
23820 - Pneudraulic Systems Mechanic 22.41
23850 - Rigger 22.41
23870 - Scale Mechanic 19.72
23890 - Sheet-Metal Worker Maintenance 19.00
23910 - Small Engine Mechanic 19.00
23931 - Telecommunications Mechanic I 26.75

23932 - Telecommunications Mechanic II	28.30
23950 - Telephone Lineman	24.21
23960 - Welder Combination Maintenance	19.92
23965 - Well Driller	22.41
23970 - Woodcraft Worker	22.41
23980 - Woodworker	17.06
24000 - Personal Needs Occupations	
24550 - Case Manager	13.51
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.11
24610 - Chore Aide	10.67
24620 - Family Readiness And Support Services Coordinator	13.51
24630 - Homemaker	16.62
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.36
25040 - Sewage Plant Operator	19.58
25070 - Stationary Engineer	23.36
25190 - Ventilation Equipment Tender	15.83
25210 - Water Treatment Plant Operator	19.58
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.59
27007 - Baggage Inspector	14.66
27008 - Corrections Officer	19.23
27010 - Court Security Officer	18.53
27030 - Detection Dog Handler	16.41
27040 - Detention Officer	19.23
27070 - Firefighter	16.97
27101 - Guard I	14.66
27102 - Guard II	16.41
27131 - Police Officer I	21.51
27132 - Police Officer II	22.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.86
28042 - Carnival Equipment Repairer	12.82
28043 - Carnival Worker	8.87
28210 - Gate Attendant/Gate Tender	14.28
28310 - Lifeguard	12.72
28350 - Park Attendant (Aide)	15.98
28510 - Recreation Aide/Health Facility Attendant	11.66
28515 - Recreation Specialist	19.79
28630 - Sports Official	12.72
28690 - Swimming Pool Operator	19.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.74
29020 - Hatch Tender	23.74
29030 - Line Handler	23.74
29041 - Stevedore I	22.18
29042 - Stevedore II	25.38
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.54
30022 - Archeological Technician II 18.50
30023 - Archeological Technician III 22.93
30030 - Cartographic Technician 22.93
30040 - Civil Engineering Technician 20.36
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
30061 - Drafter/CAD Operator I 16.54
30062 - Drafter/CAD Operator II 18.50
30063 - Drafter/CAD Operator III 20.64
30064 - Drafter/CAD Operator IV 25.39
30081 - Engineering Technician I 17.14
30082 - Engineering Technician II 18.54
30083 - Engineering Technician III 21.52
30084 - Engineering Technician IV 25.66
30085 - Engineering Technician V 30.95
30086 - Engineering Technician VI 37.45
30090 - Environmental Technician 21.22
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 21.41
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 22.93
30361 - Paralegal/Legal Assistant I 18.81
30362 - Paralegal/Legal Assistant II 22.31
30363 - Paralegal/Legal Assistant III 27.20
30364 - Paralegal/Legal Assistant IV 33.01
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 22.93
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 22.46
30462 - Technical Writer II 27.48
30463 - Technical Writer III 33.24
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 23.36
30502 - Weather Forecaster II 28.42
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.64
30621 - Weather Observer Senior (see 2) 23.38
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.67
31030 - Bus Driver 16.73

31043 - Driver Courier	13.20
31260 - Parking and Lot Attendant	9.36
31290 - Shuttle Bus Driver	13.89
31310 - Taxi Driver	12.52
31361 - Truckdriver Light	13.89
31362 - Truckdriver Medium	15.04
31363 - Truckdriver Heavy	20.14
31364 - Truckdriver Tractor-Trailer	20.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.64
99050 - Desk Clerk	9.53
99095 - Embalmer	24.26
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.47
99252 - Laboratory Animal Caretaker II	16.21
99260 - Marketing Analyst	20.06
99310 - Mortician	24.26
99410 - Pest Controller	17.00
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.74
99711 - Recycling Specialist	21.55
99730 - Refuse Collector	15.98
99810 - Sales Clerk	11.81
99820 - School Crossing Guard	13.13
99830 - Survey Party Chief	19.49
99831 - Surveying Aide	12.77
99832 - Surveying Technician	17.49
99840 - Vending Machine Attendant	17.71
99841 - Vending Machine Repairer	22.19
99842 - Vending Machine Repairer Helper	17.71

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

the request.

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

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

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

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

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

Daniel W. Simms
Director

Division of Wage Determinations

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

Wage Determination No.: 2015-5133
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Arkansas Ashley Bradley Calhoun Chicot Dallas Desha Drew Ouachita Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.01
01012 - Accounting Clerk II		14.61
01013 - Accounting Clerk III		16.34
01020 - Administrative Assistant		21.78
01035 - Court Reporter		14.68
01041 - Customer Service Representative I		11.24
01042 - Customer Service Representative II		12.64
01043 - Customer Service Representative III		13.79
01051 - Data Entry Operator I		12.90
01052 - Data Entry Operator II		14.07
01060 - Dispatcher Motor Vehicle		18.38
01070 - Document Preparation Clerk		11.69
01090 - Duplicating Machine Operator		11.69
01111 - General Clerk I		11.59

01112 - General Clerk II	12.65
01113 - General Clerk III	14.19
01120 - Housing Referral Assistant	16.37
01141 - Messenger Courier	9.53
01191 - Order Clerk I	11.65
01192 - Order Clerk II	12.71
01261 - Personnel Assistant (Employment) I	13.53
01262 - Personnel Assistant (Employment) II	15.14
01263 - Personnel Assistant (Employment) III	16.88
01270 - Production Control Clerk	23.20
01290 - Rental Clerk	11.09
01300 - Scheduler Maintenance	13.12
01311 - Secretary I	13.12
01312 - Secretary II	14.68
01313 - Secretary III	16.37
01320 - Service Order Dispatcher	17.51
01410 - Supply Technician	21.78
01420 - Survey Worker	12.24
01460 - Switchboard Operator/Receptionist	11.93
01531 - Travel Clerk I	12.37
01532 - Travel Clerk II	13.38
01533 - Travel Clerk III	14.14
01611 - Word Processor I	11.69
01612 - Word Processor II	13.12
01613 - Word Processor III	14.68
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.09
05010 - Automotive Electrician	18.09
05040 - Automotive Glass Installer	16.14
05070 - Automotive Worker	16.14
05110 - Mobile Equipment Servicer	14.55
05130 - Motor Equipment Metal Mechanic	18.09
05160 - Motor Equipment Metal Worker	16.14
05190 - Motor Vehicle Mechanic	18.09
05220 - Motor Vehicle Mechanic Helper	13.31
05250 - Motor Vehicle Upholstery Worker	16.14
05280 - Motor Vehicle Wrecker	16.14
05310 - Painter Automotive	17.15
05340 - Radiator Repair Specialist	16.14
05370 - Tire Repairer	13.67
05400 - Transmission Repair Specialist	18.09
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.96
07041 - Cook I	12.17
07042 - Cook II	13.96
07070 - Dishwasher	9.84
07130 - Food Service Worker	9.62
07210 - Meat Cutter	14.44
07260 - Waiter/Waitress	10.12
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 17.34
09040 - Furniture Handler 12.22
09080 - Furniture Refinisher 17.34
09090 - Furniture Refinisher Helper 14.00
09110 - Furniture Repairer Minor 15.64
09130 - Upholsterer 17.34
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.49
11060 - Elevator Operator 9.74
11090 - Gardener 13.05
11122 - Housekeeping Aide 9.72
11150 - Janitor 9.72
11210 - Laborer Grounds Maintenance 10.77
11240 - Maid or Houseman 9.70
11260 - Pruner 10.00
11270 - Tractor Operator 12.34
11330 - Trail Maintenance Worker 10.77
11360 - Window Cleaner 10.45
12000 - Health Occupations
12010 - Ambulance Driver 17.23
12011 - Breath Alcohol Technician 17.48
12012 - Certified Occupational Therapist Assistant 23.98
12015 - Certified Physical Therapist Assistant 32.13
12020 - Dental Assistant 14.88
12025 - Dental Hygienist 37.00
12030 - EKG Technician 26.49
12035 - Electroneurodiagnostic Technologist 26.49
12040 - Emergency Medical Technician 17.23
12071 - Licensed Practical Nurse I 15.62
12072 - Licensed Practical Nurse II 17.48
12073 - Licensed Practical Nurse III 19.49
12100 - Medical Assistant 14.16
12130 - Medical Laboratory Technician 19.11
12160 - Medical Record Clerk 12.47
12190 - Medical Record Technician 17.28
12195 - Medical Transcriptionist 15.62
12210 - Nuclear Medicine Technologist 38.41
12221 - Nursing Assistant I 10.92
12222 - Nursing Assistant II 12.27
12223 - Nursing Assistant III 13.39
12224 - Nursing Assistant IV 15.04
12235 - Optical Dispenser 17.48
12236 - Optical Technician 15.62
12250 - Pharmacy Technician 15.96
12280 - Phlebotomist 14.31
12305 - Radiologic Technologist 22.28
12311 - Registered Nurse I 22.21
12312 - Registered Nurse II 27.17
12313 - Registered Nurse II Specialist 27.17
12314 - Registered Nurse III 32.87

12315 - Registered Nurse III Anesthetist		32.87
12316 - Registered Nurse IV		39.40
12317 - Scheduler (Drug and Alcohol Testing)		21.65
12320 - Substance Abuse Treatment Counselor		22.94
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.79
13012 - Exhibits Specialist II		20.98
13013 - Exhibits Specialist III		26.91
13041 - Illustrator I		17.79
13042 - Illustrator II		20.98
13043 - Illustrator III		26.91
13047 - Librarian		24.38
13050 - Library Aide/Clerk		14.16
13054 - Library Information Technology Systems Administrator		22.02
13058 - Library Technician		16.43
13061 - Media Specialist I		15.88
13062 - Media Specialist II		17.76
13063 - Media Specialist III		19.81
13071 - Photographer I		15.13
13072 - Photographer II		17.79
13073 - Photographer III		21.05
13074 - Photographer IV		26.94
13075 - Photographer V		31.04
13090 - Technical Order Library Clerk		16.93
13110 - Video Teleconference Technician		15.88
14000 - Information Technology Occupations		
14041 - Computer Operator I		11.80
14042 - Computer Operator II		13.20
14043 - Computer Operator III		14.72
14044 - Computer Operator IV		19.77
14045 - Computer Operator V		21.45
14071 - Computer Programmer I	(see 1)	19.55
14072 - Computer Programmer II	(see 1)	23.93
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		11.80
14160 - Personal Computer Support Technician		21.75
14170 - System Support Specialist		23.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.49
15020 - Aircrew Training Devices Instructor (Rated)		33.26
15030 - Air Crew Training Devices Instructor (Pilot)		39.86
15050 - Computer Based Training Specialist / Instructor		27.49
15060 - Educational Technologist		27.25
15070 - Flight Instructor (Pilot)		39.86
15080 - Graphic Artist		24.39

15085 - Maintenance Test Pilot Fixed Jet/Prop 40.08
15086 - Maintenance Test Pilot Rotary Wing 40.08
15088 - Non-Maintenance Test/Co-Pilot 40.08
15090 - Technical Instructor 20.99
15095 - Technical Instructor/Course Developer 25.67
15110 - Test Proctor 16.94
15120 - Tutor 16.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.94
16030 - Counter Attendant 10.94
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.94
16090 - Presser Hand 10.94
16110 - Presser Machine Drycleaning 10.94
16130 - Presser Machine Shirts 10.94
16160 - Presser Machine Wearing Apparel Laundry 10.94
16190 - Sewing Machine Operator 13.02
16220 - Tailor 13.86
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.43
19040 - Tool And Die Maker 25.50
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.78
21030 - Material Coordinator 23.20
21040 - Material Expediter 23.20
21050 - Material Handling Laborer 12.38
21071 - Order Filler 11.23
21080 - Production Line Worker (Food Processing) 15.78
21110 - Shipping Packer 14.83
21130 - Shipping/Receiving Clerk 14.83
21140 - Store Worker I 13.58
21150 - Stock Clerk 17.20
21210 - Tools And Parts Attendant 15.78
21410 - Warehouse Specialist 15.78
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.51
23019 - Aircraft Logs and Records Technician 19.30
23021 - Aircraft Mechanic I 22.45
23022 - Aircraft Mechanic II 23.51
23023 - Aircraft Mechanic III 24.51
23040 - Aircraft Mechanic Helper 17.28
23050 - Aircraft Painter 21.43
23060 - Aircraft Servicer 19.30
23070 - Aircraft Survival Flight Equipment Technician 21.43
23080 - Aircraft Worker 20.37
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.37
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.45

23110 - Appliance Mechanic 21.43
23120 - Bicycle Repairer 15.77
23125 - Cable Splicer 30.87
23130 - Carpenter Maintenance 20.42
23140 - Carpet Layer 20.37
23160 - Electrician Maintenance 21.01
23181 - Electronics Technician Maintenance I 23.58
23182 - Electronics Technician Maintenance II 24.81
23183 - Electronics Technician Maintenance III 25.98
23260 - Fabric Worker 19.30
23290 - Fire Alarm System Mechanic 22.45
23310 - Fire Extinguisher Repairer 18.27
23311 - Fuel Distribution System Mechanic 23.19
23312 - Fuel Distribution System Operator 18.27
23370 - General Maintenance Worker 18.48
23380 - Ground Support Equipment Mechanic 22.45
23381 - Ground Support Equipment Servicer 19.30
23382 - Ground Support Equipment Worker 20.37
23391 - Gunsmith I 18.27
23392 - Gunsmith II 20.37
23393 - Gunsmith III 22.45
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.88
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.01
23430 - Heavy Equipment Mechanic 24.77
23440 - Heavy Equipment Operator 17.24
23460 - Instrument Mechanic 22.45
23465 - Laboratory/Shelter Mechanic 21.43
23470 - Laborer 12.38
23510 - Locksmith 21.43
23530 - Machinery Maintenance Mechanic 23.69
23550 - Machinist Maintenance 23.03
23580 - Maintenance Trades Helper 12.00
23591 - Metrology Technician I 22.45
23592 - Metrology Technician II 23.51
23593 - Metrology Technician III 24.51
23640 - Millwright 25.42
23710 - Office Appliance Repairer 18.06
23760 - Painter Maintenance 17.32
23790 - Pipefitter Maintenance 22.69
23810 - Plumber Maintenance 21.66
23820 - Pneudraulic Systems Mechanic 22.45
23850 - Rigger 22.45
23870 - Scale Mechanic 20.37
23890 - Sheet-Metal Worker Maintenance 19.83
23910 - Small Engine Mechanic 20.37
23931 - Telecommunications Mechanic I 22.95
23932 - Telecommunications Mechanic II 24.03
23950 - Telephone Lineman 24.29

23960 - Welder Combination Maintenance		18.72
23965 - Well Driller		22.45
23970 - Woodcraft Worker		22.45
23980 - Woodworker		18.27
24000 - Personal Needs Occupations		
24550 - Case Manager		14.36
24570 - Child Care Attendant		9.89
24580 - Child Care Center Clerk		12.83
24610 - Chore Aide		10.86
24620 - Family Readiness And Support Services Coordinator		14.36
24630 - Homemaker		14.36
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.21
25040 - Sewage Plant Operator		18.04
25070 - Stationary Engineer		21.21
25190 - Ventilation Equipment Tender		15.73
25210 - Water Treatment Plant Operator		18.04
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.91
27007 - Baggage Inspector		14.76
27008 - Corrections Officer		15.07
27010 - Court Security Officer		16.46
27030 - Detection Dog Handler		15.73
27040 - Detention Officer		15.07
27070 - Firefighter		15.80
27101 - Guard I		14.76
27102 - Guard II		15.73
27131 - Police Officer I		17.85
27132 - Police Officer II		19.84
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.68
28042 - Carnival Equipment Repairer		12.34
28043 - Carnival Worker		9.45
28210 - Gate Attendant/Gate Tender		13.41
28310 - Lifeguard		11.95
28350 - Park Attendant (Aide)		15.00
28510 - Recreation Aide/Health Facility Attendant		10.95
28515 - Recreation Specialist		17.89
28630 - Sports Official		11.95
28690 - Swimming Pool Operator		17.47
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.79
29020 - Hatch Tender		20.79
29030 - Line Handler		20.79
29041 - Stevedore I		19.73
29042 - Stevedore II		21.87
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.39
30022 - Archeological Technician II 18.85
30023 - Archeological Technician III 22.71
30030 - Cartographic Technician 22.71
30040 - Civil Engineering Technician 22.71
30051 - Cryogenic Technician I 25.84
30052 - Cryogenic Technician II 28.54
30061 - Drafter/CAD Operator I 16.39
30062 - Drafter/CAD Operator II 18.85
30063 - Drafter/CAD Operator III 20.58
30064 - Drafter/CAD Operator IV 25.16
30081 - Engineering Technician I 14.60
30082 - Engineering Technician II 16.39
30083 - Engineering Technician III 18.34
30084 - Engineering Technician IV 22.71
30085 - Engineering Technician V 27.78
30086 - Engineering Technician VI 33.61
30090 - Environmental Technician 22.61
30095 - Evidence Control Specialist 23.34
30210 - Laboratory Technician 22.02
30221 - Latent Fingerprint Technician I 25.84
30222 - Latent Fingerprint Technician II 28.54
30240 - Mathematical Technician 22.71
30361 - Paralegal/Legal Assistant I 16.39
30362 - Paralegal/Legal Assistant II 20.30
30363 - Paralegal/Legal Assistant III 24.83
30364 - Paralegal/Legal Assistant IV 30.05
30375 - Petroleum Supply Specialist 28.54
30390 - Photo-Optics Technician 22.61
30395 - Radiation Control Technician 28.54
30461 - Technical Writer I 22.71
30462 - Technical Writer II 27.78
30463 - Technical Writer III 33.61
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.84
30502 - Weather Forecaster II 31.44
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.58
30621 - Weather Observer Senior (see 2) 22.71
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.74
31030 - Bus Driver 18.65
31043 - Driver Courier 12.30
31260 - Parking and Lot Attendant 12.53

31290 - Shuttle Bus Driver	13.01
31310 - Taxi Driver	13.41
31361 - Truckdriver Light	13.01
31362 - Truckdriver Medium	15.23
31363 - Truckdriver Heavy	19.60
31364 - Truckdriver Tractor-Trailer	19.60
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.61
99050 - Desk Clerk	9.42
99095 - Embalmer	26.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.58
99252 - Laboratory Animal Caretaker II	17.81
99260 - Marketing Analyst	27.68
99310 - Mortician	26.35
99410 - Pest Controller	17.32
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.92
99711 - Recycling Specialist	15.99
99730 - Refuse Collector	12.94
99810 - Sales Clerk	12.11
99820 - School Crossing Guard	14.82
99830 - Survey Party Chief	19.57
99831 - Surveying Aide	12.81
99832 - Surveying Technician	17.53
99840 - Vending Machine Attendant	18.31
99841 - Vending Machine Repairer	21.59
99842 - Vending Machine Repairer Helper	18.31

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-5134
Revision No.: 14
Date Of Last Revision: 05/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Arkansas Ashley Bradley Calhoun Chicot Dallas Desha Drew Ouachita Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.01
01012 - Accounting Clerk II		14.61
01013 - Accounting Clerk III		16.34
01020 - Administrative Assistant		21.78
01035 - Court Reporter		14.68
01041 - Customer Service Representative I		11.24
01042 - Customer Service Representative II		12.64
01043 - Customer Service Representative III		13.79
01051 - Data Entry Operator I		12.90
01052 - Data Entry Operator II		14.07
01060 - Dispatcher Motor Vehicle		18.38

01070 - Document Preparation Clerk 11.69
01090 - Duplicating Machine Operator 11.69
01111 - General Clerk I 11.59
01112 - General Clerk II 12.65
01113 - General Clerk III 14.19
01120 - Housing Referral Assistant 16.37
01141 - Messenger Courier 9.53
01191 - Order Clerk I 11.65
01192 - Order Clerk II 12.71
01261 - Personnel Assistant (Employment) I 13.53
01262 - Personnel Assistant (Employment) II 15.14
01263 - Personnel Assistant (Employment) III 16.88
01270 - Production Control Clerk 23.20
01290 - Rental Clerk 11.09
01300 - Scheduler Maintenance 13.12
01311 - Secretary I 13.12
01312 - Secretary II 14.68
01313 - Secretary III 16.37
01320 - Service Order Dispatcher 17.51
01410 - Supply Technician 21.78
01420 - Survey Worker 12.24
01460 - Switchboard Operator/Receptionist 11.93
01531 - Travel Clerk I 12.37
01532 - Travel Clerk II 13.38
01533 - Travel Clerk III 14.14
01611 - Word Processor I 11.69
01612 - Word Processor II 13.12
01613 - Word Processor III 14.68
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.09
05010 - Automotive Electrician 18.09
05040 - Automotive Glass Installer 16.14
05070 - Automotive Worker 16.14
05110 - Mobile Equipment Servicer 14.55
05130 - Motor Equipment Metal Mechanic 18.09
05160 - Motor Equipment Metal Worker 16.14
05190 - Motor Vehicle Mechanic 18.09
05220 - Motor Vehicle Mechanic Helper 13.31
05250 - Motor Vehicle Upholstery Worker 16.14
05280 - Motor Vehicle Wrecker 16.14
05310 - Painter Automotive 17.15
05340 - Radiator Repair Specialist 16.14
05370 - Tire Repairer 13.67
05400 - Transmission Repair Specialist 18.09
07000 - Food Preparation And Service Occupations
07010 - Baker 13.96
07041 - Cook I 12.17
07042 - Cook II 13.96
07070 - Dishwasher 9.84
07130 - Food Service Worker 9.62

07210 - Meat Cutter	14.44
07260 - Waiter/Waitress	10.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.34
09040 - Furniture Handler	12.22
09080 - Furniture Refinisher	17.34
09090 - Furniture Refinisher Helper	14.00
09110 - Furniture Repairer Minor	15.64
09130 - Upholsterer	17.34
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.49
11060 - Elevator Operator	9.74
11090 - Gardener	13.05
11122 - Housekeeping Aide	9.72
11150 - Janitor	9.72
11210 - Laborer Grounds Maintenance	10.77
11240 - Maid or Houseman	9.70
11260 - Pruner	10.00
11270 - Tractor Operator	12.34
11330 - Trail Maintenance Worker	10.77
11360 - Window Cleaner	10.45
12000 - Health Occupations	
12010 - Ambulance Driver	17.23
12011 - Breath Alcohol Technician	17.48
12012 - Certified Occupational Therapist Assistant	23.98
12015 - Certified Physical Therapist Assistant	32.13
12020 - Dental Assistant	14.88
12025 - Dental Hygienist	37.00
12030 - EKG Technician	26.49
12035 - Electroneurodiagnostic Technologist	26.49
12040 - Emergency Medical Technician	17.23
12071 - Licensed Practical Nurse I	15.62
12072 - Licensed Practical Nurse II	17.48
12073 - Licensed Practical Nurse III	19.49
12100 - Medical Assistant	14.16
12130 - Medical Laboratory Technician	19.11
12160 - Medical Record Clerk	12.47
12190 - Medical Record Technician	17.28
12195 - Medical Transcriptionist	15.62
12210 - Nuclear Medicine Technologist	38.41
12221 - Nursing Assistant I	10.92
12222 - Nursing Assistant II	12.27
12223 - Nursing Assistant III	13.39
12224 - Nursing Assistant IV	15.04
12235 - Optical Dispenser	17.48
12236 - Optical Technician	15.62
12250 - Pharmacy Technician	15.96
12280 - Phlebotomist	14.31
12305 - Radiologic Technologist	22.28
12311 - Registered Nurse I	22.21

12312 - Registered Nurse II		27.17
12313 - Registered Nurse II Specialist		27.17
12314 - Registered Nurse III		32.87
12315 - Registered Nurse III Anesthetist		32.87
12316 - Registered Nurse IV		39.40
12317 - Scheduler (Drug and Alcohol Testing)		21.65
12320 - Substance Abuse Treatment Counselor		22.94
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.79
13012 - Exhibits Specialist II		20.98
13013 - Exhibits Specialist III		26.91
13041 - Illustrator I		17.79
13042 - Illustrator II		20.98
13043 - Illustrator III		26.91
13047 - Librarian		24.38
13050 - Library Aide/Clerk		14.16
13054 - Library Information Technology Systems Administrator		22.02
13058 - Library Technician		16.43
13061 - Media Specialist I		15.88
13062 - Media Specialist II		17.76
13063 - Media Specialist III		19.81
13071 - Photographer I		15.13
13072 - Photographer II		17.79
13073 - Photographer III		21.05
13074 - Photographer IV		26.94
13075 - Photographer V		31.04
13090 - Technical Order Library Clerk		16.93
13110 - Video Teleconference Technician		15.88
14000 - Information Technology Occupations		
14041 - Computer Operator I		11.80
14042 - Computer Operator II		13.20
14043 - Computer Operator III		14.72
14044 - Computer Operator IV		19.77
14045 - Computer Operator V		21.45
14071 - Computer Programmer I	(see 1)	19.55
14072 - Computer Programmer II	(see 1)	23.93
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		11.80
14160 - Personal Computer Support Technician		21.75
14170 - System Support Specialist		23.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.49
15020 - Aircrew Training Devices Instructor (Rated)		33.26
15030 - Air Crew Training Devices Instructor (Pilot)		39.86
15050 - Computer Based Training Specialist / Instructor		27.49

15060 - Educational Technologist 27.25
15070 - Flight Instructor (Pilot) 39.86
15080 - Graphic Artist 24.39
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.08
15086 - Maintenance Test Pilot Rotary Wing 40.08
15088 - Non-Maintenance Test/Co-Pilot 40.08
15090 - Technical Instructor 20.99
15095 - Technical Instructor/Course Developer 25.67
15110 - Test Proctor 16.94
15120 - Tutor 16.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.94
16030 - Counter Attendant 10.94
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.94
16090 - Presser Hand 10.94
16110 - Presser Machine Drycleaning 10.94
16130 - Presser Machine Shirts 10.94
16160 - Presser Machine Wearing Apparel Laundry 10.94
16190 - Sewing Machine Operator 13.02
16220 - Tailor 13.86
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.43
19040 - Tool And Die Maker 25.50
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.78
21030 - Material Coordinator 23.20
21040 - Material Expediter 23.20
21050 - Material Handling Laborer 12.38
21071 - Order Filler 11.23
21080 - Production Line Worker (Food Processing) 15.78
21110 - Shipping Packer 14.83
21130 - Shipping/Receiving Clerk 14.83
21140 - Store Worker I 13.58
21150 - Stock Clerk 17.20
21210 - Tools And Parts Attendant 15.78
21410 - Warehouse Specialist 15.78
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.51
23019 - Aircraft Logs and Records Technician 19.30
23021 - Aircraft Mechanic I 22.45
23022 - Aircraft Mechanic II 23.51
23023 - Aircraft Mechanic III 24.51
23040 - Aircraft Mechanic Helper 17.28
23050 - Aircraft Painter 21.43
23060 - Aircraft Servicer 19.30
23070 - Aircraft Survival Flight Equipment Technician 21.43
23080 - Aircraft Worker 20.37
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 20.37

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 22.45
II
23110 - Appliance Mechanic 21.43
23120 - Bicycle Repairer 15.77
23125 - Cable Splicer 30.87
23130 - Carpenter Maintenance 20.42
23140 - Carpet Layer 20.37
23160 - Electrician Maintenance 21.01
23181 - Electronics Technician Maintenance I 23.58
23182 - Electronics Technician Maintenance II 24.81
23183 - Electronics Technician Maintenance III 25.98
23260 - Fabric Worker 19.30
23290 - Fire Alarm System Mechanic 22.45
23310 - Fire Extinguisher Repairer 18.27
23311 - Fuel Distribution System Mechanic 23.19
23312 - Fuel Distribution System Operator 18.27
23370 - General Maintenance Worker 18.48
23380 - Ground Support Equipment Mechanic 22.45
23381 - Ground Support Equipment Servicer 19.30
23382 - Ground Support Equipment Worker 20.37
23391 - Gunsmith I 18.27
23392 - Gunsmith II 20.37
23393 - Gunsmith III 22.45
23410 - Heating Ventilation And Air-Conditioning 19.88
Mechanic
23411 - Heating Ventilation And Air Contidioning 21.01
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 24.77
23440 - Heavy Equipment Operator 17.24
23460 - Instrument Mechanic 22.45
23465 - Laboratory/Shelter Mechanic 21.43
23470 - Laborer 12.38
23510 - Locksmith 21.43
23530 - Machinery Maintenance Mechanic 23.69
23550 - Machinist Maintenance 23.03
23580 - Maintenance Trades Helper 12.00
23591 - Metrology Technician I 22.45
23592 - Metrology Technician II 23.51
23593 - Metrology Technician III 24.51
23640 - Millwright 25.42
23710 - Office Appliance Repairer 18.06
23760 - Painter Maintenance 17.32
23790 - Pipefitter Maintenance 22.69
23810 - Plumber Maintenance 21.66
23820 - Pneudraulic Systems Mechanic 22.45
23850 - Rigger 22.45
23870 - Scale Mechanic 20.37
23890 - Sheet-Metal Worker Maintenance 19.83
23910 - Small Engine Mechanic 20.37

23931 - Telecommunications Mechanic I	22.95
23932 - Telecommunications Mechanic II	24.03
23950 - Telephone Lineman	24.29
23960 - Welder Combination Maintenance	18.72
23965 - Well Driller	22.45
23970 - Woodcraft Worker	22.45
23980 - Woodworker	18.27
24000 - Personal Needs Occupations	
24550 - Case Manager	14.36
24570 - Child Care Attendant	9.89
24580 - Child Care Center Clerk	12.83
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	14.36
24630 - Homemaker	14.36
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.21
25040 - Sewage Plant Operator	18.04
25070 - Stationary Engineer	21.21
25190 - Ventilation Equipment Tender	15.73
25210 - Water Treatment Plant Operator	18.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.91
27007 - Baggage Inspector	14.76
27008 - Corrections Officer	15.07
27010 - Court Security Officer	16.46
27030 - Detection Dog Handler	15.73
27040 - Detention Officer	15.07
27070 - Firefighter	15.80
27101 - Guard I	14.76
27102 - Guard II	15.73
27131 - Police Officer I	17.85
27132 - Police Officer II	19.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.68
28042 - Carnival Equipment Repairer	12.34
28043 - Carnival Worker	9.45
28210 - Gate Attendant/Gate Tender	13.41
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.00
28510 - Recreation Aide/Health Facility Attendant	10.95
28515 - Recreation Specialist	17.89
28630 - Sports Official	11.95
28690 - Swimming Pool Operator	17.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.79
29020 - Hatch Tender	20.79
29030 - Line Handler	20.79
29041 - Stevedore I	19.73
29042 - Stevedore II	21.87

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		16.39
30022 - Archeological Technician II		18.85
30023 - Archeological Technician III		22.71
30030 - Cartographic Technician		22.71
30040 - Civil Engineering Technician		22.71
30051 - Cryogenic Technician I		25.84
30052 - Cryogenic Technician II		28.54
30061 - Drafter/CAD Operator I		16.39
30062 - Drafter/CAD Operator II		18.85
30063 - Drafter/CAD Operator III		20.58
30064 - Drafter/CAD Operator IV		25.16
30081 - Engineering Technician I		14.60
30082 - Engineering Technician II		16.39
30083 - Engineering Technician III		18.34
30084 - Engineering Technician IV		22.71
30085 - Engineering Technician V		27.78
30086 - Engineering Technician VI		33.61
30090 - Environmental Technician		22.61
30095 - Evidence Control Specialist		23.34
30210 - Laboratory Technician		22.02
30221 - Latent Fingerprint Technician I		25.84
30222 - Latent Fingerprint Technician II		28.54
30240 - Mathematical Technician		22.71
30361 - Paralegal/Legal Assistant I		16.39
30362 - Paralegal/Legal Assistant II		20.30
30363 - Paralegal/Legal Assistant III		24.83
30364 - Paralegal/Legal Assistant IV		30.05
30375 - Petroleum Supply Specialist		28.54
30390 - Photo-Optics Technician		22.61
30395 - Radiation Control Technician		28.54
30461 - Technical Writer I		22.71
30462 - Technical Writer II		27.78
30463 - Technical Writer III		33.61
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.84
30502 - Weather Forecaster II		31.44
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.58
30621 - Weather Observer Senior	(see 2)	22.71

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.74

31030 - Bus Driver	18.65
31043 - Driver Courier	12.30
31260 - Parking and Lot Attendant	12.53
31290 - Shuttle Bus Driver	13.01
31310 - Taxi Driver	13.41
31361 - Truckdriver Light	13.01
31362 - Truckdriver Medium	15.23
31363 - Truckdriver Heavy	19.60
31364 - Truckdriver Tractor-Trailer	19.60
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.61
99050 - Desk Clerk	9.42
99095 - Embalmer	26.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.58
99252 - Laboratory Animal Caretaker II	17.81
99260 - Marketing Analyst	27.68
99310 - Mortician	26.35
99410 - Pest Controller	17.32
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.92
99711 - Recycling Specialist	15.99
99730 - Refuse Collector	12.94
99810 - Sales Clerk	12.11
99820 - School Crossing Guard	14.82
99830 - Survey Party Chief	19.57
99831 - Surveying Aide	12.81
99832 - Surveying Technician	17.53
99840 - Vending Machine Attendant	18.31
99841 - Vending Machine Repairer	21.59
99842 - Vending Machine Repairer Helper	18.31

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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; and 3 weeks after 10 years. Length of service includes the whole span of

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

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

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

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

Daniel W. Simms
Director

Division of Wage Determinations

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

Wage Determination No.: 2015-5135
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Columbia Hempstead Howard Lafayette Nevada Sevier

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.01
01012 - Accounting Clerk II		14.61
01013 - Accounting Clerk III		16.34
01020 - Administrative Assistant		21.78
01035 - Court Reporter		19.24
01041 - Customer Service Representative I		11.24
01042 - Customer Service Representative II		12.64
01043 - Customer Service Representative III		13.79
01051 - Data Entry Operator I		13.19
01052 - Data Entry Operator II		14.39
01060 - Dispatcher Motor Vehicle		19.59
01070 - Document Preparation Clerk		11.74
01090 - Duplicating Machine Operator		11.74
01111 - General Clerk I		11.73

01112 - General Clerk II	12.79
01113 - General Clerk III	14.37
01120 - Housing Referral Assistant	16.37
01141 - Messenger Courier	9.53
01191 - Order Clerk I	12.81
01192 - Order Clerk II	13.98
01261 - Personnel Assistant (Employment) I	13.66
01262 - Personnel Assistant (Employment) II	15.28
01263 - Personnel Assistant (Employment) III	17.04
01270 - Production Control Clerk	21.86
01290 - Rental Clerk	11.93
01300 - Scheduler Maintenance	13.12
01311 - Secretary I	13.12
01312 - Secretary II	14.68
01313 - Secretary III	16.37
01320 - Service Order Dispatcher	17.51
01410 - Supply Technician	21.78
01420 - Survey Worker	13.89
01460 - Switchboard Operator/Receptionist	11.93
01531 - Travel Clerk I	12.37
01532 - Travel Clerk II	13.38
01533 - Travel Clerk III	14.14
01611 - Word Processor I	13.43
01612 - Word Processor II	15.15
01613 - Word Processor III	16.86
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.91
05010 - Automotive Electrician	19.87
05040 - Automotive Glass Installer	17.89
05070 - Automotive Worker	17.89
05110 - Mobile Equipment Servicer	16.31
05130 - Motor Equipment Metal Mechanic	20.91
05160 - Motor Equipment Metal Worker	17.89
05190 - Motor Vehicle Mechanic	20.91
05220 - Motor Vehicle Mechanic Helper	15.27
05250 - Motor Vehicle Upholstery Worker	17.57
05280 - Motor Vehicle Wrecker	17.89
05310 - Painter Automotive	19.87
05340 - Radiator Repair Specialist	17.89
05370 - Tire Repairer	14.57
05400 - Transmission Repair Specialist	20.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.10
07041 - Cook I	9.63
07042 - Cook II	10.74
07070 - Dishwasher	9.84
07130 - Food Service Worker	9.62
07210 - Meat Cutter	14.44
07260 - Waiter/Waitress	9.40
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter	19.87
09040 - Furniture Handler	12.55
09080 - Furniture Refinisher	19.87
09090 - Furniture Refinisher Helper	15.27
09110 - Furniture Repairer Minor	17.57
09130 - Upholsterer	19.87
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.49
11060 - Elevator Operator	9.72
11090 - Gardener	13.09
11122 - Housekeeping Aide	9.72
11150 - Janitor	9.72
11210 - Laborer Grounds Maintenance	10.77
11240 - Maid or Houseman	9.70
11260 - Pruner	10.00
11270 - Tractor Operator	12.34
11330 - Trail Maintenance Worker	10.77
11360 - Window Cleaner	10.45
12000 - Health Occupations	
12010 - Ambulance Driver	15.99
12011 - Breath Alcohol Technician	17.48
12012 - Certified Occupational Therapist Assistant	23.98
12015 - Certified Physical Therapist Assistant	32.13
12020 - Dental Assistant	15.20
12025 - Dental Hygienist	37.00
12030 - EKG Technician	26.49
12035 - Electroneurodiagnostic Technologist	26.49
12040 - Emergency Medical Technician	15.99
12071 - Licensed Practical Nurse I	15.62
12072 - Licensed Practical Nurse II	17.48
12073 - Licensed Practical Nurse III	19.49
12100 - Medical Assistant	14.16
12130 - Medical Laboratory Technician	19.11
12160 - Medical Record Clerk	12.24
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	15.62
12210 - Nuclear Medicine Technologist	38.41
12221 - Nursing Assistant I	10.92
12222 - Nursing Assistant II	12.27
12223 - Nursing Assistant III	13.39
12224 - Nursing Assistant IV	15.04
12235 - Optical Dispenser	20.89
12236 - Optical Technician	15.62
12250 - Pharmacy Technician	15.96
12280 - Phlebotomist	13.57
12305 - Radiologic Technologist	22.28
12311 - Registered Nurse I	22.23
12312 - Registered Nurse II	27.62
12313 - Registered Nurse II Specialist	27.62
12314 - Registered Nurse III	32.92

12315 - Registered Nurse III Anesthetist		32.92
12316 - Registered Nurse IV		39.44
12317 - Scheduler (Drug and Alcohol Testing)		21.65
12320 - Substance Abuse Treatment Counselor		22.94
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.10
13012 - Exhibits Specialist II		21.88
13013 - Exhibits Specialist III		25.92
13041 - Illustrator I		17.10
13042 - Illustrator II		21.88
13043 - Illustrator III		25.92
13047 - Librarian		23.46
13050 - Library Aide/Clerk		13.48
13054 - Library Information Technology Systems Administrator		21.19
13058 - Library Technician		16.12
13061 - Media Specialist I		15.29
13062 - Media Specialist II		17.10
13063 - Media Specialist III		19.07
13071 - Photographer I		15.13
13072 - Photographer II		16.93
13073 - Photographer III		20.98
13074 - Photographer IV		25.65
13075 - Photographer V		31.04
13090 - Technical Order Library Clerk		16.93
13110 - Video Teleconference Technician		15.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.95
14042 - Computer Operator II		15.11
14043 - Computer Operator III		19.08
14044 - Computer Operator IV		20.40
14045 - Computer Operator V		22.26
14071 - Computer Programmer I	(see 1)	19.55
14072 - Computer Programmer II	(see 1)	24.21
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		13.95
14160 - Personal Computer Support Technician		23.14
14170 - System Support Specialist		23.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.84
15020 - Aircrew Training Devices Instructor (Rated)		34.90
15030 - Air Crew Training Devices Instructor (Pilot)		41.83
15050 - Computer Based Training Specialist / Instructor		28.84
15060 - Educational Technologist		27.25
15070 - Flight Instructor (Pilot)		41.83
15080 - Graphic Artist		22.87

15085 - Maintenance Test Pilot Fixed Jet/Prop 40.08
15086 - Maintenance Test Pilot Rotary Wing 40.08
15088 - Non-Maintenance Test/Co-Pilot 40.08
15090 - Technical Instructor 20.99
15095 - Technical Instructor/Course Developer 25.67
15110 - Test Proctor 16.94
15120 - Tutor 16.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.94
16030 - Counter Attendant 10.94
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.94
16090 - Presser Hand 10.94
16110 - Presser Machine Drycleaning 10.94
16130 - Presser Machine Shirts 10.94
16160 - Presser Machine Wearing Apparel Laundry 10.94
16190 - Sewing Machine Operator 13.02
16220 - Tailor 13.86
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.43
19040 - Tool And Die Maker 25.50
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.78
21030 - Material Coordinator 21.87
21040 - Material Expediter 21.87
21050 - Material Handling Laborer 12.38
21071 - Order Filler 12.27
21080 - Production Line Worker (Food Processing) 15.78
21110 - Shipping Packer 14.83
21130 - Shipping/Receiving Clerk 14.83
21140 - Store Worker I 13.58
21150 - Stock Clerk 17.20
21210 - Tools And Parts Attendant 15.78
21410 - Warehouse Specialist 15.78
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.13
23019 - Aircraft Logs and Records Technician 19.30
23021 - Aircraft Mechanic I 22.95
23022 - Aircraft Mechanic II 24.13
23023 - Aircraft Mechanic III 25.35
23040 - Aircraft Mechanic Helper 17.28
23050 - Aircraft Painter 21.43
23060 - Aircraft Servicer 19.30
23070 - Aircraft Survival Flight Equipment Technician 21.43
23080 - Aircraft Worker 20.37
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.37
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.95

23110 - Appliance Mechanic 21.43
23120 - Bicycle Repairer 18.27
23125 - Cable Splicer 32.37
23130 - Carpenter Maintenance 20.42
23140 - Carpet Layer 20.37
23160 - Electrician Maintenance 22.08
23181 - Electronics Technician Maintenance I 23.58
23182 - Electronics Technician Maintenance II 24.99
23183 - Electronics Technician Maintenance III 27.12
23260 - Fabric Worker 19.30
23290 - Fire Alarm System Mechanic 22.45
23310 - Fire Extinguisher Repairer 18.27
23311 - Fuel Distribution System Mechanic 23.20
23312 - Fuel Distribution System Operator 19.94
23370 - General Maintenance Worker 17.08
23380 - Ground Support Equipment Mechanic 22.95
23381 - Ground Support Equipment Servicer 19.30
23382 - Ground Support Equipment Worker 20.37
23391 - Gunsmith I 18.27
23392 - Gunsmith II 20.37
23393 - Gunsmith III 22.45
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.13
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.08
23430 - Heavy Equipment Mechanic 25.05
23440 - Heavy Equipment Operator 19.17
23460 - Instrument Mechanic 22.45
23465 - Laboratory/Shelter Mechanic 21.43
23470 - Laborer 12.38
23510 - Locksmith 21.43
23530 - Machinery Maintenance Mechanic 23.69
23550 - Machinist Maintenance 23.20
23580 - Maintenance Trades Helper 15.27
23591 - Metrology Technician I 22.45
23592 - Metrology Technician II 23.51
23593 - Metrology Technician III 24.51
23640 - Millwright 23.91
23710 - Office Appliance Repairer 18.11
23760 - Painter Maintenance 18.11
23790 - Pipefitter Maintenance 22.69
23810 - Plumber Maintenance 21.66
23820 - Pneudraulic Systems Mechanic 22.45
23850 - Rigger 22.45
23870 - Scale Mechanic 20.37
23890 - Sheet-Metal Worker Maintenance 19.83
23910 - Small Engine Mechanic 20.37
23931 - Telecommunications Mechanic I 22.95
23932 - Telecommunications Mechanic II 24.03
23950 - Telephone Lineman 24.29

23960 - Welder Combination Maintenance		19.17
23965 - Well Driller		22.45
23970 - Woodcraft Worker		22.45
23980 - Woodworker		18.27
24000 - Personal Needs Occupations		
24550 - Case Manager		14.53
24570 - Child Care Attendant		9.89
24580 - Child Care Center Clerk		13.02
24610 - Chore Aide		10.25
24620 - Family Readiness And Support Services Coordinator		14.53
24630 - Homemaker		14.53
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.80
25040 - Sewage Plant Operator		19.87
25070 - Stationary Engineer		23.80
25190 - Ventilation Equipment Tender		17.26
25210 - Water Treatment Plant Operator		18.06
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.88
27007 - Baggage Inspector		12.52
27008 - Corrections Officer		17.31
27010 - Court Security Officer		17.74
27030 - Detection Dog Handler		14.01
27040 - Detention Officer		17.31
27070 - Firefighter		18.39
27101 - Guard I		12.52
27102 - Guard II		14.01
27131 - Police Officer I		18.32
27132 - Police Officer II		20.36
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.68
28042 - Carnival Equipment Repairer		12.34
28043 - Carnival Worker		9.45
28210 - Gate Attendant/Gate Tender		13.13
28310 - Lifeguard		11.70
28350 - Park Attendant (Aide)		14.68
28510 - Recreation Aide/Health Facility Attendant		10.72
28515 - Recreation Specialist		17.89
28630 - Sports Official		11.70
28690 - Swimming Pool Operator		14.00
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.16
29020 - Hatch Tender		21.65
29030 - Line Handler		22.16
29041 - Stevedore I		20.99
29042 - Stevedore II		23.31
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.64
30022 - Archeological Technician II 19.73
30023 - Archeological Technician III 24.44
30030 - Cartographic Technician 24.44
30040 - Civil Engineering Technician 23.34
30051 - Cryogenic Technician I 25.84
30052 - Cryogenic Technician II 28.54
30061 - Drafter/CAD Operator I 17.64
30062 - Drafter/CAD Operator II 19.73
30063 - Drafter/CAD Operator III 22.00
30064 - Drafter/CAD Operator IV 27.08
30081 - Engineering Technician I 14.86
30082 - Engineering Technician II 19.06
30083 - Engineering Technician III 21.32
30084 - Engineering Technician IV 26.42
30085 - Engineering Technician V 32.32
30086 - Engineering Technician VI 38.24
30090 - Environmental Technician 23.34
30095 - Evidence Control Specialist 23.34
30210 - Laboratory Technician 24.98
30221 - Latent Fingerprint Technician I 25.84
30222 - Latent Fingerprint Technician II 28.54
30240 - Mathematical Technician 24.44
30361 - Paralegal/Legal Assistant I 16.39
30362 - Paralegal/Legal Assistant II 20.30
30363 - Paralegal/Legal Assistant III 24.83
30364 - Paralegal/Legal Assistant IV 30.05
30375 - Petroleum Supply Specialist 28.54
30390 - Photo-Optics Technician 24.44
30395 - Radiation Control Technician 28.54
30461 - Technical Writer I 24.44
30462 - Technical Writer II 31.19
30463 - Technical Writer III 37.52
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.84
30502 - Weather Forecaster II 31.44
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.00
30621 - Weather Observer Senior (see 2) 24.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.64
31030 - Bus Driver 18.65
31043 - Driver Courier 12.78
31260 - Parking and Lot Attendant 12.30

31290 - Shuttle Bus Driver	13.16
31310 - Taxi Driver	11.79
31361 - Truckdriver Light	13.16
31362 - Truckdriver Medium	15.99
31363 - Truckdriver Heavy	19.92
31364 - Truckdriver Tractor-Trailer	19.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.61
99050 - Desk Clerk	9.85
99095 - Embalmer	26.09
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.37
99252 - Laboratory Animal Caretaker II	12.03
99260 - Marketing Analyst	27.68
99310 - Mortician	26.09
99410 - Pest Controller	15.11
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.92
99711 - Recycling Specialist	15.99
99730 - Refuse Collector	12.94
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	14.82
99830 - Survey Party Chief	20.87
99831 - Surveying Aide	12.79
99832 - Surveying Technician	17.53
99840 - Vending Machine Attendant	18.31
99841 - Vending Machine Repairer	21.59
99842 - Vending Machine Repairer Helper	18.31

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

contractor.

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

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

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

"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.: 2015-5136
Revision No.: 14
Date Of Last Revision: 05/21/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Columbia Hempstead Howard Lafayette Nevada Sevier

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.01
01012 - Accounting Clerk II		14.61
01013 - Accounting Clerk III		16.34
01020 - Administrative Assistant		21.78
01035 - Court Reporter		19.24
01041 - Customer Service Representative I		11.24
01042 - Customer Service Representative II		12.64
01043 - Customer Service Representative III		13.79
01051 - Data Entry Operator I		13.19
01052 - Data Entry Operator II		14.39
01060 - Dispatcher Motor Vehicle		19.59

01070 - Document Preparation Clerk 11.74
01090 - Duplicating Machine Operator 11.74
01111 - General Clerk I 11.73
01112 - General Clerk II 12.79
01113 - General Clerk III 14.37
01120 - Housing Referral Assistant 16.37
01141 - Messenger Courier 9.53
01191 - Order Clerk I 12.81
01192 - Order Clerk II 13.98
01261 - Personnel Assistant (Employment) I 13.66
01262 - Personnel Assistant (Employment) II 15.28
01263 - Personnel Assistant (Employment) III 17.04
01270 - Production Control Clerk 21.86
01290 - Rental Clerk 11.93
01300 - Scheduler Maintenance 13.12
01311 - Secretary I 13.12
01312 - Secretary II 14.68
01313 - Secretary III 16.37
01320 - Service Order Dispatcher 17.51
01410 - Supply Technician 21.78
01420 - Survey Worker 13.89
01460 - Switchboard Operator/Receptionist 11.93
01531 - Travel Clerk I 12.37
01532 - Travel Clerk II 13.38
01533 - Travel Clerk III 14.14
01611 - Word Processor I 13.43
01612 - Word Processor II 15.15
01613 - Word Processor III 16.86
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.91
05010 - Automotive Electrician 19.87
05040 - Automotive Glass Installer 17.89
05070 - Automotive Worker 17.89
05110 - Mobile Equipment Servicer 16.31
05130 - Motor Equipment Metal Mechanic 20.91
05160 - Motor Equipment Metal Worker 17.89
05190 - Motor Vehicle Mechanic 20.91
05220 - Motor Vehicle Mechanic Helper 15.27
05250 - Motor Vehicle Upholstery Worker 17.57
05280 - Motor Vehicle Wrecker 17.89
05310 - Painter Automotive 19.87
05340 - Radiator Repair Specialist 17.89
05370 - Tire Repairer 14.57
05400 - Transmission Repair Specialist 20.91
07000 - Food Preparation And Service Occupations
07010 - Baker 11.10
07041 - Cook I 9.63
07042 - Cook II 10.74
07070 - Dishwasher 9.84
07130 - Food Service Worker 9.62

07210 - Meat Cutter	14.44
07260 - Waiter/Waitress	9.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.87
09040 - Furniture Handler	12.55
09080 - Furniture Refinisher	19.87
09090 - Furniture Refinisher Helper	15.27
09110 - Furniture Repairer Minor	17.57
09130 - Upholsterer	19.87
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.49
11060 - Elevator Operator	9.72
11090 - Gardener	13.09
11122 - Housekeeping Aide	9.72
11150 - Janitor	9.72
11210 - Laborer Grounds Maintenance	10.77
11240 - Maid or Houseman	9.70
11260 - Pruner	10.00
11270 - Tractor Operator	12.34
11330 - Trail Maintenance Worker	10.77
11360 - Window Cleaner	10.45
12000 - Health Occupations	
12010 - Ambulance Driver	15.99
12011 - Breath Alcohol Technician	17.48
12012 - Certified Occupational Therapist Assistant	23.98
12015 - Certified Physical Therapist Assistant	32.13
12020 - Dental Assistant	15.20
12025 - Dental Hygienist	37.00
12030 - EKG Technician	26.49
12035 - Electroneurodiagnostic Technologist	26.49
12040 - Emergency Medical Technician	15.99
12071 - Licensed Practical Nurse I	15.62
12072 - Licensed Practical Nurse II	17.48
12073 - Licensed Practical Nurse III	19.49
12100 - Medical Assistant	14.16
12130 - Medical Laboratory Technician	19.11
12160 - Medical Record Clerk	12.24
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	15.62
12210 - Nuclear Medicine Technologist	38.41
12221 - Nursing Assistant I	10.92
12222 - Nursing Assistant II	12.27
12223 - Nursing Assistant III	13.39
12224 - Nursing Assistant IV	15.04
12235 - Optical Dispenser	20.89
12236 - Optical Technician	15.62
12250 - Pharmacy Technician	15.96
12280 - Phlebotomist	13.57
12305 - Radiologic Technologist	22.28
12311 - Registered Nurse I	22.23

12312 - Registered Nurse II		27.62
12313 - Registered Nurse II Specialist		27.62
12314 - Registered Nurse III		32.92
12315 - Registered Nurse III Anesthetist		32.92
12316 - Registered Nurse IV		39.44
12317 - Scheduler (Drug and Alcohol Testing)		21.65
12320 - Substance Abuse Treatment Counselor		22.94
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.10
13012 - Exhibits Specialist II		21.88
13013 - Exhibits Specialist III		25.92
13041 - Illustrator I		17.10
13042 - Illustrator II		21.88
13043 - Illustrator III		25.92
13047 - Librarian		23.46
13050 - Library Aide/Clerk		13.48
13054 - Library Information Technology Systems Administrator		21.19
13058 - Library Technician		16.12
13061 - Media Specialist I		15.29
13062 - Media Specialist II		17.10
13063 - Media Specialist III		19.07
13071 - Photographer I		15.13
13072 - Photographer II		16.93
13073 - Photographer III		20.98
13074 - Photographer IV		25.65
13075 - Photographer V		31.04
13090 - Technical Order Library Clerk		16.93
13110 - Video Teleconference Technician		15.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.95
14042 - Computer Operator II		15.11
14043 - Computer Operator III		19.08
14044 - Computer Operator IV		20.40
14045 - Computer Operator V		22.26
14071 - Computer Programmer I	(see 1)	19.55
14072 - Computer Programmer II	(see 1)	24.21
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		13.95
14160 - Personal Computer Support Technician		23.14
14170 - System Support Specialist		23.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.84
15020 - Aircrew Training Devices Instructor (Rated)		34.90
15030 - Air Crew Training Devices Instructor (Pilot)		41.83
15050 - Computer Based Training Specialist / Instructor		28.84

15060 - Educational Technologist 27.25
15070 - Flight Instructor (Pilot) 41.83
15080 - Graphic Artist 22.87
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.08
15086 - Maintenance Test Pilot Rotary Wing 40.08
15088 - Non-Maintenance Test/Co-Pilot 40.08
15090 - Technical Instructor 20.99
15095 - Technical Instructor/Course Developer 25.67
15110 - Test Proctor 16.94
15120 - Tutor 16.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.94
16030 - Counter Attendant 10.94
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.94
16090 - Presser Hand 10.94
16110 - Presser Machine Drycleaning 10.94
16130 - Presser Machine Shirts 10.94
16160 - Presser Machine Wearing Apparel Laundry 10.94
16190 - Sewing Machine Operator 13.02
16220 - Tailor 13.86
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.43
19040 - Tool And Die Maker 25.50
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.78
21030 - Material Coordinator 21.87
21040 - Material Expediter 21.87
21050 - Material Handling Laborer 12.38
21071 - Order Filler 12.27
21080 - Production Line Worker (Food Processing) 15.78
21110 - Shipping Packer 14.83
21130 - Shipping/Receiving Clerk 14.83
21140 - Store Worker I 13.58
21150 - Stock Clerk 17.20
21210 - Tools And Parts Attendant 15.78
21410 - Warehouse Specialist 15.78
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.13
23019 - Aircraft Logs and Records Technician 19.30
23021 - Aircraft Mechanic I 22.95
23022 - Aircraft Mechanic II 24.13
23023 - Aircraft Mechanic III 25.35
23040 - Aircraft Mechanic Helper 17.28
23050 - Aircraft Painter 21.43
23060 - Aircraft Servicer 19.30
23070 - Aircraft Survival Flight Equipment Technician 21.43
23080 - Aircraft Worker 20.37
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 20.37

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 22.95
II
23110 - Appliance Mechanic 21.43
23120 - Bicycle Repairer 18.27
23125 - Cable Splicer 32.37
23130 - Carpenter Maintenance 20.42
23140 - Carpet Layer 20.37
23160 - Electrician Maintenance 22.08
23181 - Electronics Technician Maintenance I 23.58
23182 - Electronics Technician Maintenance II 24.99
23183 - Electronics Technician Maintenance III 27.12
23260 - Fabric Worker 19.30
23290 - Fire Alarm System Mechanic 22.45
23310 - Fire Extinguisher Repairer 18.27
23311 - Fuel Distribution System Mechanic 23.20
23312 - Fuel Distribution System Operator 19.94
23370 - General Maintenance Worker 17.08
23380 - Ground Support Equipment Mechanic 22.95
23381 - Ground Support Equipment Servicer 19.30
23382 - Ground Support Equipment Worker 20.37
23391 - Gunsmith I 18.27
23392 - Gunsmith II 20.37
23393 - Gunsmith III 22.45
23410 - Heating Ventilation And Air-Conditioning 20.13
Mechanic
23411 - Heating Ventilation And Air Contidioning 21.08
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 25.05
23440 - Heavy Equipment Operator 19.17
23460 - Instrument Mechanic 22.45
23465 - Laboratory/Shelter Mechanic 21.43
23470 - Laborer 12.38
23510 - Locksmith 21.43
23530 - Machinery Maintenance Mechanic 23.69
23550 - Machinist Maintenance 23.20
23580 - Maintenance Trades Helper 15.27
23591 - Metrology Technician I 22.45
23592 - Metrology Technician II 23.51
23593 - Metrology Technician III 24.51
23640 - Millwright 23.91
23710 - Office Appliance Repairer 18.11
23760 - Painter Maintenance 18.11
23790 - Pipefitter Maintenance 22.69
23810 - Plumber Maintenance 21.66
23820 - Pneudraulic Systems Mechanic 22.45
23850 - Rigger 22.45
23870 - Scale Mechanic 20.37
23890 - Sheet-Metal Worker Maintenance 19.83
23910 - Small Engine Mechanic 20.37

23931 - Telecommunications Mechanic I	22.95
23932 - Telecommunications Mechanic II	24.03
23950 - Telephone Lineman	24.29
23960 - Welder Combination Maintenance	19.17
23965 - Well Driller	22.45
23970 - Woodcraft Worker	22.45
23980 - Woodworker	18.27
24000 - Personal Needs Occupations	
24550 - Case Manager	14.53
24570 - Child Care Attendant	9.89
24580 - Child Care Center Clerk	13.02
24610 - Chore Aide	10.25
24620 - Family Readiness And Support Services Coordinator	14.53
24630 - Homemaker	14.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.80
25040 - Sewage Plant Operator	19.87
25070 - Stationary Engineer	23.80
25190 - Ventilation Equipment Tender	17.26
25210 - Water Treatment Plant Operator	18.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.88
27007 - Baggage Inspector	12.52
27008 - Corrections Officer	17.31
27010 - Court Security Officer	17.74
27030 - Detection Dog Handler	14.01
27040 - Detention Officer	17.31
27070 - Firefighter	18.39
27101 - Guard I	12.52
27102 - Guard II	14.01
27131 - Police Officer I	18.32
27132 - Police Officer II	20.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.68
28042 - Carnival Equipment Repairer	12.34
28043 - Carnival Worker	9.45
28210 - Gate Attendant/Gate Tender	13.13
28310 - Lifeguard	11.70
28350 - Park Attendant (Aide)	14.68
28510 - Recreation Aide/Health Facility Attendant	10.72
28515 - Recreation Specialist	17.89
28630 - Sports Official	11.70
28690 - Swimming Pool Operator	14.00
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.16
29020 - Hatch Tender	21.65
29030 - Line Handler	22.16
29041 - Stevedore I	20.99
29042 - Stevedore II	23.31

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		17.64
30022 - Archeological Technician II		19.73
30023 - Archeological Technician III		24.44
30030 - Cartographic Technician		24.44
30040 - Civil Engineering Technician		23.34
30051 - Cryogenic Technician I		25.84
30052 - Cryogenic Technician II		28.54
30061 - Drafter/CAD Operator I		17.64
30062 - Drafter/CAD Operator II		19.73
30063 - Drafter/CAD Operator III		22.00
30064 - Drafter/CAD Operator IV		27.08
30081 - Engineering Technician I		14.86
30082 - Engineering Technician II		19.06
30083 - Engineering Technician III		21.32
30084 - Engineering Technician IV		26.42
30085 - Engineering Technician V		32.32
30086 - Engineering Technician VI		38.24
30090 - Environmental Technician		23.34
30095 - Evidence Control Specialist		23.34
30210 - Laboratory Technician		24.98
30221 - Latent Fingerprint Technician I		25.84
30222 - Latent Fingerprint Technician II		28.54
30240 - Mathematical Technician		24.44
30361 - Paralegal/Legal Assistant I		16.39
30362 - Paralegal/Legal Assistant II		20.30
30363 - Paralegal/Legal Assistant III		24.83
30364 - Paralegal/Legal Assistant IV		30.05
30375 - Petroleum Supply Specialist		28.54
30390 - Photo-Optics Technician		24.44
30395 - Radiation Control Technician		28.54
30461 - Technical Writer I		24.44
30462 - Technical Writer II		31.19
30463 - Technical Writer III		37.52
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.84
30502 - Weather Forecaster II		31.44
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.00
30621 - Weather Observer Senior	(see 2)	24.44

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.64

31030 - Bus Driver	18.65
31043 - Driver Courier	12.78
31260 - Parking and Lot Attendant	12.30
31290 - Shuttle Bus Driver	13.16
31310 - Taxi Driver	11.79
31361 - Truckdriver Light	13.16
31362 - Truckdriver Medium	15.99
31363 - Truckdriver Heavy	19.92
31364 - Truckdriver Tractor-Trailer	19.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.61
99050 - Desk Clerk	9.85
99095 - Embalmer	26.09
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.37
99252 - Laboratory Animal Caretaker II	12.03
99260 - Marketing Analyst	27.68
99310 - Mortician	26.09
99410 - Pest Controller	15.11
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.92
99711 - Recycling Specialist	15.99
99730 - Refuse Collector	12.94
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	14.82
99830 - Survey Party Chief	20.87
99831 - Surveying Aide	12.79
99832 - Surveying Technician	17.53
99840 - Vending Machine Attendant	18.31
99841 - Vending Machine Repairer	21.59
99842 - Vending Machine Repairer Helper	18.31

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-5137
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Conway Hot Spring Montgomery Pope Yell

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.09
01012 - Accounting Clerk II		14.70
01013 - Accounting Clerk III		19.95
01020 - Administrative Assistant		20.20
01035 - Court Reporter		14.69
01041 - Customer Service Representative I		10.92
01042 - Customer Service Representative II		12.29
01043 - Customer Service Representative III		13.41
01051 - Data Entry Operator I		12.65
01052 - Data Entry Operator II		14.38
01060 - Dispatcher Motor Vehicle		18.59
01070 - Document Preparation Clerk		11.70
01090 - Duplicating Machine Operator		11.70
01111 - General Clerk I		11.28
01112 - General Clerk II		12.88

01113 - General Clerk III 13.82
01120 - Housing Referral Assistant 16.38
01141 - Messenger Courier 11.92
01191 - Order Clerk I 11.08
01192 - Order Clerk II 12.09
01261 - Personnel Assistant (Employment) I 13.84
01262 - Personnel Assistant (Employment) II 15.49
01263 - Personnel Assistant (Employment) III 17.27
01270 - Production Control Clerk 22.75
01290 - Rental Clerk 12.10
01300 - Scheduler Maintenance 13.13
01311 - Secretary I 13.13
01312 - Secretary II 14.69
01313 - Secretary III 16.38
01320 - Service Order Dispatcher 17.72
01410 - Supply Technician 20.20
01420 - Survey Worker 13.29
01460 - Switchboard Operator/Receptionist 13.40
01531 - Travel Clerk I 12.37
01532 - Travel Clerk II 13.38
01533 - Travel Clerk III 14.14
01611 - Word Processor I 11.70
01612 - Word Processor II 13.13
01613 - Word Processor III 14.69
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.47
05010 - Automotive Electrician 17.59
05040 - Automotive Glass Installer 14.86
05070 - Automotive Worker 15.04
05110 - Mobile Equipment Servicer 13.27
05130 - Motor Equipment Metal Mechanic 16.78
05160 - Motor Equipment Metal Worker 15.04
05190 - Motor Vehicle Mechanic 17.43
05220 - Motor Vehicle Mechanic Helper 12.42
05250 - Motor Vehicle Upholstery Worker 14.86
05280 - Motor Vehicle Wrecker 15.04
05310 - Painter Automotive 15.90
05340 - Radiator Repair Specialist 15.04
05370 - Tire Repairer 12.63
05400 - Transmission Repair Specialist 17.43
07000 - Food Preparation And Service Occupations
07010 - Baker 12.05
07041 - Cook I 9.80
07042 - Cook II 11.15
07070 - Dishwasher 9.74
07130 - Food Service Worker 10.65
07210 - Meat Cutter 13.99
07260 - Waiter/Waitress 9.50
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.24

09040 - Furniture Handler 13.73
09080 - Furniture Refinisher 16.24
09090 - Furniture Refinisher Helper 13.95
09110 - Furniture Repairer Minor 15.92
09130 - Upholsterer 17.86
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.92
11060 - Elevator Operator 12.92
11090 - Gardener 14.42
11122 - Housekeeping Aide 10.43
11150 - Janitor 10.43
11210 - Laborer Grounds Maintenance 11.23
11240 - Maid or Houseman 9.75
11260 - Pruner 10.23
11270 - Tractor Operator 13.43
11330 - Trail Maintenance Worker 11.23
11360 - Window Cleaner 11.44
12000 - Health Occupations
12010 - Ambulance Driver 16.73
12011 - Breath Alcohol Technician 18.20
12012 - Certified Occupational Therapist Assistant 24.97
12015 - Certified Physical Therapist Assistant 29.13
12020 - Dental Assistant 17.26
12025 - Dental Hygienist 37.46
12030 - EKG Technician 27.58
12035 - Electroneurodiagnostic Technologist 27.58
12040 - Emergency Medical Technician 15.95
12071 - Licensed Practical Nurse I 16.26
12072 - Licensed Practical Nurse II 18.20
12073 - Licensed Practical Nurse III 20.29
12100 - Medical Assistant 13.89
12130 - Medical Laboratory Technician 20.28
12160 - Medical Record Clerk 13.78
12190 - Medical Record Technician 15.31
12195 - Medical Transcriptionist 16.26
12210 - Nuclear Medicine Technologist 39.99
12221 - Nursing Assistant I 10.35
12222 - Nursing Assistant II 11.64
12223 - Nursing Assistant III 12.69
12224 - Nursing Assistant IV 14.25
12235 - Optical Dispenser 19.23
12236 - Optical Technician 16.26
12250 - Pharmacy Technician 13.74
12280 - Phlebotomist 14.17
12305 - Radiologic Technologist 22.88
12311 - Registered Nurse I 24.41
12312 - Registered Nurse II 29.86
12313 - Registered Nurse II Specialist 29.86
12314 - Registered Nurse III 36.12
12315 - Registered Nurse III Anesthetist 36.12

12316 - Registered Nurse IV		43.29
12317 - Scheduler (Drug and Alcohol Testing)		22.54
12320 - Substance Abuse Treatment Counselor		21.27
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.13
13012 - Exhibits Specialist II		23.69
13013 - Exhibits Specialist III		28.98
13041 - Illustrator I		19.13
13042 - Illustrator II		23.69
13043 - Illustrator III		28.98
13047 - Librarian		26.24
13050 - Library Aide/Clerk		11.22
13054 - Library Information Technology Systems Administrator		23.69
13058 - Library Technician		19.08
13061 - Media Specialist I		17.09
13062 - Media Specialist II		19.13
13063 - Media Specialist III		21.33
13071 - Photographer I		17.09
13072 - Photographer II		19.13
13073 - Photographer III		23.69
13074 - Photographer IV		28.98
13075 - Photographer V		35.06
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.16
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.69
14042 - Computer Operator II		17.55
14043 - Computer Operator III		19.57
14044 - Computer Operator IV		21.84
14045 - Computer Operator V		24.08
14071 - Computer Programmer I	(see 1)	21.44
14072 - Computer Programmer II	(see 1)	25.80
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.69
14160 - Personal Computer Support Technician		24.02
14170 - System Support Specialist		21.68
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.78
15020 - Aircrew Training Devices Instructor (Rated)		35.88
15030 - Air Crew Training Devices Instructor (Pilot)		41.37
15050 - Computer Based Training Specialist / Instructor		29.78
15060 - Educational Technologist		29.22
15070 - Flight Instructor (Pilot)		41.37
15080 - Graphic Artist		19.50
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.37

15086 - Maintenance Test Pilot Rotary Wing 41.37
15088 - Non-Maintenance Test/Co-Pilot 41.37
15090 - Technical Instructor 20.60
15095 - Technical Instructor/Course Developer 25.20
15110 - Test Proctor 16.63
15120 - Tutor 16.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.94
16030 - Counter Attendant 10.94
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.94
16090 - Presser Hand 10.94
16110 - Presser Machine Drycleaning 10.94
16130 - Presser Machine Shirts 10.94
16160 - Presser Machine Wearing Apparel Laundry 10.94
16190 - Sewing Machine Operator 13.02
16220 - Tailor 13.86
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.74
19040 - Tool And Die Maker 25.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.83
21030 - Material Coordinator 22.75
21040 - Material Expediter 22.75
21050 - Material Handling Laborer 12.91
21071 - Order Filler 12.75
21080 - Production Line Worker (Food Processing) 15.83
21110 - Shipping Packer 15.65
21130 - Shipping/Receiving Clerk 15.65
21140 - Store Worker I 11.74
21150 - Stock Clerk 15.79
21210 - Tools And Parts Attendant 15.83
21410 - Warehouse Specialist 15.83
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.67
23019 - Aircraft Logs and Records Technician 17.38
23021 - Aircraft Mechanic I 21.46
23022 - Aircraft Mechanic II 22.67
23023 - Aircraft Mechanic III 23.91
23040 - Aircraft Mechanic Helper 15.22
23050 - Aircraft Painter 20.20
23060 - Aircraft Servicer 17.38
23070 - Aircraft Survival Flight Equipment Technician 20.20
23080 - Aircraft Worker 18.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.46
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.46
23110 - Appliance Mechanic 21.46

23120 - Bicycle Repairer	17.44
23125 - Cable Splicer	36.85
23130 - Carpenter Maintenance	16.16
23140 - Carpet Layer	20.12
23160 - Electrician Maintenance	23.66
23181 - Electronics Technician Maintenance I	24.56
23182 - Electronics Technician Maintenance II	26.20
23183 - Electronics Technician Maintenance III	27.83
23260 - Fabric Worker	18.92
23290 - Fire Alarm System Mechanic	21.34
23310 - Fire Extinguisher Repairer	17.69
23311 - Fuel Distribution System Mechanic	24.79
23312 - Fuel Distribution System Operator	21.54
23370 - General Maintenance Worker	15.69
23380 - Ground Support Equipment Mechanic	21.46
23381 - Ground Support Equipment Servicer	17.38
23382 - Ground Support Equipment Worker	18.46
23391 - Gunsmith I	17.69
23392 - Gunsmith II	20.12
23393 - Gunsmith III	22.79
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.33
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.48
23430 - Heavy Equipment Mechanic	21.34
23440 - Heavy Equipment Operator	17.68
23460 - Instrument Mechanic	22.79
23465 - Laboratory/Shelter Mechanic	21.46
23470 - Laborer	12.91
23510 - Locksmith	21.46
23530 - Machinery Maintenance Mechanic	25.08
23550 - Machinist Maintenance	17.62
23580 - Maintenance Trades Helper	12.94
23591 - Metrology Technician I	22.79
23592 - Metrology Technician II	24.08
23593 - Metrology Technician III	25.40
23640 - Millwright	19.62
23710 - Office Appliance Repairer	21.45
23760 - Painter Maintenance	16.28
23790 - Pipefitter Maintenance	19.32
23810 - Plumber Maintenance	18.69
23820 - Pneudraulic Systems Mechanic	22.79
23850 - Rigger	22.79
23870 - Scale Mechanic	20.12
23890 - Sheet-Metal Worker Maintenance	16.84
23910 - Small Engine Mechanic	19.28
23931 - Telecommunications Mechanic I	25.82
23932 - Telecommunications Mechanic II	27.28
23950 - Telephone Lineman	30.77
23960 - Welder Combination Maintenance	18.42

23965 - Well Driller		22.79
23970 - Woodcraft Worker		22.79
23980 - Woodworker		17.69
24000 - Personal Needs Occupations		
24550 - Case Manager		13.03
24570 - Child Care Attendant		9.70
24580 - Child Care Center Clerk		12.10
24610 - Chore Aide		10.27
24620 - Family Readiness And Support Services Coordinator		13.03
24630 - Homemaker		15.14
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.52
25040 - Sewage Plant Operator		17.12
25070 - Stationary Engineer		22.52
25190 - Ventilation Equipment Tender		16.40
25210 - Water Treatment Plant Operator		17.12
27000 - Protective Service Occupations		
27004 - Alarm Monitor		13.88
27007 - Baggage Inspector		13.81
27008 - Corrections Officer		16.48
27010 - Court Security Officer		17.64
27030 - Detection Dog Handler		16.70
27040 - Detention Officer		16.48
27070 - Firefighter		18.44
27101 - Guard I		13.81
27102 - Guard II		16.70
27131 - Police Officer I		17.77
27132 - Police Officer II		19.74
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.76
28042 - Carnival Equipment Repairer		13.70
28043 - Carnival Worker		9.66
28210 - Gate Attendant/Gate Tender		13.18
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		14.74
28510 - Recreation Aide/Health Facility Attendant		10.49
28515 - Recreation Specialist		16.35
28630 - Sports Official		11.45
28690 - Swimming Pool Operator		16.09
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.12
29020 - Hatch Tender		20.12
29030 - Line Handler		20.12
29041 - Stevedore I		18.92
29042 - Stevedore II		21.46
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		18.22
30022 - Archeological Technician II		20.38
30023 - Archeological Technician III		24.92
30030 - Cartographic Technician		25.23
30040 - Civil Engineering Technician		23.69
30051 - Cryogenic Technician I		25.70
30052 - Cryogenic Technician II		28.39
30061 - Drafter/CAD Operator I		18.22
30062 - Drafter/CAD Operator II		20.38
30063 - Drafter/CAD Operator III		22.71
30064 - Drafter/CAD Operator IV		27.95
30081 - Engineering Technician I		16.22
30082 - Engineering Technician II		18.22
30083 - Engineering Technician III		20.38
30084 - Engineering Technician IV		25.23
30085 - Engineering Technician V		30.88
30086 - Engineering Technician VI		37.35
30090 - Environmental Technician		20.54
30095 - Evidence Control Specialist		23.21
30210 - Laboratory Technician		23.96
30221 - Latent Fingerprint Technician I		25.70
30222 - Latent Fingerprint Technician II		28.39
30240 - Mathematical Technician		25.23
30361 - Paralegal/Legal Assistant I		17.42
30362 - Paralegal/Legal Assistant II		20.04
30363 - Paralegal/Legal Assistant III		23.31
30364 - Paralegal/Legal Assistant IV		27.05
30375 - Petroleum Supply Specialist		28.39
30390 - Photo-Optics Technician		25.23
30395 - Radiation Control Technician		28.39
30461 - Technical Writer I		23.69
30462 - Technical Writer II		28.98
30463 - Technical Writer III		35.06
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.95
30502 - Weather Forecaster II		34.00
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.71
30621 - Weather Observer Senior	(see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.22
31030 - Bus Driver		16.78
31043 - Driver Courier		13.14
31260 - Parking and Lot Attendant		11.13
31290 - Shuttle Bus Driver		13.33

31310 - Taxi Driver	12.48
31361 - Truckdriver Light	13.33
31362 - Truckdriver Medium	14.28
31363 - Truckdriver Heavy	17.84
31364 - Truckdriver Tractor-Trailer	17.84
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.06
99050 - Desk Clerk	9.50
99095 - Embalmer	23.85
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.36
99252 - Laboratory Animal Caretaker II	14.35
99260 - Marketing Analyst	29.10
99310 - Mortician	23.85
99410 - Pest Controller	15.09
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.76
99711 - Recycling Specialist	18.91
99730 - Refuse Collector	14.39
99810 - Sales Clerk	10.82
99820 - School Crossing Guard	13.01
99830 - Survey Party Chief	18.42
99831 - Surveying Aide	12.17
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	16.09
99841 - Vending Machine Repairer	19.47
99842 - Vending Machine Repairer Helper	16.09

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5138
Revision No.: 14
Date Of Last Revision: 05/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Conway Hot Spring Montgomery Pope Yell

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.09
01012 - Accounting Clerk II		14.70
01013 - Accounting Clerk III		19.95
01020 - Administrative Assistant		20.20
01035 - Court Reporter		14.69
01041 - Customer Service Representative I		10.92
01042 - Customer Service Representative II		12.29
01043 - Customer Service Representative III		13.41
01051 - Data Entry Operator I		12.65
01052 - Data Entry Operator II		14.38
01060 - Dispatcher Motor Vehicle		18.59
01070 - Document Preparation Clerk		11.70

01090 - Duplicating Machine Operator 11.70
01111 - General Clerk I 11.28
01112 - General Clerk II 12.88
01113 - General Clerk III 13.82
01120 - Housing Referral Assistant 16.38
01141 - Messenger Courier 11.92
01191 - Order Clerk I 11.08
01192 - Order Clerk II 12.09
01261 - Personnel Assistant (Employment) I 13.84
01262 - Personnel Assistant (Employment) II 15.49
01263 - Personnel Assistant (Employment) III 17.27
01270 - Production Control Clerk 22.75
01290 - Rental Clerk 12.10
01300 - Scheduler Maintenance 13.13
01311 - Secretary I 13.13
01312 - Secretary II 14.69
01313 - Secretary III 16.38
01320 - Service Order Dispatcher 17.72
01410 - Supply Technician 20.20
01420 - Survey Worker 13.29
01460 - Switchboard Operator/Receptionist 13.40
01531 - Travel Clerk I 12.37
01532 - Travel Clerk II 13.38
01533 - Travel Clerk III 14.14
01611 - Word Processor I 11.70
01612 - Word Processor II 13.13
01613 - Word Processor III 14.69
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.47
05010 - Automotive Electrician 17.59
05040 - Automotive Glass Installer 14.86
05070 - Automotive Worker 15.04
05110 - Mobile Equipment Servicer 13.27
05130 - Motor Equipment Metal Mechanic 16.78
05160 - Motor Equipment Metal Worker 15.04
05190 - Motor Vehicle Mechanic 17.43
05220 - Motor Vehicle Mechanic Helper 12.42
05250 - Motor Vehicle Upholstery Worker 14.86
05280 - Motor Vehicle Wrecker 15.04
05310 - Painter Automotive 15.90
05340 - Radiator Repair Specialist 15.04
05370 - Tire Repairer 12.63
05400 - Transmission Repair Specialist 17.43
07000 - Food Preparation And Service Occupations
07010 - Baker 12.05
07041 - Cook I 9.80
07042 - Cook II 11.15
07070 - Dishwasher 9.74
07130 - Food Service Worker 10.65
07210 - Meat Cutter 13.99

07260 - Waiter/Waitress	9.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.24
09040 - Furniture Handler	13.73
09080 - Furniture Refinisher	16.24
09090 - Furniture Refinisher Helper	13.95
09110 - Furniture Repairer Minor	15.92
09130 - Upholsterer	17.86
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.92
11060 - Elevator Operator	12.92
11090 - Gardener	14.42
11122 - Housekeeping Aide	10.43
11150 - Janitor	10.43
11210 - Laborer Grounds Maintenance	11.23
11240 - Maid or Houseman	9.75
11260 - Pruner	10.23
11270 - Tractor Operator	13.43
11330 - Trail Maintenance Worker	11.23
11360 - Window Cleaner	11.44
12000 - Health Occupations	
12010 - Ambulance Driver	16.73
12011 - Breath Alcohol Technician	18.20
12012 - Certified Occupational Therapist Assistant	24.97
12015 - Certified Physical Therapist Assistant	29.13
12020 - Dental Assistant	17.26
12025 - Dental Hygienist	37.46
12030 - EKG Technician	27.58
12035 - Electroneurodiagnostic Technologist	27.58
12040 - Emergency Medical Technician	15.95
12071 - Licensed Practical Nurse I	16.26
12072 - Licensed Practical Nurse II	18.20
12073 - Licensed Practical Nurse III	20.29
12100 - Medical Assistant	13.89
12130 - Medical Laboratory Technician	20.28
12160 - Medical Record Clerk	13.78
12190 - Medical Record Technician	15.31
12195 - Medical Transcriptionist	16.26
12210 - Nuclear Medicine Technologist	39.99
12221 - Nursing Assistant I	10.35
12222 - Nursing Assistant II	11.64
12223 - Nursing Assistant III	12.69
12224 - Nursing Assistant IV	14.25
12235 - Optical Dispenser	19.23
12236 - Optical Technician	16.26
12250 - Pharmacy Technician	13.74
12280 - Phlebotomist	14.17
12305 - Radiologic Technologist	22.88
12311 - Registered Nurse I	24.41
12312 - Registered Nurse II	29.86

12313 - Registered Nurse II Specialist		29.86
12314 - Registered Nurse III		36.12
12315 - Registered Nurse III Anesthetist		36.12
12316 - Registered Nurse IV		43.29
12317 - Scheduler (Drug and Alcohol Testing)		22.54
12320 - Substance Abuse Treatment Counselor		21.27
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.13
13012 - Exhibits Specialist II		23.69
13013 - Exhibits Specialist III		28.98
13041 - Illustrator I		19.13
13042 - Illustrator II		23.69
13043 - Illustrator III		28.98
13047 - Librarian		26.24
13050 - Library Aide/Clerk		11.22
13054 - Library Information Technology Systems Administrator		23.69
13058 - Library Technician		19.08
13061 - Media Specialist I		17.09
13062 - Media Specialist II		19.13
13063 - Media Specialist III		21.33
13071 - Photographer I		17.09
13072 - Photographer II		19.13
13073 - Photographer III		23.69
13074 - Photographer IV		28.98
13075 - Photographer V		35.06
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.16
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.69
14042 - Computer Operator II		17.55
14043 - Computer Operator III		19.57
14044 - Computer Operator IV		21.84
14045 - Computer Operator V		24.08
14071 - Computer Programmer I	(see 1)	21.44
14072 - Computer Programmer II	(see 1)	25.80
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.69
14160 - Personal Computer Support Technician		24.02
14170 - System Support Specialist		21.68
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.78
15020 - Aircrew Training Devices Instructor (Rated)		35.88
15030 - Air Crew Training Devices Instructor (Pilot)		41.37
15050 - Computer Based Training Specialist / Instructor		29.78
15060 - Educational Technologist		29.22

15070 - Flight Instructor (Pilot) 41.37
15080 - Graphic Artist 19.50
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.37
15086 - Maintenance Test Pilot Rotary Wing 41.37
15088 - Non-Maintenance Test/Co-Pilot 41.37
15090 - Technical Instructor 20.60
15095 - Technical Instructor/Course Developer 25.20
15110 - Test Proctor 16.63
15120 - Tutor 16.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.94
16030 - Counter Attendant 10.94
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.94
16090 - Presser Hand 10.94
16110 - Presser Machine Drycleaning 10.94
16130 - Presser Machine Shirts 10.94
16160 - Presser Machine Wearing Apparel Laundry 10.94
16190 - Sewing Machine Operator 13.02
16220 - Tailor 13.86
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.74
19040 - Tool And Die Maker 25.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.83
21030 - Material Coordinator 22.75
21040 - Material Expediter 22.75
21050 - Material Handling Laborer 12.91
21071 - Order Filler 12.75
21080 - Production Line Worker (Food Processing) 15.83
21110 - Shipping Packer 15.65
21130 - Shipping/Receiving Clerk 15.65
21140 - Store Worker I 11.74
21150 - Stock Clerk 15.79
21210 - Tools And Parts Attendant 15.83
21410 - Warehouse Specialist 15.83
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.67
23019 - Aircraft Logs and Records Technician 17.38
23021 - Aircraft Mechanic I 21.46
23022 - Aircraft Mechanic II 22.67
23023 - Aircraft Mechanic III 23.91
23040 - Aircraft Mechanic Helper 15.22
23050 - Aircraft Painter 20.20
23060 - Aircraft Servicer 17.38
23070 - Aircraft Survival Flight Equipment Technician 20.20
23080 - Aircraft Worker 18.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.46

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.46
23110 - Appliance Mechanic 21.46
23120 - Bicycle Repairer 17.44
23125 - Cable Splicer 36.85
23130 - Carpenter Maintenance 16.16
23140 - Carpet Layer 20.12
23160 - Electrician Maintenance 23.66
23181 - Electronics Technician Maintenance I 24.56
23182 - Electronics Technician Maintenance II 26.20
23183 - Electronics Technician Maintenance III 27.83
23260 - Fabric Worker 18.92
23290 - Fire Alarm System Mechanic 21.34
23310 - Fire Extinguisher Repairer 17.69
23311 - Fuel Distribution System Mechanic 24.79
23312 - Fuel Distribution System Operator 21.54
23370 - General Maintenance Worker 15.69
23380 - Ground Support Equipment Mechanic 21.46
23381 - Ground Support Equipment Servicer 17.38
23382 - Ground Support Equipment Worker 18.46
23391 - Gunsmith I 17.69
23392 - Gunsmith II 20.12
23393 - Gunsmith III 22.79
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.33
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.48
23430 - Heavy Equipment Mechanic 21.34
23440 - Heavy Equipment Operator 17.68
23460 - Instrument Mechanic 22.79
23465 - Laboratory/Shelter Mechanic 21.46
23470 - Laborer 12.91
23510 - Locksmith 21.46
23530 - Machinery Maintenance Mechanic 25.08
23550 - Machinist Maintenance 17.62
23580 - Maintenance Trades Helper 12.94
23591 - Metrology Technician I 22.79
23592 - Metrology Technician II 24.08
23593 - Metrology Technician III 25.40
23640 - Millwright 19.62
23710 - Office Appliance Repairer 21.45
23760 - Painter Maintenance 16.28
23790 - Pipefitter Maintenance 19.32
23810 - Plumber Maintenance 18.69
23820 - Pneudraulic Systems Mechanic 22.79
23850 - Rigger 22.79
23870 - Scale Mechanic 20.12
23890 - Sheet-Metal Worker Maintenance 16.84
23910 - Small Engine Mechanic 19.28
23931 - Telecommunications Mechanic I 25.82

23932 - Telecommunications Mechanic II 27.28
23950 - Telephone Lineman 30.77
23960 - Welder Combination Maintenance 18.42
23965 - Well Driller 22.79
23970 - Woodcraft Worker 22.79
23980 - Woodworker 17.69
24000 - Personal Needs Occupations
24550 - Case Manager 13.03
24570 - Child Care Attendant 9.70
24580 - Child Care Center Clerk 12.10
24610 - Chore Aide 10.27
24620 - Family Readiness And Support Services Coordinator 13.03
24630 - Homemaker 15.14
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.52
25040 - Sewage Plant Operator 17.12
25070 - Stationary Engineer 22.52
25190 - Ventilation Equipment Tender 16.40
25210 - Water Treatment Plant Operator 17.12
27000 - Protective Service Occupations
27004 - Alarm Monitor 13.88
27007 - Baggage Inspector 13.81
27008 - Corrections Officer 16.48
27010 - Court Security Officer 17.64
27030 - Detection Dog Handler 16.70
27040 - Detention Officer 16.48
27070 - Firefighter 18.44
27101 - Guard I 13.81
27102 - Guard II 16.70
27131 - Police Officer I 17.77
27132 - Police Officer II 19.74
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.76
28042 - Carnival Equipment Repairer 13.70
28043 - Carnival Worker 9.66
28210 - Gate Attendant/Gate Tender 13.18
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 14.74
28510 - Recreation Aide/Health Facility Attendant 10.49
28515 - Recreation Specialist 16.35
28630 - Sports Official 11.45
28690 - Swimming Pool Operator 16.09
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.12
29020 - Hatch Tender 20.12
29030 - Line Handler 20.12
29041 - Stevedore I 18.92
29042 - Stevedore II 21.46
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.22
30022 - Archeological Technician II 20.38
30023 - Archeological Technician III 24.92
30030 - Cartographic Technician 25.23
30040 - Civil Engineering Technician 23.69
30051 - Cryogenic Technician I 25.70
30052 - Cryogenic Technician II 28.39
30061 - Drafter/CAD Operator I 18.22
30062 - Drafter/CAD Operator II 20.38
30063 - Drafter/CAD Operator III 22.71
30064 - Drafter/CAD Operator IV 27.95
30081 - Engineering Technician I 16.22
30082 - Engineering Technician II 18.22
30083 - Engineering Technician III 20.38
30084 - Engineering Technician IV 25.23
30085 - Engineering Technician V 30.88
30086 - Engineering Technician VI 37.35
30090 - Environmental Technician 20.54
30095 - Evidence Control Specialist 23.21
30210 - Laboratory Technician 23.96
30221 - Latent Fingerprint Technician I 25.70
30222 - Latent Fingerprint Technician II 28.39
30240 - Mathematical Technician 25.23
30361 - Paralegal/Legal Assistant I 17.42
30362 - Paralegal/Legal Assistant II 20.04
30363 - Paralegal/Legal Assistant III 23.31
30364 - Paralegal/Legal Assistant IV 27.05
30375 - Petroleum Supply Specialist 28.39
30390 - Photo-Optics Technician 25.23
30395 - Radiation Control Technician 28.39
30461 - Technical Writer I 23.69
30462 - Technical Writer II 28.98
30463 - Technical Writer III 35.06
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.95
30502 - Weather Forecaster II 34.00
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.71
30621 - Weather Observer Senior (see 2) 25.23
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.22
31030 - Bus Driver 16.78

31043 - Driver Courier	13.14
31260 - Parking and Lot Attendant	11.13
31290 - Shuttle Bus Driver	13.33
31310 - Taxi Driver	12.48
31361 - Truckdriver Light	13.33
31362 - Truckdriver Medium	14.28
31363 - Truckdriver Heavy	17.84
31364 - Truckdriver Tractor-Trailer	17.84
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.06
99050 - Desk Clerk	9.50
99095 - Embalmer	23.85
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.36
99252 - Laboratory Animal Caretaker II	14.35
99260 - Marketing Analyst	29.10
99310 - Mortician	23.85
99410 - Pest Controller	15.09
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.76
99711 - Recycling Specialist	18.91
99730 - Refuse Collector	14.39
99810 - Sales Clerk	10.82
99820 - School Crossing Guard	13.01
99830 - Survey Party Chief	18.42
99831 - Surveying Aide	12.17
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	16.09
99841 - Vending Machine Repairer	19.47
99842 - Vending Machine Repairer Helper	16.09

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5139
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Franklin Johnson Logan Polk Scott

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.53
01012 - Accounting Clerk II		14.86
01013 - Accounting Clerk III		15.76
01020 - Administrative Assistant		20.20
01035 - Court Reporter		14.69
01041 - Customer Service Representative I		10.92
01042 - Customer Service Representative II		12.29
01043 - Customer Service Representative III		13.41
01051 - Data Entry Operator I		11.76
01052 - Data Entry Operator II		12.83
01060 - Dispatcher Motor Vehicle		19.83
01070 - Document Preparation Clerk		11.70
01090 - Duplicating Machine Operator		11.70
01111 - General Clerk I		11.28
01112 - General Clerk II		12.31

01113 - General Clerk III	13.82
01120 - Housing Referral Assistant	16.38
01141 - Messenger Courier	10.45
01191 - Order Clerk I	11.00
01192 - Order Clerk II	12.22
01261 - Personnel Assistant (Employment) I	13.98
01262 - Personnel Assistant (Employment) II	15.64
01263 - Personnel Assistant (Employment) III	17.45
01270 - Production Control Clerk	22.09
01290 - Rental Clerk	12.10
01300 - Scheduler Maintenance	13.13
01311 - Secretary I	13.13
01312 - Secretary II	14.69
01313 - Secretary III	16.38
01320 - Service Order Dispatcher	17.63
01410 - Supply Technician	20.20
01420 - Survey Worker	11.57
01460 - Switchboard Operator/Receptionist	13.40
01531 - Travel Clerk I	12.37
01532 - Travel Clerk II	13.38
01533 - Travel Clerk III	14.14
01611 - Word Processor I	11.80
01612 - Word Processor II	13.34
01613 - Word Processor III	14.87
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.47
05010 - Automotive Electrician	15.33
05040 - Automotive Glass Installer	14.38
05070 - Automotive Worker	14.38
05110 - Mobile Equipment Servicer	12.88
05130 - Motor Equipment Metal Mechanic	16.28
05160 - Motor Equipment Metal Worker	14.38
05190 - Motor Vehicle Mechanic	16.28
05220 - Motor Vehicle Mechanic Helper	12.74
05250 - Motor Vehicle Upholstery Worker	13.52
05280 - Motor Vehicle Wrecker	14.38
05310 - Painter Automotive	15.33
05340 - Radiator Repair Specialist	14.38
05370 - Tire Repairer	12.55
05400 - Transmission Repair Specialist	16.28
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.77
07041 - Cook I	11.46
07042 - Cook II	13.04
07070 - Dishwasher	9.74
07130 - Food Service Worker	10.65
07210 - Meat Cutter	13.99
07260 - Waiter/Waitress	9.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.92

09040 - Furniture Handler 11.68
09080 - Furniture Refinisher 15.92
09090 - Furniture Refinisher Helper 13.62
09110 - Furniture Repairer Minor 15.55
09130 - Upholsterer 16.48
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.92
11060 - Elevator Operator 12.92
11090 - Gardener 14.42
11122 - Housekeeping Aide 10.43
11150 - Janitor 10.43
11210 - Laborer Grounds Maintenance 11.23
11240 - Maid or Houseman 9.75
11260 - Pruner 10.23
11270 - Tractor Operator 13.43
11330 - Trail Maintenance Worker 11.23
11360 - Window Cleaner 11.44
12000 - Health Occupations
12010 - Ambulance Driver 15.77
12011 - Breath Alcohol Technician 18.20
12012 - Certified Occupational Therapist Assistant 24.97
12015 - Certified Physical Therapist Assistant 30.81
12020 - Dental Assistant 17.26
12025 - Dental Hygienist 37.46
12030 - EKG Technician 27.58
12035 - Electroneurodiagnostic Technologist 27.58
12040 - Emergency Medical Technician 15.77
12071 - Licensed Practical Nurse I 16.26
12072 - Licensed Practical Nurse II 18.20
12073 - Licensed Practical Nurse III 20.29
12100 - Medical Assistant 13.89
12130 - Medical Laboratory Technician 20.28
12160 - Medical Record Clerk 12.47
12190 - Medical Record Technician 15.03
12195 - Medical Transcriptionist 16.26
12210 - Nuclear Medicine Technologist 39.99
12221 - Nursing Assistant I 10.35
12222 - Nursing Assistant II 11.64
12223 - Nursing Assistant III 12.69
12224 - Nursing Assistant IV 14.25
12235 - Optical Dispenser 19.23
12236 - Optical Technician 16.26
12250 - Pharmacy Technician 16.07
12280 - Phlebotomist 12.83
12305 - Radiologic Technologist 22.49
12311 - Registered Nurse I 22.44
12312 - Registered Nurse II 27.45
12313 - Registered Nurse II Specialist 27.45
12314 - Registered Nurse III 33.20
12315 - Registered Nurse III Anesthetist 33.20

12316 - Registered Nurse IV		39.79
12317 - Scheduler (Drug and Alcohol Testing)		22.54
12320 - Substance Abuse Treatment Counselor		21.27
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.13
13012 - Exhibits Specialist II		23.69
13013 - Exhibits Specialist III		28.98
13041 - Illustrator I		19.13
13042 - Illustrator II		23.69
13043 - Illustrator III		28.98
13047 - Librarian		26.24
13050 - Library Aide/Clerk		12.50
13054 - Library Information Technology Systems Administrator		23.69
13058 - Library Technician		19.13
13061 - Media Specialist I		17.09
13062 - Media Specialist II		19.13
13063 - Media Specialist III		21.33
13071 - Photographer I		17.09
13072 - Photographer II		19.13
13073 - Photographer III		23.69
13074 - Photographer IV		28.98
13075 - Photographer V		35.06
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.09
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.38
14042 - Computer Operator II		16.39
14043 - Computer Operator III		18.46
14044 - Computer Operator IV		19.92
14045 - Computer Operator V		22.71
14071 - Computer Programmer I	(see 1)	18.65
14072 - Computer Programmer II	(see 1)	20.79
14073 - Computer Programmer III	(see 1)	26.85
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		14.38
14160 - Personal Computer Support Technician		19.92
14170 - System Support Specialist		21.68
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.53
15020 - Aircrew Training Devices Instructor (Rated)		34.52
15030 - Air Crew Training Devices Instructor (Pilot)		41.37
15050 - Computer Based Training Specialist / Instructor		28.53
15060 - Educational Technologist		28.89
15070 - Flight Instructor (Pilot)		41.37
15080 - Graphic Artist		15.86
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.37

15086 - Maintenance Test Pilot Rotary Wing 41.37
15088 - Non-Maintenance Test/Co-Pilot 41.37
15090 - Technical Instructor 20.44
15095 - Technical Instructor/Course Developer 25.00
15110 - Test Proctor 16.51
15120 - Tutor 16.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.94
16030 - Counter Attendant 10.94
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.94
16090 - Presser Hand 10.94
16110 - Presser Machine Drycleaning 10.94
16130 - Presser Machine Shirts 10.94
16160 - Presser Machine Wearing Apparel Laundry 10.94
16190 - Sewing Machine Operator 13.02
16220 - Tailor 13.86
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 17.83
19040 - Tool And Die Maker 22.21
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.83
21030 - Material Coordinator 22.09
21040 - Material Expediter 22.09
21050 - Material Handling Laborer 12.91
21071 - Order Filler 12.75
21080 - Production Line Worker (Food Processing) 15.83
21110 - Shipping Packer 15.65
21130 - Shipping/Receiving Clerk 15.65
21140 - Store Worker I 11.74
21150 - Stock Clerk 15.79
21210 - Tools And Parts Attendant 15.83
21410 - Warehouse Specialist 15.83
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 21.84
23019 - Aircraft Logs and Records Technician 17.16
23021 - Aircraft Mechanic I 20.67
23022 - Aircraft Mechanic II 21.84
23023 - Aircraft Mechanic III 23.03
23040 - Aircraft Mechanic Helper 14.93
23050 - Aircraft Painter 19.46
23060 - Aircraft Servicer 17.16
23070 - Aircraft Survival Flight Equipment Technician 19.46
23080 - Aircraft Worker 18.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.25
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 20.67
23110 - Appliance Mechanic 21.46

23120 - Bicycle Repairer	16.71
23125 - Cable Splicer	37.21
23130 - Carpenter Maintenance	14.65
23140 - Carpet Layer	20.12
23160 - Electrician Maintenance	24.05
23181 - Electronics Technician Maintenance I	24.56
23182 - Electronics Technician Maintenance II	26.30
23183 - Electronics Technician Maintenance III	27.83
23260 - Fabric Worker	18.92
23290 - Fire Alarm System Mechanic	22.79
23310 - Fire Extinguisher Repairer	17.69
23311 - Fuel Distribution System Mechanic	25.09
23312 - Fuel Distribution System Operator	20.70
23370 - General Maintenance Worker	15.69
23380 - Ground Support Equipment Mechanic	20.67
23381 - Ground Support Equipment Servicer	17.16
23382 - Ground Support Equipment Worker	18.25
23391 - Gunsmith I	17.69
23392 - Gunsmith II	20.12
23393 - Gunsmith III	22.79
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.08
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.21
23430 - Heavy Equipment Mechanic	21.34
23440 - Heavy Equipment Operator	17.68
23460 - Instrument Mechanic	22.79
23465 - Laboratory/Shelter Mechanic	21.46
23470 - Laborer	12.91
23510 - Locksmith	21.46
23530 - Machinery Maintenance Mechanic	25.08
23550 - Machinist Maintenance	17.62
23580 - Maintenance Trades Helper	13.17
23591 - Metrology Technician I	22.79
23592 - Metrology Technician II	24.08
23593 - Metrology Technician III	25.40
23640 - Millwright	19.62
23710 - Office Appliance Repairer	21.45
23760 - Painter Maintenance	16.28
23790 - Pipefitter Maintenance	17.90
23810 - Plumber Maintenance	16.77
23820 - Pneudraulic Systems Mechanic	22.79
23850 - Rigger	22.79
23870 - Scale Mechanic	20.12
23890 - Sheet-Metal Worker Maintenance	16.84
23910 - Small Engine Mechanic	20.12
23931 - Telecommunications Mechanic I	25.82
23932 - Telecommunications Mechanic II	27.28
23950 - Telephone Lineman	30.77
23960 - Welder Combination Maintenance	18.42

23965 - Well Driller		22.79
23970 - Woodcraft Worker		22.79
23980 - Woodworker		17.69
24000 - Personal Needs Occupations		
24550 - Case Manager		13.03
24570 - Child Care Attendant		9.70
24580 - Child Care Center Clerk		12.38
24610 - Chore Aide		10.27
24620 - Family Readiness And Support Services Coordinator		13.03
24630 - Homemaker		13.59
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.02
25040 - Sewage Plant Operator		17.12
25070 - Stationary Engineer		23.02
25190 - Ventilation Equipment Tender		16.12
25210 - Water Treatment Plant Operator		17.12
27000 - Protective Service Occupations		
27004 - Alarm Monitor		13.88
27007 - Baggage Inspector		12.31
27008 - Corrections Officer		15.97
27010 - Court Security Officer		16.51
27030 - Detection Dog Handler		13.77
27040 - Detention Officer		15.97
27070 - Firefighter		16.86
27101 - Guard I		12.31
27102 - Guard II		13.77
27131 - Police Officer I		16.69
27132 - Police Officer II		18.54
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.76
28042 - Carnival Equipment Repairer		13.70
28043 - Carnival Worker		9.66
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.09
28515 - Recreation Specialist		16.35
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		16.53
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.12
29020 - Hatch Tender		20.12
29030 - Line Handler		20.12
29041 - Stevedore I		18.92
29042 - Stevedore II		21.46
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		17.09
30022 - Archeological Technician II		19.13
30023 - Archeological Technician III		23.69
30030 - Cartographic Technician		23.69
30040 - Civil Engineering Technician		23.69
30051 - Cryogenic Technician I		25.70
30052 - Cryogenic Technician II		28.39
30061 - Drafter/CAD Operator I		17.09
30062 - Drafter/CAD Operator II		19.13
30063 - Drafter/CAD Operator III		21.33
30064 - Drafter/CAD Operator IV		26.24
30081 - Engineering Technician I		15.33
30082 - Engineering Technician II		18.00
30083 - Engineering Technician III		20.00
30084 - Engineering Technician IV		25.18
30085 - Engineering Technician V		27.53
30086 - Engineering Technician VI		36.95
30090 - Environmental Technician		23.69
30095 - Evidence Control Specialist		23.21
30210 - Laboratory Technician		24.70
30221 - Latent Fingerprint Technician I		25.70
30222 - Latent Fingerprint Technician II		28.39
30240 - Mathematical Technician		23.69
30361 - Paralegal/Legal Assistant I		16.25
30362 - Paralegal/Legal Assistant II		21.57
30363 - Paralegal/Legal Assistant III		26.40
30364 - Paralegal/Legal Assistant IV		31.93
30375 - Petroleum Supply Specialist		28.39
30390 - Photo-Optics Technician		24.17
30395 - Radiation Control Technician		28.39
30461 - Technical Writer I		23.69
30462 - Technical Writer II		28.98
30463 - Technical Writer III		35.06
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.95
30502 - Weather Forecaster II		34.00
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.33
30621 - Weather Observer Senior	(see 2)	23.69
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.22
31030 - Bus Driver		16.78
31043 - Driver Courier		11.88
31260 - Parking and Lot Attendant		11.13
31290 - Shuttle Bus Driver		12.76

31310 - Taxi Driver	12.48
31361 - Truckdriver Light	12.76
31362 - Truckdriver Medium	13.65
31363 - Truckdriver Heavy	18.95
31364 - Truckdriver Tractor-Trailer	18.95
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.06
99050 - Desk Clerk	9.50
99095 - Embalmer	23.85
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.92
99252 - Laboratory Animal Caretaker II	14.75
99260 - Marketing Analyst	29.10
99310 - Mortician	23.85
99410 - Pest Controller	15.09
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.76
99711 - Recycling Specialist	18.91
99730 - Refuse Collector	14.37
99810 - Sales Clerk	10.82
99820 - School Crossing Guard	13.01
99830 - Survey Party Chief	18.43
99831 - Surveying Aide	12.17
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	17.18
99841 - Vending Machine Repairer	20.99
99842 - Vending Machine Repairer Helper	17.18

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5140
Revision No.: 14
Date Of Last Revision: 05/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Franklin Johnson Logan Polk Scott

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.53
01012 - Accounting Clerk II		14.86
01013 - Accounting Clerk III		15.76
01020 - Administrative Assistant		20.20
01035 - Court Reporter		14.69
01041 - Customer Service Representative I		10.92
01042 - Customer Service Representative II		12.29
01043 - Customer Service Representative III		13.41
01051 - Data Entry Operator I		11.76
01052 - Data Entry Operator II		12.83
01060 - Dispatcher Motor Vehicle		19.83
01070 - Document Preparation Clerk		11.70

01090 - Duplicating Machine Operator 11.70
01111 - General Clerk I 11.28
01112 - General Clerk II 12.31
01113 - General Clerk III 13.82
01120 - Housing Referral Assistant 16.38
01141 - Messenger Courier 10.45
01191 - Order Clerk I 11.00
01192 - Order Clerk II 12.22
01261 - Personnel Assistant (Employment) I 13.98
01262 - Personnel Assistant (Employment) II 15.64
01263 - Personnel Assistant (Employment) III 17.45
01270 - Production Control Clerk 22.09
01290 - Rental Clerk 12.10
01300 - Scheduler Maintenance 13.13
01311 - Secretary I 13.13
01312 - Secretary II 14.69
01313 - Secretary III 16.38
01320 - Service Order Dispatcher 17.63
01410 - Supply Technician 20.20
01420 - Survey Worker 11.57
01460 - Switchboard Operator/Receptionist 13.40
01531 - Travel Clerk I 12.37
01532 - Travel Clerk II 13.38
01533 - Travel Clerk III 14.14
01611 - Word Processor I 11.80
01612 - Word Processor II 13.34
01613 - Word Processor III 14.87
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.47
05010 - Automotive Electrician 15.33
05040 - Automotive Glass Installer 14.38
05070 - Automotive Worker 14.38
05110 - Mobile Equipment Servicer 12.88
05130 - Motor Equipment Metal Mechanic 16.28
05160 - Motor Equipment Metal Worker 14.38
05190 - Motor Vehicle Mechanic 16.28
05220 - Motor Vehicle Mechanic Helper 12.74
05250 - Motor Vehicle Upholstery Worker 13.52
05280 - Motor Vehicle Wrecker 14.38
05310 - Painter Automotive 15.33
05340 - Radiator Repair Specialist 14.38
05370 - Tire Repairer 12.55
05400 - Transmission Repair Specialist 16.28
07000 - Food Preparation And Service Occupations
07010 - Baker 15.77
07041 - Cook I 11.46
07042 - Cook II 13.04
07070 - Dishwasher 9.74
07130 - Food Service Worker 10.65
07210 - Meat Cutter 13.99

07260 - Waiter/Waitress	9.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.92
09040 - Furniture Handler	11.68
09080 - Furniture Refinisher	15.92
09090 - Furniture Refinisher Helper	13.62
09110 - Furniture Repairer Minor	15.55
09130 - Upholsterer	16.48
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.92
11060 - Elevator Operator	12.92
11090 - Gardener	14.42
11122 - Housekeeping Aide	10.43
11150 - Janitor	10.43
11210 - Laborer Grounds Maintenance	11.23
11240 - Maid or Houseman	9.75
11260 - Pruner	10.23
11270 - Tractor Operator	13.43
11330 - Trail Maintenance Worker	11.23
11360 - Window Cleaner	11.44
12000 - Health Occupations	
12010 - Ambulance Driver	15.77
12011 - Breath Alcohol Technician	18.20
12012 - Certified Occupational Therapist Assistant	24.97
12015 - Certified Physical Therapist Assistant	30.81
12020 - Dental Assistant	17.26
12025 - Dental Hygienist	37.46
12030 - EKG Technician	27.58
12035 - Electroneurodiagnostic Technologist	27.58
12040 - Emergency Medical Technician	15.77
12071 - Licensed Practical Nurse I	16.26
12072 - Licensed Practical Nurse II	18.20
12073 - Licensed Practical Nurse III	20.29
12100 - Medical Assistant	13.89
12130 - Medical Laboratory Technician	20.28
12160 - Medical Record Clerk	12.47
12190 - Medical Record Technician	15.03
12195 - Medical Transcriptionist	16.26
12210 - Nuclear Medicine Technologist	39.99
12221 - Nursing Assistant I	10.35
12222 - Nursing Assistant II	11.64
12223 - Nursing Assistant III	12.69
12224 - Nursing Assistant IV	14.25
12235 - Optical Dispenser	19.23
12236 - Optical Technician	16.26
12250 - Pharmacy Technician	16.07
12280 - Phlebotomist	12.83
12305 - Radiologic Technologist	22.49
12311 - Registered Nurse I	22.44
12312 - Registered Nurse II	27.45

12313 - Registered Nurse II Specialist		27.45
12314 - Registered Nurse III		33.20
12315 - Registered Nurse III Anesthetist		33.20
12316 - Registered Nurse IV		39.79
12317 - Scheduler (Drug and Alcohol Testing)		22.54
12320 - Substance Abuse Treatment Counselor		21.27
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.13
13012 - Exhibits Specialist II		23.69
13013 - Exhibits Specialist III		28.98
13041 - Illustrator I		19.13
13042 - Illustrator II		23.69
13043 - Illustrator III		28.98
13047 - Librarian		26.24
13050 - Library Aide/Clerk		12.50
13054 - Library Information Technology Systems Administrator		23.69
13058 - Library Technician		19.13
13061 - Media Specialist I		17.09
13062 - Media Specialist II		19.13
13063 - Media Specialist III		21.33
13071 - Photographer I		17.09
13072 - Photographer II		19.13
13073 - Photographer III		23.69
13074 - Photographer IV		28.98
13075 - Photographer V		35.06
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.09
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.38
14042 - Computer Operator II		16.39
14043 - Computer Operator III		18.46
14044 - Computer Operator IV		19.92
14045 - Computer Operator V		22.71
14071 - Computer Programmer I	(see 1)	18.65
14072 - Computer Programmer II	(see 1)	20.79
14073 - Computer Programmer III	(see 1)	26.85
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		14.38
14160 - Personal Computer Support Technician		19.92
14170 - System Support Specialist		21.68
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.53
15020 - Aircrew Training Devices Instructor (Rated)		34.52
15030 - Air Crew Training Devices Instructor (Pilot)		41.37
15050 - Computer Based Training Specialist / Instructor		28.53
15060 - Educational Technologist		28.89

15070 - Flight Instructor (Pilot) 41.37
15080 - Graphic Artist 15.86
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.37
15086 - Maintenance Test Pilot Rotary Wing 41.37
15088 - Non-Maintenance Test/Co-Pilot 41.37
15090 - Technical Instructor 20.44
15095 - Technical Instructor/Course Developer 25.00
15110 - Test Proctor 16.51
15120 - Tutor 16.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.94
16030 - Counter Attendant 10.94
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.94
16090 - Presser Hand 10.94
16110 - Presser Machine Drycleaning 10.94
16130 - Presser Machine Shirts 10.94
16160 - Presser Machine Wearing Apparel Laundry 10.94
16190 - Sewing Machine Operator 13.02
16220 - Tailor 13.86
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 17.83
19040 - Tool And Die Maker 22.21
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.83
21030 - Material Coordinator 22.09
21040 - Material Expediter 22.09
21050 - Material Handling Laborer 12.91
21071 - Order Filler 12.75
21080 - Production Line Worker (Food Processing) 15.83
21110 - Shipping Packer 15.65
21130 - Shipping/Receiving Clerk 15.65
21140 - Store Worker I 11.74
21150 - Stock Clerk 15.79
21210 - Tools And Parts Attendant 15.83
21410 - Warehouse Specialist 15.83
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 21.84
23019 - Aircraft Logs and Records Technician 17.16
23021 - Aircraft Mechanic I 20.67
23022 - Aircraft Mechanic II 21.84
23023 - Aircraft Mechanic III 23.03
23040 - Aircraft Mechanic Helper 14.93
23050 - Aircraft Painter 19.46
23060 - Aircraft Servicer 17.16
23070 - Aircraft Survival Flight Equipment Technician 19.46
23080 - Aircraft Worker 18.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.25

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 20.67
23110 - Appliance Mechanic 21.46
23120 - Bicycle Repairer 16.71
23125 - Cable Splicer 37.21
23130 - Carpenter Maintenance 14.65
23140 - Carpet Layer 20.12
23160 - Electrician Maintenance 24.05
23181 - Electronics Technician Maintenance I 24.56
23182 - Electronics Technician Maintenance II 26.30
23183 - Electronics Technician Maintenance III 27.83
23260 - Fabric Worker 18.92
23290 - Fire Alarm System Mechanic 22.79
23310 - Fire Extinguisher Repairer 17.69
23311 - Fuel Distribution System Mechanic 25.09
23312 - Fuel Distribution System Operator 20.70
23370 - General Maintenance Worker 15.69
23380 - Ground Support Equipment Mechanic 20.67
23381 - Ground Support Equipment Servicer 17.16
23382 - Ground Support Equipment Worker 18.25
23391 - Gunsmith I 17.69
23392 - Gunsmith II 20.12
23393 - Gunsmith III 22.79
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.08
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.21
23430 - Heavy Equipment Mechanic 21.34
23440 - Heavy Equipment Operator 17.68
23460 - Instrument Mechanic 22.79
23465 - Laboratory/Shelter Mechanic 21.46
23470 - Laborer 12.91
23510 - Locksmith 21.46
23530 - Machinery Maintenance Mechanic 25.08
23550 - Machinist Maintenance 17.62
23580 - Maintenance Trades Helper 13.17
23591 - Metrology Technician I 22.79
23592 - Metrology Technician II 24.08
23593 - Metrology Technician III 25.40
23640 - Millwright 19.62
23710 - Office Appliance Repairer 21.45
23760 - Painter Maintenance 16.28
23790 - Pipefitter Maintenance 17.90
23810 - Plumber Maintenance 16.77
23820 - Pneudraulic Systems Mechanic 22.79
23850 - Rigger 22.79
23870 - Scale Mechanic 20.12
23890 - Sheet-Metal Worker Maintenance 16.84
23910 - Small Engine Mechanic 20.12
23931 - Telecommunications Mechanic I 25.82

23932 - Telecommunications Mechanic II	27.28
23950 - Telephone Lineman	30.77
23960 - Welder Combination Maintenance	18.42
23965 - Well Driller	22.79
23970 - Woodcraft Worker	22.79
23980 - Woodworker	17.69
24000 - Personal Needs Occupations	
24550 - Case Manager	13.03
24570 - Child Care Attendant	9.70
24580 - Child Care Center Clerk	12.38
24610 - Chore Aide	10.27
24620 - Family Readiness And Support Services Coordinator	13.03
24630 - Homemaker	13.59
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.02
25040 - Sewage Plant Operator	17.12
25070 - Stationary Engineer	23.02
25190 - Ventilation Equipment Tender	16.12
25210 - Water Treatment Plant Operator	17.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.88
27007 - Baggage Inspector	12.31
27008 - Corrections Officer	15.97
27010 - Court Security Officer	16.51
27030 - Detection Dog Handler	13.77
27040 - Detention Officer	15.97
27070 - Firefighter	16.86
27101 - Guard I	12.31
27102 - Guard II	13.77
27131 - Police Officer I	16.69
27132 - Police Officer II	18.54
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.76
28042 - Carnival Equipment Repairer	13.70
28043 - Carnival Worker	9.66
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	16.35
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	16.53
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.12
29020 - Hatch Tender	20.12
29030 - Line Handler	20.12
29041 - Stevedore I	18.92
29042 - Stevedore II	21.46
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.09
30022 - Archeological Technician II 19.13
30023 - Archeological Technician III 23.69
30030 - Cartographic Technician 23.69
30040 - Civil Engineering Technician 23.69
30051 - Cryogenic Technician I 25.70
30052 - Cryogenic Technician II 28.39
30061 - Drafter/CAD Operator I 17.09
30062 - Drafter/CAD Operator II 19.13
30063 - Drafter/CAD Operator III 21.33
30064 - Drafter/CAD Operator IV 26.24
30081 - Engineering Technician I 15.33
30082 - Engineering Technician II 18.00
30083 - Engineering Technician III 20.00
30084 - Engineering Technician IV 25.18
30085 - Engineering Technician V 27.53
30086 - Engineering Technician VI 36.95
30090 - Environmental Technician 23.69
30095 - Evidence Control Specialist 23.21
30210 - Laboratory Technician 24.70
30221 - Latent Fingerprint Technician I 25.70
30222 - Latent Fingerprint Technician II 28.39
30240 - Mathematical Technician 23.69
30361 - Paralegal/Legal Assistant I 16.25
30362 - Paralegal/Legal Assistant II 21.57
30363 - Paralegal/Legal Assistant III 26.40
30364 - Paralegal/Legal Assistant IV 31.93
30375 - Petroleum Supply Specialist 28.39
30390 - Photo-Optics Technician 24.17
30395 - Radiation Control Technician 28.39
30461 - Technical Writer I 23.69
30462 - Technical Writer II 28.98
30463 - Technical Writer III 35.06
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.95
30502 - Weather Forecaster II 34.00
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.33
30621 - Weather Observer Senior (see 2) 23.69
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.22
31030 - Bus Driver 16.78

31043 - Driver Courier	11.88
31260 - Parking and Lot Attendant	11.13
31290 - Shuttle Bus Driver	12.76
31310 - Taxi Driver	12.48
31361 - Truckdriver Light	12.76
31362 - Truckdriver Medium	13.65
31363 - Truckdriver Heavy	18.95
31364 - Truckdriver Tractor-Trailer	18.95
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.06
99050 - Desk Clerk	9.50
99095 - Embalmer	23.85
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.92
99252 - Laboratory Animal Caretaker II	14.75
99260 - Marketing Analyst	29.10
99310 - Mortician	23.85
99410 - Pest Controller	15.09
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.76
99711 - Recycling Specialist	18.91
99730 - Refuse Collector	14.37
99810 - Sales Clerk	10.82
99820 - School Crossing Guard	13.01
99830 - Survey Party Chief	18.43
99831 - Surveying Aide	12.17
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	17.18
99841 - Vending Machine Repairer	20.99
99842 - Vending Machine Repairer Helper	17.18

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5141
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Crawford Sebastian

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.18
01012 - Accounting Clerk II		14.86
01013 - Accounting Clerk III		16.56
01020 - Administrative Assistant		20.24
01035 - Court Reporter		15.86
01041 - Customer Service Representative I		11.77
01042 - Customer Service Representative II		13.24
01043 - Customer Service Representative III		14.44
01051 - Data Entry Operator I		12.67
01052 - Data Entry Operator II		13.82
01060 - Dispatcher Motor Vehicle		18.63
01070 - Document Preparation Clerk		12.63
01090 - Duplicating Machine Operator		12.63
01111 - General Clerk I		12.52
01112 - General Clerk II		13.66

01113 - General Clerk III 15.33
01120 - Housing Referral Assistant 17.68
01141 - Messenger Courier 11.86
01191 - Order Clerk I 15.14
01192 - Order Clerk II 16.52
01261 - Personnel Assistant (Employment) I 14.50
01262 - Personnel Assistant (Employment) II 16.23
01263 - Personnel Assistant (Employment) III 18.09
01270 - Production Control Clerk 20.08
01290 - Rental Clerk 12.89
01300 - Scheduler Maintenance 14.17
01311 - Secretary I 14.17
01312 - Secretary II 15.86
01313 - Secretary III 17.68
01320 - Service Order Dispatcher 16.03
01410 - Supply Technician 20.24
01420 - Survey Worker 13.36
01460 - Switchboard Operator/Receptionist 12.53
01531 - Travel Clerk I 12.37
01532 - Travel Clerk II 13.38
01533 - Travel Clerk III 14.14
01611 - Word Processor I 12.63
01612 - Word Processor II 14.17
01613 - Word Processor III 15.86
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.03
05010 - Automotive Electrician 16.15
05040 - Automotive Glass Installer 15.08
05070 - Automotive Worker 15.08
05110 - Mobile Equipment Servicer 13.02
05130 - Motor Equipment Metal Mechanic 17.23
05160 - Motor Equipment Metal Worker 15.08
05190 - Motor Vehicle Mechanic 17.23
05220 - Motor Vehicle Mechanic Helper 12.74
05250 - Motor Vehicle Upholstery Worker 14.05
05280 - Motor Vehicle Wrecker 15.08
05310 - Painter Automotive 16.15
05340 - Radiator Repair Specialist 15.08
05370 - Tire Repairer 12.06
05400 - Transmission Repair Specialist 17.23
07000 - Food Preparation And Service Occupations
07010 - Baker 13.04
07041 - Cook I 11.46
07042 - Cook II 13.04
07070 - Dishwasher 9.82
07130 - Food Service Worker 10.23
07210 - Meat Cutter 13.04
07260 - Waiter/Waitress 9.31
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 15.92

09040 - Furniture Handler 9.65
09080 - Furniture Refinisher 15.59
09090 - Furniture Refinisher Helper 11.56
09110 - Furniture Repairer Minor 13.56
09130 - Upholsterer 14.98
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.21
11060 - Elevator Operator 11.35
11090 - Gardener 16.73
11122 - Housekeeping Aide 11.35
11150 - Janitor 11.35
11210 - Laborer Grounds Maintenance 12.60
11240 - Maid or Houseman 10.08
11260 - Pruner 11.28
11270 - Tractor Operator 15.41
11330 - Trail Maintenance Worker 12.60
11360 - Window Cleaner 12.68
12000 - Health Occupations
12010 - Ambulance Driver 15.80
12011 - Breath Alcohol Technician 17.43
12012 - Certified Occupational Therapist Assistant 26.30
12015 - Certified Physical Therapist Assistant 27.17
12020 - Dental Assistant 17.07
12025 - Dental Hygienist 35.55
12030 - EKG Technician 24.23
12035 - Electroneurodiagnostic Technologist 24.23
12040 - Emergency Medical Technician 15.80
12071 - Licensed Practical Nurse I 15.57
12072 - Licensed Practical Nurse II 17.43
12073 - Licensed Practical Nurse III 19.42
12100 - Medical Assistant 13.71
12130 - Medical Laboratory Technician 20.36
12160 - Medical Record Clerk 14.44
12190 - Medical Record Technician 16.53
12195 - Medical Transcriptionist 17.12
12210 - Nuclear Medicine Technologist 38.28
12221 - Nursing Assistant I 11.62
12222 - Nursing Assistant II 13.06
12223 - Nursing Assistant III 14.25
12224 - Nursing Assistant IV 16.00
12235 - Optical Dispenser 17.61
12236 - Optical Technician 15.57
12250 - Pharmacy Technician 16.07
12280 - Phlebotomist 14.98
12305 - Radiologic Technologist 21.36
12311 - Registered Nurse I 22.65
12312 - Registered Nurse II 27.71
12313 - Registered Nurse II Specialist 27.71
12314 - Registered Nurse III 33.53
12315 - Registered Nurse III Anesthetist 33.53

12316 - Registered Nurse IV		40.18
12317 - Scheduler (Drug and Alcohol Testing)		21.58
12320 - Substance Abuse Treatment Counselor		20.74
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.47
13012 - Exhibits Specialist II		25.35
13013 - Exhibits Specialist III		31.01
13041 - Illustrator I		20.47
13042 - Illustrator II		25.35
13043 - Illustrator III		31.01
13047 - Librarian		28.08
13050 - Library Aide/Clerk		15.13
13054 - Library Information Technology Systems Administrator		25.35
13058 - Library Technician		20.47
13061 - Media Specialist I		18.29
13062 - Media Specialist II		20.47
13063 - Media Specialist III		22.81
13071 - Photographer I		17.71
13072 - Photographer II		19.81
13073 - Photographer III		24.54
13074 - Photographer IV		30.02
13075 - Photographer V		36.32
13090 - Technical Order Library Clerk		20.47
13110 - Video Teleconference Technician		18.29
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.82
14042 - Computer Operator II		18.03
14043 - Computer Operator III		20.31
14044 - Computer Operator IV		21.91
14045 - Computer Operator V		24.98
14071 - Computer Programmer I	(see 1)	19.85
14072 - Computer Programmer II	(see 1)	23.90
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.82
14160 - Personal Computer Support Technician		21.91
14170 - System Support Specialist		24.19
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.16
15020 - Aircrew Training Devices Instructor (Rated)		35.28
15030 - Air Crew Training Devices Instructor (Pilot)		42.28
15050 - Computer Based Training Specialist / Instructor		29.16
15060 - Educational Technologist		33.94
15070 - Flight Instructor (Pilot)		42.28
15080 - Graphic Artist		17.75
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.28

15086 - Maintenance Test Pilot Rotary Wing 42.28
15088 - Non-Maintenance Test/Co-Pilot 42.28
15090 - Technical Instructor 19.25
15095 - Technical Instructor/Course Developer 23.55
15110 - Test Proctor 15.54
15120 - Tutor 15.54
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.94
16030 - Counter Attendant 10.94
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.94
16090 - Presser Hand 10.94
16110 - Presser Machine Drycleaning 10.94
16130 - Presser Machine Shirts 10.94
16160 - Presser Machine Wearing Apparel Laundry 10.94
16190 - Sewing Machine Operator 13.02
16220 - Tailor 13.86
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.04
19040 - Tool And Die Maker 25.18
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.63
21030 - Material Coordinator 20.08
21040 - Material Expediter 20.08
21050 - Material Handling Laborer 11.82
21071 - Order Filler 12.64
21080 - Production Line Worker (Food Processing) 13.63
21110 - Shipping Packer 14.34
21130 - Shipping/Receiving Clerk 14.34
21140 - Store Worker I 11.44
21150 - Stock Clerk 16.13
21210 - Tools And Parts Attendant 13.63
21410 - Warehouse Specialist 13.63
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.79
23019 - Aircraft Logs and Records Technician 17.57
23021 - Aircraft Mechanic I 21.51
23022 - Aircraft Mechanic II 22.79
23023 - Aircraft Mechanic III 24.12
23040 - Aircraft Mechanic Helper 14.99
23050 - Aircraft Painter 20.18
23060 - Aircraft Servicer 17.57
23070 - Aircraft Survival Flight Equipment Technician 20.18
23080 - Aircraft Worker 18.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.86
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.51
23110 - Appliance Mechanic 20.18

23120 - Bicycle Repairer	16.15
23125 - Cable Splicer	35.47
23130 - Carpenter Maintenance	16.71
23140 - Carpet Layer	18.86
23160 - Electrician Maintenance	22.39
23181 - Electronics Technician Maintenance I	22.50
23182 - Electronics Technician Maintenance II	24.10
23183 - Electronics Technician Maintenance III	25.71
23260 - Fabric Worker	17.57
23290 - Fire Alarm System Mechanic	19.90
23310 - Fire Extinguisher Repairer	16.28
23311 - Fuel Distribution System Mechanic	25.73
23312 - Fuel Distribution System Operator	19.47
23370 - General Maintenance Worker	15.08
23380 - Ground Support Equipment Mechanic	21.51
23381 - Ground Support Equipment Servicer	17.57
23382 - Ground Support Equipment Worker	18.86
23391 - Gunsmith I	16.28
23392 - Gunsmith II	18.86
23393 - Gunsmith III	21.51
23410 - Heating Ventilation And Air-Conditioning Mechanic	17.77
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	18.82
23430 - Heavy Equipment Mechanic	22.85
23440 - Heavy Equipment Operator	17.29
23460 - Instrument Mechanic	21.51
23465 - Laboratory/Shelter Mechanic	20.18
23470 - Laborer	11.82
23510 - Locksmith	20.18
23530 - Machinery Maintenance Mechanic	20.57
23550 - Machinist Maintenance	18.78
23580 - Maintenance Trades Helper	11.97
23591 - Metrology Technician I	21.51
23592 - Metrology Technician II	22.79
23593 - Metrology Technician III	24.12
23640 - Millwright	21.51
23710 - Office Appliance Repairer	18.17
23760 - Painter Maintenance	14.75
23790 - Pipefitter Maintenance	22.64
23810 - Plumber Maintenance	21.22
23820 - Pneudraulic Systems Mechanic	21.51
23850 - Rigger	21.51
23870 - Scale Mechanic	18.86
23890 - Sheet-Metal Worker Maintenance	17.34
23910 - Small Engine Mechanic	17.57
23931 - Telecommunications Mechanic I	24.93
23932 - Telecommunications Mechanic II	26.25
23950 - Telephone Lineman	30.44
23960 - Welder Combination Maintenance	19.08

23965 - Well Driller	21.51
23970 - Woodcraft Worker	21.51
23980 - Woodworker	16.28
24000 - Personal Needs Occupations	
24550 - Case Manager	14.43
24570 - Child Care Attendant	9.52
24580 - Child Care Center Clerk	12.38
24610 - Chore Aide	9.79
24620 - Family Readiness And Support Services Coordinator	14.43
24630 - Homemaker	14.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.51
25040 - Sewage Plant Operator	16.41
25070 - Stationary Engineer	21.51
25190 - Ventilation Equipment Tender	14.99
25210 - Water Treatment Plant Operator	16.41
27000 - Protective Service Occupations	
27004 - Alarm Monitor	11.44
27007 - Baggage Inspector	12.02
27008 - Corrections Officer	13.88
27010 - Court Security Officer	15.27
27030 - Detection Dog Handler	13.45
27040 - Detention Officer	13.88
27070 - Firefighter	15.17
27101 - Guard I	12.02
27102 - Guard II	13.45
27131 - Police Officer I	17.65
27132 - Police Officer II	19.61
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.90
28042 - Carnival Equipment Repairer	14.02
28043 - Carnival Worker	9.40
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	16.34
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	16.53
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.56
29020 - Hatch Tender	25.56
29030 - Line Handler	25.56
29041 - Stevedore I	23.82
29042 - Stevedore II	27.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I 16.48
30022 - Archeological Technician II 18.44
30023 - Archeological Technician III 22.83
30030 - Cartographic Technician 22.83
30040 - Civil Engineering Technician 22.83
30051 - Cryogenic Technician I 25.29
30052 - Cryogenic Technician II 27.94
30061 - Drafter/CAD Operator I 16.48
30062 - Drafter/CAD Operator II 18.44
30063 - Drafter/CAD Operator III 20.55
30064 - Drafter/CAD Operator IV 25.29
30081 - Engineering Technician I 14.68
30082 - Engineering Technician II 16.48
30083 - Engineering Technician III 18.44
30084 - Engineering Technician IV 22.89
30085 - Engineering Technician V 27.53
30086 - Engineering Technician VI 33.80
30090 - Environmental Technician 22.83
30095 - Evidence Control Specialist 22.83
30210 - Laboratory Technician 18.70
30221 - Latent Fingerprint Technician I 25.29
30222 - Latent Fingerprint Technician II 27.94
30240 - Mathematical Technician 22.83
30361 - Paralegal/Legal Assistant I 17.91
30362 - Paralegal/Legal Assistant II 22.44
30363 - Paralegal/Legal Assistant III 27.46
30364 - Paralegal/Legal Assistant IV 33.22
30375 - Petroleum Supply Specialist 27.94
30390 - Photo-Optics Technician 22.83
30395 - Radiation Control Technician 27.94
30461 - Technical Writer I 22.83
30462 - Technical Writer II 27.94
30463 - Technical Writer III 33.80
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.29
30502 - Weather Forecaster II 30.76
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.55
30621 - Weather Observer Senior (see 2) 22.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.79
31030 - Bus Driver 18.01
31043 - Driver Courier 12.52
31260 - Parking and Lot Attendant 12.34
31290 - Shuttle Bus Driver 13.60

31310 - Taxi Driver	11.11
31361 - Truckdriver Light	13.60
31362 - Truckdriver Medium	14.68
31363 - Truckdriver Heavy	20.85
31364 - Truckdriver Tractor-Trailer	20.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.88
99050 - Desk Clerk	9.62
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.07
99252 - Laboratory Animal Caretaker II	14.20
99260 - Marketing Analyst	27.87
99310 - Mortician	25.35
99410 - Pest Controller	15.30
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.32
99711 - Recycling Specialist	20.03
99730 - Refuse Collector	14.60
99810 - Sales Clerk	10.75
99820 - School Crossing Guard	12.93
99830 - Survey Party Chief	19.71
99831 - Surveying Aide	13.03
99832 - Surveying Technician	17.91
99840 - Vending Machine Attendant	17.07
99841 - Vending Machine Repairer	20.70
99842 - Vending Machine Repairer Helper	17.07

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5142
Revision No.: 15
Date Of Last Revision: 05/22/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Crawford Sebastian

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.18
01012 - Accounting Clerk II		14.86
01013 - Accounting Clerk III		16.56
01020 - Administrative Assistant		20.24
01035 - Court Reporter		15.86
01041 - Customer Service Representative I		11.77
01042 - Customer Service Representative II		13.24
01043 - Customer Service Representative III		14.44
01051 - Data Entry Operator I		12.67
01052 - Data Entry Operator II		13.82
01060 - Dispatcher Motor Vehicle		18.63
01070 - Document Preparation Clerk		12.63

01090 - Duplicating Machine Operator 12.63
01111 - General Clerk I 12.52
01112 - General Clerk II 13.66
01113 - General Clerk III 15.33
01120 - Housing Referral Assistant 17.68
01141 - Messenger Courier 11.86
01191 - Order Clerk I 15.14
01192 - Order Clerk II 16.52
01261 - Personnel Assistant (Employment) I 14.50
01262 - Personnel Assistant (Employment) II 16.23
01263 - Personnel Assistant (Employment) III 18.09
01270 - Production Control Clerk 20.08
01290 - Rental Clerk 12.89
01300 - Scheduler Maintenance 14.17
01311 - Secretary I 14.17
01312 - Secretary II 15.86
01313 - Secretary III 17.68
01320 - Service Order Dispatcher 16.03
01410 - Supply Technician 20.24
01420 - Survey Worker 13.36
01460 - Switchboard Operator/Receptionist 12.53
01531 - Travel Clerk I 12.37
01532 - Travel Clerk II 13.38
01533 - Travel Clerk III 14.14
01611 - Word Processor I 12.63
01612 - Word Processor II 14.17
01613 - Word Processor III 15.86
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.03
05010 - Automotive Electrician 16.15
05040 - Automotive Glass Installer 15.08
05070 - Automotive Worker 15.08
05110 - Mobile Equipment Servicer 13.02
05130 - Motor Equipment Metal Mechanic 17.23
05160 - Motor Equipment Metal Worker 15.08
05190 - Motor Vehicle Mechanic 17.23
05220 - Motor Vehicle Mechanic Helper 12.74
05250 - Motor Vehicle Upholstery Worker 14.05
05280 - Motor Vehicle Wrecker 15.08
05310 - Painter Automotive 16.15
05340 - Radiator Repair Specialist 15.08
05370 - Tire Repairer 12.06
05400 - Transmission Repair Specialist 17.23
07000 - Food Preparation And Service Occupations
07010 - Baker 13.04
07041 - Cook I 11.46
07042 - Cook II 13.04
07070 - Dishwasher 9.82
07130 - Food Service Worker 10.23
07210 - Meat Cutter 13.04

07260 - Waiter/Waitress	9.31
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.92
09040 - Furniture Handler	9.65
09080 - Furniture Refinisher	15.59
09090 - Furniture Refinisher Helper	11.56
09110 - Furniture Repairer Minor	13.56
09130 - Upholsterer	14.98
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.21
11060 - Elevator Operator	11.35
11090 - Gardener	16.73
11122 - Housekeeping Aide	11.35
11150 - Janitor	11.35
11210 - Laborer Grounds Maintenance	12.60
11240 - Maid or Houseman	10.08
11260 - Pruner	11.28
11270 - Tractor Operator	15.41
11330 - Trail Maintenance Worker	12.60
11360 - Window Cleaner	12.68
12000 - Health Occupations	
12010 - Ambulance Driver	15.80
12011 - Breath Alcohol Technician	17.43
12012 - Certified Occupational Therapist Assistant	26.30
12015 - Certified Physical Therapist Assistant	27.17
12020 - Dental Assistant	17.07
12025 - Dental Hygienist	35.55
12030 - EKG Technician	24.23
12035 - Electroneurodiagnostic Technologist	24.23
12040 - Emergency Medical Technician	15.80
12071 - Licensed Practical Nurse I	15.57
12072 - Licensed Practical Nurse II	17.43
12073 - Licensed Practical Nurse III	19.42
12100 - Medical Assistant	13.71
12130 - Medical Laboratory Technician	20.36
12160 - Medical Record Clerk	14.44
12190 - Medical Record Technician	16.53
12195 - Medical Transcriptionist	17.12
12210 - Nuclear Medicine Technologist	38.28
12221 - Nursing Assistant I	11.62
12222 - Nursing Assistant II	13.06
12223 - Nursing Assistant III	14.25
12224 - Nursing Assistant IV	16.00
12235 - Optical Dispenser	17.61
12236 - Optical Technician	15.57
12250 - Pharmacy Technician	16.07
12280 - Phlebotomist	14.98
12305 - Radiologic Technologist	21.36
12311 - Registered Nurse I	22.65
12312 - Registered Nurse II	27.71

12313 - Registered Nurse II Specialist	27.71
12314 - Registered Nurse III	33.53
12315 - Registered Nurse III Anesthetist	33.53
12316 - Registered Nurse IV	40.18
12317 - Scheduler (Drug and Alcohol Testing)	21.58
12320 - Substance Abuse Treatment Counselor	20.74
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.47
13012 - Exhibits Specialist II	25.35
13013 - Exhibits Specialist III	31.01
13041 - Illustrator I	20.47
13042 - Illustrator II	25.35
13043 - Illustrator III	31.01
13047 - Librarian	28.08
13050 - Library Aide/Clerk	15.13
13054 - Library Information Technology Systems Administrator	25.35
13058 - Library Technician	20.47
13061 - Media Specialist I	18.29
13062 - Media Specialist II	20.47
13063 - Media Specialist III	22.81
13071 - Photographer I	17.71
13072 - Photographer II	19.81
13073 - Photographer III	24.54
13074 - Photographer IV	30.02
13075 - Photographer V	36.32
13090 - Technical Order Library Clerk	20.47
13110 - Video Teleconference Technician	18.29
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.82
14042 - Computer Operator II	18.03
14043 - Computer Operator III	20.31
14044 - Computer Operator IV	21.91
14045 - Computer Operator V	24.98
14071 - Computer Programmer I	19.85
14072 - Computer Programmer II	23.90
14073 - Computer Programmer III	
14074 - Computer Programmer IV	
14101 - Computer Systems Analyst I	
14102 - Computer Systems Analyst II	
14103 - Computer Systems Analyst III	
14150 - Peripheral Equipment Operator	15.82
14160 - Personal Computer Support Technician	21.91
14170 - System Support Specialist	24.19
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.16
15020 - Aircrew Training Devices Instructor (Rated)	35.28
15030 - Air Crew Training Devices Instructor (Pilot)	42.28
15050 - Computer Based Training Specialist / Instructor	29.16
15060 - Educational Technologist	33.94

15070 - Flight Instructor (Pilot) 42.28
15080 - Graphic Artist 17.75
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.28
15086 - Maintenance Test Pilot Rotary Wing 42.28
15088 - Non-Maintenance Test/Co-Pilot 42.28
15090 - Technical Instructor 19.25
15095 - Technical Instructor/Course Developer 23.55
15110 - Test Proctor 15.54
15120 - Tutor 15.54
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.94
16030 - Counter Attendant 10.94
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.94
16090 - Presser Hand 10.94
16110 - Presser Machine Drycleaning 10.94
16130 - Presser Machine Shirts 10.94
16160 - Presser Machine Wearing Apparel Laundry 10.94
16190 - Sewing Machine Operator 13.02
16220 - Tailor 13.86
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.04
19040 - Tool And Die Maker 25.18
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.63
21030 - Material Coordinator 20.08
21040 - Material Expediter 20.08
21050 - Material Handling Laborer 11.82
21071 - Order Filler 12.64
21080 - Production Line Worker (Food Processing) 13.63
21110 - Shipping Packer 14.34
21130 - Shipping/Receiving Clerk 14.34
21140 - Store Worker I 11.44
21150 - Stock Clerk 16.13
21210 - Tools And Parts Attendant 13.63
21410 - Warehouse Specialist 13.63
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.79
23019 - Aircraft Logs and Records Technician 17.57
23021 - Aircraft Mechanic I 21.51
23022 - Aircraft Mechanic II 22.79
23023 - Aircraft Mechanic III 24.12
23040 - Aircraft Mechanic Helper 14.99
23050 - Aircraft Painter 20.18
23060 - Aircraft Servicer 17.57
23070 - Aircraft Survival Flight Equipment Technician 20.18
23080 - Aircraft Worker 18.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.86

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.51
23110 - Appliance Mechanic 20.18
23120 - Bicycle Repairer 16.15
23125 - Cable Splicer 35.47
23130 - Carpenter Maintenance 16.71
23140 - Carpet Layer 18.86
23160 - Electrician Maintenance 22.39
23181 - Electronics Technician Maintenance I 22.50
23182 - Electronics Technician Maintenance II 24.10
23183 - Electronics Technician Maintenance III 25.71
23260 - Fabric Worker 17.57
23290 - Fire Alarm System Mechanic 19.90
23310 - Fire Extinguisher Repairer 16.28
23311 - Fuel Distribution System Mechanic 25.73
23312 - Fuel Distribution System Operator 19.47
23370 - General Maintenance Worker 15.08
23380 - Ground Support Equipment Mechanic 21.51
23381 - Ground Support Equipment Servicer 17.57
23382 - Ground Support Equipment Worker 18.86
23391 - Gunsmith I 16.28
23392 - Gunsmith II 18.86
23393 - Gunsmith III 21.51
23410 - Heating Ventilation And Air-Conditioning Mechanic 17.77
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 18.82
23430 - Heavy Equipment Mechanic 22.85
23440 - Heavy Equipment Operator 17.29
23460 - Instrument Mechanic 21.51
23465 - Laboratory/Shelter Mechanic 20.18
23470 - Laborer 11.82
23510 - Locksmith 20.18
23530 - Machinery Maintenance Mechanic 20.57
23550 - Machinist Maintenance 18.78
23580 - Maintenance Trades Helper 11.97
23591 - Metrology Technician I 21.51
23592 - Metrology Technician II 22.79
23593 - Metrology Technician III 24.12
23640 - Millwright 21.51
23710 - Office Appliance Repairer 18.17
23760 - Painter Maintenance 14.75
23790 - Pipefitter Maintenance 22.64
23810 - Plumber Maintenance 21.22
23820 - Pneudraulic Systems Mechanic 21.51
23850 - Rigger 21.51
23870 - Scale Mechanic 18.86
23890 - Sheet-Metal Worker Maintenance 17.34
23910 - Small Engine Mechanic 17.57
23931 - Telecommunications Mechanic I 24.93

23932 - Telecommunications Mechanic II 26.25
23950 - Telephone Lineman 30.44
23960 - Welder Combination Maintenance 19.08
23965 - Well Driller 21.51
23970 - Woodcraft Worker 21.51
23980 - Woodworker 16.28
24000 - Personal Needs Occupations
24550 - Case Manager 14.43
24570 - Child Care Attendant 9.52
24580 - Child Care Center Clerk 12.38
24610 - Chore Aide 9.79
24620 - Family Readiness And Support Services Coordinator 14.43
24630 - Homemaker 14.43
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.51
25040 - Sewage Plant Operator 16.41
25070 - Stationary Engineer 21.51
25190 - Ventilation Equipment Tender 14.99
25210 - Water Treatment Plant Operator 16.41
27000 - Protective Service Occupations
27004 - Alarm Monitor 11.44
27007 - Baggage Inspector 12.02
27008 - Corrections Officer 13.88
27010 - Court Security Officer 15.27
27030 - Detection Dog Handler 13.45
27040 - Detention Officer 13.88
27070 - Firefighter 15.17
27101 - Guard I 12.02
27102 - Guard II 13.45
27131 - Police Officer I 17.65
27132 - Police Officer II 19.61
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.90
28042 - Carnival Equipment Repairer 14.02
28043 - Carnival Worker 9.40
28210 - Gate Attendant/Gate Tender 12.73
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 14.24
28510 - Recreation Aide/Health Facility Attendant 10.09
28515 - Recreation Specialist 16.34
28630 - Sports Official 11.34
28690 - Swimming Pool Operator 16.53
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.56
29020 - Hatch Tender 25.56
29030 - Line Handler 25.56
29041 - Stevedore I 23.82
29042 - Stevedore II 27.36
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) 39.89
30011 - Air Traffic Control Specialist Station (HFO) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) 30.29
30021 - Archeological Technician I 16.48
30022 - Archeological Technician II 18.44
30023 - Archeological Technician III 22.83
30030 - Cartographic Technician 22.83
30040 - Civil Engineering Technician 22.83
30051 - Cryogenic Technician I 25.29
30052 - Cryogenic Technician II 27.94
30061 - Drafter/CAD Operator I 16.48
30062 - Drafter/CAD Operator II 18.44
30063 - Drafter/CAD Operator III 20.55
30064 - Drafter/CAD Operator IV 25.29
30081 - Engineering Technician I 14.68
30082 - Engineering Technician II 16.48
30083 - Engineering Technician III 18.44
30084 - Engineering Technician IV 22.89
30085 - Engineering Technician V 27.53
30086 - Engineering Technician VI 33.80
30090 - Environmental Technician 22.83
30095 - Evidence Control Specialist 22.83
30210 - Laboratory Technician 18.70
30221 - Latent Fingerprint Technician I 25.29
30222 - Latent Fingerprint Technician II 27.94
30240 - Mathematical Technician 22.83
30361 - Paralegal/Legal Assistant I 17.91
30362 - Paralegal/Legal Assistant II 22.44
30363 - Paralegal/Legal Assistant III 27.46
30364 - Paralegal/Legal Assistant IV 33.22
30375 - Petroleum Supply Specialist 27.94
30390 - Photo-Optics Technician 22.83
30395 - Radiation Control Technician 27.94
30461 - Technical Writer I 22.83
30462 - Technical Writer II 27.94
30463 - Technical Writer III 33.80
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.29
30502 - Weather Forecaster II 30.76
30620 - Weather Observer Combined Upper Air Or 20.55
Surface Programs
30621 - Weather Observer Senior 22.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.79
31030 - Bus Driver 18.01

31043 - Driver Courier	12.52
31260 - Parking and Lot Attendant	12.34
31290 - Shuttle Bus Driver	13.60
31310 - Taxi Driver	11.11
31361 - Truckdriver Light	13.60
31362 - Truckdriver Medium	14.68
31363 - Truckdriver Heavy	20.85
31364 - Truckdriver Tractor-Trailer	20.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.88
99050 - Desk Clerk	9.62
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.07
99252 - Laboratory Animal Caretaker II	14.20
99260 - Marketing Analyst	27.87
99310 - Mortician	25.35
99410 - Pest Controller	15.30
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.32
99711 - Recycling Specialist	20.03
99730 - Refuse Collector	14.60
99810 - Sales Clerk	10.75
99820 - School Crossing Guard	12.93
99830 - Survey Party Chief	19.71
99831 - Surveying Aide	13.03
99832 - Surveying Technician	17.91
99840 - Vending Machine Attendant	17.07
99841 - Vending Machine Repairer	20.70
99842 - Vending Machine Repairer Helper	17.07

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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)

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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

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** 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))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5143
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oklahoma

Area: Oklahoma Counties of Le Flore Sequoyah

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.18
01012 - Accounting Clerk II		15.33
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		20.24
01035 - Court Reporter		21.63
01041 - Customer Service Representative I		11.77
01042 - Customer Service Representative II		13.24
01043 - Customer Service Representative III		14.44
01051 - Data Entry Operator I		12.67
01052 - Data Entry Operator II		13.82
01060 - Dispatcher Motor Vehicle		17.99
01070 - Document Preparation Clerk		12.66
01090 - Duplicating Machine Operator		12.66
01111 - General Clerk I		12.52
01112 - General Clerk II		13.83

01113 - General Clerk III 16.83
01120 - Housing Referral Assistant 17.68
01141 - Messenger Courier 11.86
01191 - Order Clerk I 15.14
01192 - Order Clerk II 16.52
01261 - Personnel Assistant (Employment) I 14.50
01262 - Personnel Assistant (Employment) II 16.23
01263 - Personnel Assistant (Employment) III 18.09
01270 - Production Control Clerk 20.31
01290 - Rental Clerk 13.33
01300 - Scheduler Maintenance 14.17
01311 - Secretary I 14.17
01312 - Secretary II 15.86
01313 - Secretary III 17.68
01320 - Service Order Dispatcher 14.95
01410 - Supply Technician 20.24
01420 - Survey Worker 13.71
01460 - Switchboard Operator/Receptionist 12.53
01531 - Travel Clerk I 12.37
01532 - Travel Clerk II 13.38
01533 - Travel Clerk III 14.14
01611 - Word Processor I 12.63
01612 - Word Processor II 14.17
01613 - Word Processor III 15.86
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.15
05010 - Automotive Electrician 18.19
05040 - Automotive Glass Installer 17.24
05070 - Automotive Worker 17.24
05110 - Mobile Equipment Servicer 15.14
05130 - Motor Equipment Metal Mechanic 19.15
05160 - Motor Equipment Metal Worker 17.24
05190 - Motor Vehicle Mechanic 17.91
05220 - Motor Vehicle Mechanic Helper 13.98
05250 - Motor Vehicle Upholstery Worker 16.08
05280 - Motor Vehicle Wrecker 17.19
05310 - Painter Automotive 18.22
05340 - Radiator Repair Specialist 17.24
05370 - Tire Repairer 13.29
05400 - Transmission Repair Specialist 19.15
07000 - Food Preparation And Service Occupations
07010 - Baker 11.27
07041 - Cook I 9.79
07042 - Cook II 11.11
07070 - Dishwasher 9.82
07130 - Food Service Worker 10.23
07210 - Meat Cutter 13.04
07260 - Waiter/Waitress 9.31
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.76

09040 - Furniture Handler 11.67
09080 - Furniture Refinisher 17.42
09090 - Furniture Refinisher Helper 13.06
09110 - Furniture Repairer Minor 15.18
09130 - Upholsterer 16.54
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.50
11060 - Elevator Operator 11.35
11090 - Gardener 16.73
11122 - Housekeeping Aide 11.35
11150 - Janitor 11.35
11210 - Laborer Grounds Maintenance 12.60
11240 - Maid or Houseman 10.08
11260 - Pruner 11.28
11270 - Tractor Operator 15.41
11330 - Trail Maintenance Worker 12.60
11360 - Window Cleaner 12.68
12000 - Health Occupations
12010 - Ambulance Driver 15.80
12011 - Breath Alcohol Technician 17.43
12012 - Certified Occupational Therapist Assistant 26.30
12015 - Certified Physical Therapist Assistant 27.17
12020 - Dental Assistant 17.07
12025 - Dental Hygienist 35.55
12030 - EKG Technician 22.77
12035 - Electroneurodiagnostic Technologist 22.77
12040 - Emergency Medical Technician 15.80
12071 - Licensed Practical Nurse I 15.57
12072 - Licensed Practical Nurse II 17.43
12073 - Licensed Practical Nurse III 19.42
12100 - Medical Assistant 13.71
12130 - Medical Laboratory Technician 20.15
12160 - Medical Record Clerk 14.53
12190 - Medical Record Technician 16.26
12195 - Medical Transcriptionist 17.12
12210 - Nuclear Medicine Technologist 38.28
12221 - Nursing Assistant I 11.62
12222 - Nursing Assistant II 13.06
12223 - Nursing Assistant III 14.25
12224 - Nursing Assistant IV 16.00
12235 - Optical Dispenser 17.61
12236 - Optical Technician 15.57
12250 - Pharmacy Technician 13.79
12280 - Phlebotomist 14.98
12305 - Radiologic Technologist 21.91
12311 - Registered Nurse I 22.65
12312 - Registered Nurse II 27.71
12313 - Registered Nurse II Specialist 27.71
12314 - Registered Nurse III 33.53
12315 - Registered Nurse III Anesthetist 33.53

12316 - Registered Nurse IV		40.18
12317 - Scheduler (Drug and Alcohol Testing)		21.58
12320 - Substance Abuse Treatment Counselor		20.74
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.47
13012 - Exhibits Specialist II		25.35
13013 - Exhibits Specialist III		31.01
13041 - Illustrator I		20.47
13042 - Illustrator II		25.35
13043 - Illustrator III		31.01
13047 - Librarian		28.08
13050 - Library Aide/Clerk		11.22
13054 - Library Information Technology Systems Administrator		25.35
13058 - Library Technician		20.08
13061 - Media Specialist I		18.29
13062 - Media Specialist II		20.47
13063 - Media Specialist III		22.81
13071 - Photographer I		18.23
13072 - Photographer II		20.47
13073 - Photographer III		24.85
13074 - Photographer IV		30.42
13075 - Photographer V		36.81
13090 - Technical Order Library Clerk		20.47
13110 - Video Teleconference Technician		18.29
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.18
14042 - Computer Operator II		18.10
14043 - Computer Operator III		23.75
14044 - Computer Operator IV		27.62
14045 - Computer Operator V		30.38
14071 - Computer Programmer I	(see 1)	22.27
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		16.18
14160 - Personal Computer Support Technician		28.80
14170 - System Support Specialist		24.19
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.16
15020 - Aircrew Training Devices Instructor (Rated)		35.28
15030 - Air Crew Training Devices Instructor (Pilot)		42.28
15050 - Computer Based Training Specialist / Instructor		29.16
15060 - Educational Technologist		32.80
15070 - Flight Instructor (Pilot)		42.28
15080 - Graphic Artist		19.54
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.28

15086 - Maintenance Test Pilot Rotary Wing 42.28
15088 - Non-Maintenance Test/Co-Pilot 42.28
15090 - Technical Instructor 19.98
15095 - Technical Instructor/Course Developer 24.64
15110 - Test Proctor 16.12
15120 - Tutor 16.12
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.94
16030 - Counter Attendant 10.94
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.94
16090 - Presser Hand 10.94
16110 - Presser Machine Drycleaning 10.94
16130 - Presser Machine Shirts 10.94
16160 - Presser Machine Wearing Apparel Laundry 10.94
16190 - Sewing Machine Operator 13.02
16220 - Tailor 13.86
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.04
19040 - Tool And Die Maker 25.18
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.63
21030 - Material Coordinator 20.31
21040 - Material Expediter 20.31
21050 - Material Handling Laborer 11.82
21071 - Order Filler 12.64
21080 - Production Line Worker (Food Processing) 13.63
21110 - Shipping Packer 14.34
21130 - Shipping/Receiving Clerk 14.34
21140 - Store Worker I 12.19
21150 - Stock Clerk 16.90
21210 - Tools And Parts Attendant 13.63
21410 - Warehouse Specialist 13.63
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.79
23019 - Aircraft Logs and Records Technician 17.57
23021 - Aircraft Mechanic I 21.51
23022 - Aircraft Mechanic II 22.79
23023 - Aircraft Mechanic III 24.12
23040 - Aircraft Mechanic Helper 14.99
23050 - Aircraft Painter 20.18
23060 - Aircraft Servicer 17.57
23070 - Aircraft Survival Flight Equipment Technician 20.18
23080 - Aircraft Worker 18.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.86
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.51
23110 - Appliance Mechanic 20.18

23120 - Bicycle Repairer	16.28
23125 - Cable Splicer	31.01
23130 - Carpenter Maintenance	16.71
23140 - Carpet Layer	18.86
23160 - Electrician Maintenance	22.39
23181 - Electronics Technician Maintenance I	22.50
23182 - Electronics Technician Maintenance II	24.10
23183 - Electronics Technician Maintenance III	27.74
23260 - Fabric Worker	17.57
23290 - Fire Alarm System Mechanic	19.76
23310 - Fire Extinguisher Repairer	16.28
23311 - Fuel Distribution System Mechanic	25.73
23312 - Fuel Distribution System Operator	19.47
23370 - General Maintenance Worker	16.08
23380 - Ground Support Equipment Mechanic	21.51
23381 - Ground Support Equipment Servicer	17.57
23382 - Ground Support Equipment Worker	18.86
23391 - Gunsmith I	16.28
23392 - Gunsmith II	18.86
23393 - Gunsmith III	21.51
23410 - Heating Ventilation And Air-Conditioning Mechanic	18.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	19.95
23430 - Heavy Equipment Mechanic	22.85
23440 - Heavy Equipment Operator	17.41
23460 - Instrument Mechanic	21.51
23465 - Laboratory/Shelter Mechanic	20.18
23470 - Laborer	11.82
23510 - Locksmith	20.18
23530 - Machinery Maintenance Mechanic	20.57
23550 - Machinist Maintenance	20.04
23580 - Maintenance Trades Helper	13.06
23591 - Metrology Technician I	21.51
23592 - Metrology Technician II	22.79
23593 - Metrology Technician III	24.12
23640 - Millwright	24.46
23710 - Office Appliance Repairer	19.68
23760 - Painter Maintenance	16.48
23790 - Pipefitter Maintenance	22.64
23810 - Plumber Maintenance	21.22
23820 - Pneudraulic Systems Mechanic	21.51
23850 - Rigger	21.51
23870 - Scale Mechanic	18.86
23890 - Sheet-Metal Worker Maintenance	17.41
23910 - Small Engine Mechanic	17.24
23931 - Telecommunications Mechanic I	25.74
23932 - Telecommunications Mechanic II	27.18
23950 - Telephone Lineman	31.90
23960 - Welder Combination Maintenance	19.08

23965 - Well Driller	21.51
23970 - Woodcraft Worker	21.51
23980 - Woodworker	16.28
24000 - Personal Needs Occupations	
24550 - Case Manager	14.91
24570 - Child Care Attendant	10.22
24580 - Child Care Center Clerk	13.07
24610 - Chore Aide	9.79
24620 - Family Readiness And Support Services Coordinator	14.91
24630 - Homemaker	16.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.51
25040 - Sewage Plant Operator	16.54
25070 - Stationary Engineer	21.51
25190 - Ventilation Equipment Tender	14.99
25210 - Water Treatment Plant Operator	16.54
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.51
27007 - Baggage Inspector	12.02
27008 - Corrections Officer	13.88
27010 - Court Security Officer	16.43
27030 - Detection Dog Handler	13.80
27040 - Detention Officer	13.88
27070 - Firefighter	19.43
27101 - Guard I	12.02
27102 - Guard II	13.80
27131 - Police Officer I	18.67
27132 - Police Officer II	20.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.90
28042 - Carnival Equipment Repairer	14.02
28043 - Carnival Worker	9.40
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.48
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.44
28515 - Recreation Specialist	17.14
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	16.23
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.56
29020 - Hatch Tender	25.56
29030 - Line Handler	25.56
29041 - Stevedore I	23.82
29042 - Stevedore II	27.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.97
30022 - Archeological Technician II		20.87
30023 - Archeological Technician III		25.85
30030 - Cartographic Technician		25.85
30040 - Civil Engineering Technician		23.31
30051 - Cryogenic Technician I		25.29
30052 - Cryogenic Technician II		27.94
30061 - Drafter/CAD Operator I		17.97
30062 - Drafter/CAD Operator II		20.87
30063 - Drafter/CAD Operator III		23.28
30064 - Drafter/CAD Operator IV		28.64
30081 - Engineering Technician I		17.13
30082 - Engineering Technician II		19.23
30083 - Engineering Technician III		21.51
30084 - Engineering Technician IV		26.65
30085 - Engineering Technician V		32.59
30086 - Engineering Technician VI		39.44
30090 - Environmental Technician		22.83
30095 - Evidence Control Specialist		22.83
30210 - Laboratory Technician		23.28
30221 - Latent Fingerprint Technician I		25.29
30222 - Latent Fingerprint Technician II		27.94
30240 - Mathematical Technician		25.85
30361 - Paralegal/Legal Assistant I		18.35
30362 - Paralegal/Legal Assistant II		22.72
30363 - Paralegal/Legal Assistant III		26.94
30364 - Paralegal/Legal Assistant IV		33.63
30375 - Petroleum Supply Specialist		27.94
30390 - Photo-Optics Technician		25.85
30395 - Radiation Control Technician		27.94
30461 - Technical Writer I		22.83
30462 - Technical Writer II		27.94
30463 - Technical Writer III		33.80
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.29
30502 - Weather Forecaster II		30.76
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.28
30621 - Weather Observer Senior	(see 2)	25.85
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.53
31030 - Bus Driver		18.01
31043 - Driver Courier		12.52
31260 - Parking and Lot Attendant		11.21
31290 - Shuttle Bus Driver		13.60

31310 - Taxi Driver	10.53
31361 - Truckdriver Light	13.60
31362 - Truckdriver Medium	14.68
31363 - Truckdriver Heavy	20.39
31364 - Truckdriver Tractor-Trailer	20.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.88
99050 - Desk Clerk	10.22
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.07
99252 - Laboratory Animal Caretaker II	14.20
99260 - Marketing Analyst	27.87
99310 - Mortician	25.35
99410 - Pest Controller	15.30
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.32
99711 - Recycling Specialist	20.03
99730 - Refuse Collector	14.60
99810 - Sales Clerk	12.10
99820 - School Crossing Guard	12.93
99830 - Survey Party Chief	22.23
99831 - Surveying Aide	13.20
99832 - Surveying Technician	20.88
99840 - Vending Machine Attendant	15.41
99841 - Vending Machine Repairer	18.98
99842 - Vending Machine Repairer Helper	15.41

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5144
Revision No.: 14
Date Of Last Revision: 05/22/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oklahoma

Area: Oklahoma Counties of Le Flore Sequoyah

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.18
01012 - Accounting Clerk II		15.33
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		20.24
01035 - Court Reporter		21.63
01041 - Customer Service Representative I		11.77
01042 - Customer Service Representative II		13.24
01043 - Customer Service Representative III		14.44
01051 - Data Entry Operator I		12.67
01052 - Data Entry Operator II		13.82
01060 - Dispatcher Motor Vehicle		17.99
01070 - Document Preparation Clerk		12.66

01090 - Duplicating Machine Operator 12.66
01111 - General Clerk I 12.52
01112 - General Clerk II 13.83
01113 - General Clerk III 16.83
01120 - Housing Referral Assistant 17.68
01141 - Messenger Courier 11.86
01191 - Order Clerk I 15.14
01192 - Order Clerk II 16.52
01261 - Personnel Assistant (Employment) I 14.50
01262 - Personnel Assistant (Employment) II 16.23
01263 - Personnel Assistant (Employment) III 18.09
01270 - Production Control Clerk 20.31
01290 - Rental Clerk 13.33
01300 - Scheduler Maintenance 14.17
01311 - Secretary I 14.17
01312 - Secretary II 15.86
01313 - Secretary III 17.68
01320 - Service Order Dispatcher 14.95
01410 - Supply Technician 20.24
01420 - Survey Worker 13.71
01460 - Switchboard Operator/Receptionist 12.53
01531 - Travel Clerk I 12.37
01532 - Travel Clerk II 13.38
01533 - Travel Clerk III 14.14
01611 - Word Processor I 12.63
01612 - Word Processor II 14.17
01613 - Word Processor III 15.86
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.15
05010 - Automotive Electrician 18.19
05040 - Automotive Glass Installer 17.24
05070 - Automotive Worker 17.24
05110 - Mobile Equipment Servicer 15.14
05130 - Motor Equipment Metal Mechanic 19.15
05160 - Motor Equipment Metal Worker 17.24
05190 - Motor Vehicle Mechanic 17.91
05220 - Motor Vehicle Mechanic Helper 13.98
05250 - Motor Vehicle Upholstery Worker 16.08
05280 - Motor Vehicle Wrecker 17.19
05310 - Painter Automotive 18.22
05340 - Radiator Repair Specialist 17.24
05370 - Tire Repairer 13.29
05400 - Transmission Repair Specialist 19.15
07000 - Food Preparation And Service Occupations
07010 - Baker 11.27
07041 - Cook I 9.79
07042 - Cook II 11.11
07070 - Dishwasher 9.82
07130 - Food Service Worker 10.23
07210 - Meat Cutter 13.04

07260 - Waiter/Waitress	9.31
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.76
09040 - Furniture Handler	11.67
09080 - Furniture Refinisher	17.42
09090 - Furniture Refinisher Helper	13.06
09110 - Furniture Repairer Minor	15.18
09130 - Upholsterer	16.54
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.50
11060 - Elevator Operator	11.35
11090 - Gardener	16.73
11122 - Housekeeping Aide	11.35
11150 - Janitor	11.35
11210 - Laborer Grounds Maintenance	12.60
11240 - Maid or Houseman	10.08
11260 - Pruner	11.28
11270 - Tractor Operator	15.41
11330 - Trail Maintenance Worker	12.60
11360 - Window Cleaner	12.68
12000 - Health Occupations	
12010 - Ambulance Driver	15.80
12011 - Breath Alcohol Technician	17.43
12012 - Certified Occupational Therapist Assistant	26.30
12015 - Certified Physical Therapist Assistant	27.17
12020 - Dental Assistant	17.07
12025 - Dental Hygienist	35.55
12030 - EKG Technician	22.77
12035 - Electroneurodiagnostic Technologist	22.77
12040 - Emergency Medical Technician	15.80
12071 - Licensed Practical Nurse I	15.57
12072 - Licensed Practical Nurse II	17.43
12073 - Licensed Practical Nurse III	19.42
12100 - Medical Assistant	13.71
12130 - Medical Laboratory Technician	20.15
12160 - Medical Record Clerk	14.53
12190 - Medical Record Technician	16.26
12195 - Medical Transcriptionist	17.12
12210 - Nuclear Medicine Technologist	38.28
12221 - Nursing Assistant I	11.62
12222 - Nursing Assistant II	13.06
12223 - Nursing Assistant III	14.25
12224 - Nursing Assistant IV	16.00
12235 - Optical Dispenser	17.61
12236 - Optical Technician	15.57
12250 - Pharmacy Technician	13.79
12280 - Phlebotomist	14.98
12305 - Radiologic Technologist	21.91
12311 - Registered Nurse I	22.65
12312 - Registered Nurse II	27.71

12313 - Registered Nurse II Specialist		27.71
12314 - Registered Nurse III		33.53
12315 - Registered Nurse III Anesthetist		33.53
12316 - Registered Nurse IV		40.18
12317 - Scheduler (Drug and Alcohol Testing)		21.58
12320 - Substance Abuse Treatment Counselor		20.74
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.47
13012 - Exhibits Specialist II		25.35
13013 - Exhibits Specialist III		31.01
13041 - Illustrator I		20.47
13042 - Illustrator II		25.35
13043 - Illustrator III		31.01
13047 - Librarian		28.08
13050 - Library Aide/Clerk		11.22
13054 - Library Information Technology Systems Administrator		25.35
13058 - Library Technician		20.08
13061 - Media Specialist I		18.29
13062 - Media Specialist II		20.47
13063 - Media Specialist III		22.81
13071 - Photographer I		18.23
13072 - Photographer II		20.47
13073 - Photographer III		24.85
13074 - Photographer IV		30.42
13075 - Photographer V		36.81
13090 - Technical Order Library Clerk		20.47
13110 - Video Teleconference Technician		18.29
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.18
14042 - Computer Operator II		18.10
14043 - Computer Operator III		23.75
14044 - Computer Operator IV		27.62
14045 - Computer Operator V		30.38
14071 - Computer Programmer I	(see 1)	22.27
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		16.18
14160 - Personal Computer Support Technician		28.80
14170 - System Support Specialist		24.19
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.16
15020 - Aircrew Training Devices Instructor (Rated)		35.28
15030 - Air Crew Training Devices Instructor (Pilot)		42.28
15050 - Computer Based Training Specialist / Instructor		29.16
15060 - Educational Technologist		32.80

15070 - Flight Instructor (Pilot) 42.28
15080 - Graphic Artist 19.54
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.28
15086 - Maintenance Test Pilot Rotary Wing 42.28
15088 - Non-Maintenance Test/Co-Pilot 42.28
15090 - Technical Instructor 19.98
15095 - Technical Instructor/Course Developer 24.64
15110 - Test Proctor 16.12
15120 - Tutor 16.12
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.94
16030 - Counter Attendant 10.94
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.94
16090 - Presser Hand 10.94
16110 - Presser Machine Drycleaning 10.94
16130 - Presser Machine Shirts 10.94
16160 - Presser Machine Wearing Apparel Laundry 10.94
16190 - Sewing Machine Operator 13.02
16220 - Tailor 13.86
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.04
19040 - Tool And Die Maker 25.18
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.63
21030 - Material Coordinator 20.31
21040 - Material Expediter 20.31
21050 - Material Handling Laborer 11.82
21071 - Order Filler 12.64
21080 - Production Line Worker (Food Processing) 13.63
21110 - Shipping Packer 14.34
21130 - Shipping/Receiving Clerk 14.34
21140 - Store Worker I 12.19
21150 - Stock Clerk 16.90
21210 - Tools And Parts Attendant 13.63
21410 - Warehouse Specialist 13.63
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.79
23019 - Aircraft Logs and Records Technician 17.57
23021 - Aircraft Mechanic I 21.51
23022 - Aircraft Mechanic II 22.79
23023 - Aircraft Mechanic III 24.12
23040 - Aircraft Mechanic Helper 14.99
23050 - Aircraft Painter 20.18
23060 - Aircraft Servicer 17.57
23070 - Aircraft Survival Flight Equipment Technician 20.18
23080 - Aircraft Worker 18.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.86

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.51
23110 - Appliance Mechanic 20.18
23120 - Bicycle Repairer 16.28
23125 - Cable Splicer 31.01
23130 - Carpenter Maintenance 16.71
23140 - Carpet Layer 18.86
23160 - Electrician Maintenance 22.39
23181 - Electronics Technician Maintenance I 22.50
23182 - Electronics Technician Maintenance II 24.10
23183 - Electronics Technician Maintenance III 27.74
23260 - Fabric Worker 17.57
23290 - Fire Alarm System Mechanic 19.76
23310 - Fire Extinguisher Repairer 16.28
23311 - Fuel Distribution System Mechanic 25.73
23312 - Fuel Distribution System Operator 19.47
23370 - General Maintenance Worker 16.08
23380 - Ground Support Equipment Mechanic 21.51
23381 - Ground Support Equipment Servicer 17.57
23382 - Ground Support Equipment Worker 18.86
23391 - Gunsmith I 16.28
23392 - Gunsmith II 18.86
23393 - Gunsmith III 21.51
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.95
23430 - Heavy Equipment Mechanic 22.85
23440 - Heavy Equipment Operator 17.41
23460 - Instrument Mechanic 21.51
23465 - Laboratory/Shelter Mechanic 20.18
23470 - Laborer 11.82
23510 - Locksmith 20.18
23530 - Machinery Maintenance Mechanic 20.57
23550 - Machinist Maintenance 20.04
23580 - Maintenance Trades Helper 13.06
23591 - Metrology Technician I 21.51
23592 - Metrology Technician II 22.79
23593 - Metrology Technician III 24.12
23640 - Millwright 24.46
23710 - Office Appliance Repairer 19.68
23760 - Painter Maintenance 16.48
23790 - Pipefitter Maintenance 22.64
23810 - Plumber Maintenance 21.22
23820 - Pneudraulic Systems Mechanic 21.51
23850 - Rigger 21.51
23870 - Scale Mechanic 18.86
23890 - Sheet-Metal Worker Maintenance 17.41
23910 - Small Engine Mechanic 17.24
23931 - Telecommunications Mechanic I 25.74

23932 - Telecommunications Mechanic II	27.18
23950 - Telephone Lineman	31.90
23960 - Welder Combination Maintenance	19.08
23965 - Well Driller	21.51
23970 - Woodcraft Worker	21.51
23980 - Woodworker	16.28
24000 - Personal Needs Occupations	
24550 - Case Manager	14.91
24570 - Child Care Attendant	10.22
24580 - Child Care Center Clerk	13.07
24610 - Chore Aide	9.79
24620 - Family Readiness And Support Services Coordinator	14.91
24630 - Homemaker	16.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.51
25040 - Sewage Plant Operator	16.54
25070 - Stationary Engineer	21.51
25190 - Ventilation Equipment Tender	14.99
25210 - Water Treatment Plant Operator	16.54
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.51
27007 - Baggage Inspector	12.02
27008 - Corrections Officer	13.88
27010 - Court Security Officer	16.43
27030 - Detection Dog Handler	13.80
27040 - Detention Officer	13.88
27070 - Firefighter	19.43
27101 - Guard I	12.02
27102 - Guard II	13.80
27131 - Police Officer I	18.67
27132 - Police Officer II	20.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.90
28042 - Carnival Equipment Repairer	14.02
28043 - Carnival Worker	9.40
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.48
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.44
28515 - Recreation Specialist	17.14
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	16.23
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.56
29020 - Hatch Tender	25.56
29030 - Line Handler	25.56
29041 - Stevedore I	23.82
29042 - Stevedore II	27.36
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.97
30022 - Archeological Technician II 20.87
30023 - Archeological Technician III 25.85
30030 - Cartographic Technician 25.85
30040 - Civil Engineering Technician 23.31
30051 - Cryogenic Technician I 25.29
30052 - Cryogenic Technician II 27.94
30061 - Drafter/CAD Operator I 17.97
30062 - Drafter/CAD Operator II 20.87
30063 - Drafter/CAD Operator III 23.28
30064 - Drafter/CAD Operator IV 28.64
30081 - Engineering Technician I 17.13
30082 - Engineering Technician II 19.23
30083 - Engineering Technician III 21.51
30084 - Engineering Technician IV 26.65
30085 - Engineering Technician V 32.59
30086 - Engineering Technician VI 39.44
30090 - Environmental Technician 22.83
30095 - Evidence Control Specialist 22.83
30210 - Laboratory Technician 23.28
30221 - Latent Fingerprint Technician I 25.29
30222 - Latent Fingerprint Technician II 27.94
30240 - Mathematical Technician 25.85
30361 - Paralegal/Legal Assistant I 18.35
30362 - Paralegal/Legal Assistant II 22.72
30363 - Paralegal/Legal Assistant III 26.94
30364 - Paralegal/Legal Assistant IV 33.63
30375 - Petroleum Supply Specialist 27.94
30390 - Photo-Optics Technician 25.85
30395 - Radiation Control Technician 27.94
30461 - Technical Writer I 22.83
30462 - Technical Writer II 27.94
30463 - Technical Writer III 33.80
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.29
30502 - Weather Forecaster II 30.76
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.28
30621 - Weather Observer Senior (see 2) 25.85
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.53
31030 - Bus Driver 18.01

31043 - Driver Courier	12.52
31260 - Parking and Lot Attendant	11.21
31290 - Shuttle Bus Driver	13.60
31310 - Taxi Driver	10.53
31361 - Truckdriver Light	13.60
31362 - Truckdriver Medium	14.68
31363 - Truckdriver Heavy	20.39
31364 - Truckdriver Tractor-Trailer	20.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.88
99050 - Desk Clerk	10.22
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.07
99252 - Laboratory Animal Caretaker II	14.20
99260 - Marketing Analyst	27.87
99310 - Mortician	25.35
99410 - Pest Controller	15.30
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.32
99711 - Recycling Specialist	20.03
99730 - Refuse Collector	14.60
99810 - Sales Clerk	12.10
99820 - School Crossing Guard	12.93
99830 - Survey Party Chief	22.23
99831 - Surveying Aide	13.20
99832 - Surveying Technician	20.88
99840 - Vending Machine Attendant	15.41
99841 - Vending Machine Repairer	18.98
99842 - Vending Machine Repairer Helper	15.41

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5145
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Arkansas Texas

Area: Arkansas Counties of Little River Miller

Texas County of Bowie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.35
01012 - Accounting Clerk II		14.98
01013 - Accounting Clerk III		16.76
01020 - Administrative Assistant		26.64
01035 - Court Reporter		19.24
01041 - Customer Service Representative I		11.14
01042 - Customer Service Representative II		12.52
01043 - Customer Service Representative III		13.66
01051 - Data Entry Operator I		12.79
01052 - Data Entry Operator II		13.95
01060 - Dispatcher Motor Vehicle		18.20
01070 - Document Preparation Clerk		12.90
01090 - Duplicating Machine Operator		12.90

01111 - General Clerk I	11.81
01112 - General Clerk II	12.89
01113 - General Clerk III	14.47
01120 - Housing Referral Assistant	18.06
01141 - Messenger Courier	11.01
01191 - Order Clerk I	13.68
01192 - Order Clerk II	14.93
01261 - Personnel Assistant (Employment) I	15.88
01262 - Personnel Assistant (Employment) II	17.77
01263 - Personnel Assistant (Employment) III	19.81
01270 - Production Control Clerk	25.75
01290 - Rental Clerk	13.10
01300 - Scheduler Maintenance	14.48
01311 - Secretary I	14.48
01312 - Secretary II	16.20
01313 - Secretary III	18.06
01320 - Service Order Dispatcher	16.26
01410 - Supply Technician	26.64
01420 - Survey Worker	15.28
01460 - Switchboard Operator/Receptionist	11.01
01531 - Travel Clerk I	12.53
01532 - Travel Clerk II	13.43
01533 - Travel Clerk III	14.13
01611 - Word Processor I	13.43
01612 - Word Processor II	15.15
01613 - Word Processor III	16.86
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	27.70
05010 - Automotive Electrician	19.87
05040 - Automotive Glass Installer	17.89
05070 - Automotive Worker	17.89
05110 - Mobile Equipment Servicer	16.31
05130 - Motor Equipment Metal Mechanic	20.91
05160 - Motor Equipment Metal Worker	17.89
05190 - Motor Vehicle Mechanic	20.91
05220 - Motor Vehicle Mechanic Helper	15.27
05250 - Motor Vehicle Upholstery Worker	17.57
05280 - Motor Vehicle Wrecker	17.89
05310 - Painter Automotive	19.87
05340 - Radiator Repair Specialist	17.89
05370 - Tire Repairer	14.33
05400 - Transmission Repair Specialist	20.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.57
07041 - Cook I	11.04
07042 - Cook II	12.09
07070 - Dishwasher	9.48
07130 - Food Service Worker	9.46
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	9.08

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.87
09040 - Furniture Handler	15.19
09080 - Furniture Refinisher	19.87
09090 - Furniture Refinisher Helper	16.93
09110 - Furniture Repairer Minor	18.44
09130 - Upholsterer	19.87
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.71
11060 - Elevator Operator	10.75
11090 - Gardener	13.84
11122 - Housekeeping Aide	10.75
11150 - Janitor	10.75
11210 - Laborer Grounds Maintenance	12.03
11240 - Maid or Houseman	9.47
11260 - Pruner	11.35
11270 - Tractor Operator	13.27
11330 - Trail Maintenance Worker	12.03
11360 - Window Cleaner	11.39
12000 - Health Occupations	
12010 - Ambulance Driver	22.66
12011 - Breath Alcohol Technician	21.32
12012 - Certified Occupational Therapist Assistant	24.17
12015 - Certified Physical Therapist Assistant	29.59
12020 - Dental Assistant	17.22
12025 - Dental Hygienist	37.59
12030 - EKG Technician	26.12
12035 - Electroneurodiagnostic Technologist	26.12
12040 - Emergency Medical Technician	22.66
12071 - Licensed Practical Nurse I	15.75
12072 - Licensed Practical Nurse II	17.62
12073 - Licensed Practical Nurse III	19.65
12100 - Medical Assistant	15.01
12130 - Medical Laboratory Technician	18.41
12160 - Medical Record Clerk	13.32
12190 - Medical Record Technician	17.24
12195 - Medical Transcriptionist	15.75
12210 - Nuclear Medicine Technologist	38.72
12221 - Nursing Assistant I	11.62
12222 - Nursing Assistant II	13.06
12223 - Nursing Assistant III	14.25
12224 - Nursing Assistant IV	16.00
12235 - Optical Dispenser	20.89
12236 - Optical Technician	15.75
12250 - Pharmacy Technician	15.29
12280 - Phlebotomist	13.57
12305 - Radiologic Technologist	25.69
12311 - Registered Nurse I	22.23
12312 - Registered Nurse II	27.62
12313 - Registered Nurse II Specialist	27.62

12314 - Registered Nurse III		32.92
12315 - Registered Nurse III Anesthetist		32.92
12316 - Registered Nurse IV		39.80
12317 - Scheduler (Drug and Alcohol Testing)		26.41
12320 - Substance Abuse Treatment Counselor		20.10
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.32
13012 - Exhibits Specialist II		23.94
13013 - Exhibits Specialist III		29.28
13041 - Illustrator I		19.32
13042 - Illustrator II		23.94
13043 - Illustrator III		29.28
13047 - Librarian		26.51
13050 - Library Aide/Clerk		15.03
13054 - Library Information Technology Systems Administrator		23.94
13058 - Library Technician		18.89
13061 - Media Specialist I		17.27
13062 - Media Specialist II		19.32
13063 - Media Specialist III		21.55
13071 - Photographer I		17.27
13072 - Photographer II		19.32
13073 - Photographer III		23.94
13074 - Photographer IV		29.28
13075 - Photographer V		35.42
13090 - Technical Order Library Clerk		18.64
13110 - Video Teleconference Technician		17.27
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.62
14043 - Computer Operator III		19.08
14044 - Computer Operator IV		20.72
14045 - Computer Operator V		22.95
14071 - Computer Programmer I	(see 1)	18.88
14072 - Computer Programmer II	(see 1)	23.38
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		14.95
14160 - Personal Computer Support Technician		23.14
14170 - System Support Specialist		24.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.78
15020 - Aircrew Training Devices Instructor (Rated)		33.62
15030 - Air Crew Training Devices Instructor (Pilot)		40.30
15050 - Computer Based Training Specialist / Instructor		27.78
15060 - Educational Technologist		29.70
15070 - Flight Instructor (Pilot)		40.30

15080 - Graphic Artist 24.40
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.30
15086 - Maintenance Test Pilot Rotary Wing 40.30
15088 - Non-Maintenance Test/Co-Pilot 40.30
15090 - Technical Instructor 19.48
15095 - Technical Instructor/Course Developer 23.84
15110 - Test Proctor 15.73
15120 - Tutor 15.73
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.93
16030 - Counter Attendant 9.93
16040 - Dry Cleaner 11.75
16070 - Finisher Flatwork Machine 9.93
16090 - Presser Hand 9.93
16110 - Presser Machine Drycleaning 9.93
16130 - Presser Machine Shirts 9.93
16160 - Presser Machine Wearing Apparel Laundry 9.93
16190 - Sewing Machine Operator 12.45
16220 - Tailor 13.12
16250 - Washer Machine 10.49
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.76
19040 - Tool And Die Maker 26.20
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.35
21030 - Material Coordinator 25.75
21040 - Material Expediter 25.75
21050 - Material Handling Laborer 15.71
21071 - Order Filler 12.27
21080 - Production Line Worker (Food Processing) 19.35
21110 - Shipping Packer 16.57
21130 - Shipping/Receiving Clerk 16.57
21140 - Store Worker I 15.85
21150 - Stock Clerk 19.14
21210 - Tools And Parts Attendant 19.35
21410 - Warehouse Specialist 19.35
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.13
23019 - Aircraft Logs and Records Technician 19.55
23021 - Aircraft Mechanic I 22.95
23022 - Aircraft Mechanic II 24.13
23023 - Aircraft Mechanic III 25.35
23040 - Aircraft Mechanic Helper 17.95
23050 - Aircraft Painter 21.28
23060 - Aircraft Servicer 19.55
23070 - Aircraft Survival Flight Equipment Technician 21.28
23080 - Aircraft Worker 20.50
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.50
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 22.95

II
23110 - Appliance Mechanic 21.28
23120 - Bicycle Repairer 18.73
23125 - Cable Splicer 22.25
23130 - Carpenter Maintenance 18.11
23140 - Carpet Layer 20.50
23160 - Electrician Maintenance 23.88
23181 - Electronics Technician Maintenance I 24.98
23182 - Electronics Technician Maintenance II 25.92
23183 - Electronics Technician Maintenance III 26.79
23260 - Fabric Worker 19.55
23290 - Fire Alarm System Mechanic 21.79
23310 - Fire Extinguisher Repairer 18.73
23311 - Fuel Distribution System Mechanic 22.30
23312 - Fuel Distribution System Operator 18.98
23370 - General Maintenance Worker 17.08
23380 - Ground Support Equipment Mechanic 22.95
23381 - Ground Support Equipment Servicer 19.55
23382 - Ground Support Equipment Worker 20.50
23391 - Gunsmith I 18.73
23392 - Gunsmith II 20.50
23393 - Gunsmith III 22.00
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.80
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.64
23430 - Heavy Equipment Mechanic 26.32
23440 - Heavy Equipment Operator 19.17
23460 - Instrument Mechanic 22.00
23465 - Laboratory/Shelter Mechanic 21.28
23470 - Laborer 14.80
23510 - Locksmith 21.28
23530 - Machinery Maintenance Mechanic 29.95
23550 - Machinist Maintenance 20.71
23580 - Maintenance Trades Helper 18.38
23591 - Metrology Technician I 22.00
23592 - Metrology Technician II 22.81
23593 - Metrology Technician III 23.52
23640 - Millwright 20.72
23710 - Office Appliance Repairer 18.11
23760 - Painter Maintenance 21.65
23790 - Pipefitter Maintenance 22.64
23810 - Plumber Maintenance 21.90
23820 - Pneudraulic Systems Mechanic 22.00
23850 - Rigger 22.00
23870 - Scale Mechanic 20.50
23890 - Sheet-Metal Worker Maintenance 22.74
23910 - Small Engine Mechanic 19.72
23931 - Telecommunications Mechanic I 20.97
23932 - Telecommunications Mechanic II 21.97

23950 - Telephone Lineman	22.00
23960 - Welder Combination Maintenance	19.17
23965 - Well Driller	22.00
23970 - Woodcraft Worker	22.00
23980 - Woodworker	18.73
24000 - Personal Needs Occupations	
24550 - Case Manager	15.09
24570 - Child Care Attendant	9.54
24580 - Child Care Center Clerk	13.02
24610 - Chore Aide	9.77
24620 - Family Readiness And Support Services Coordinator	15.09
24630 - Homemaker	15.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.00
25040 - Sewage Plant Operator	19.87
25070 - Stationary Engineer	23.71
25190 - Ventilation Equipment Tender	17.95
25210 - Water Treatment Plant Operator	18.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.88
27007 - Baggage Inspector	12.74
27008 - Corrections Officer	19.33
27010 - Court Security Officer	21.15
27030 - Detection Dog Handler	14.26
27040 - Detention Officer	19.33
27070 - Firefighter	22.86
27101 - Guard I	12.74
27102 - Guard II	14.26
27131 - Police Officer I	19.98
27132 - Police Officer II	22.20
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.15
28042 - Carnival Equipment Repairer	11.64
28043 - Carnival Worker	9.54
28210 - Gate Attendant/Gate Tender	15.14
28310 - Lifeguard	13.74
28350 - Park Attendant (Aide)	16.94
28510 - Recreation Aide/Health Facility Attendant	12.60
28515 - Recreation Specialist	20.98
28630 - Sports Official	13.49
28690 - Swimming Pool Operator	14.00
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.55
29020 - Hatch Tender	22.55
29030 - Line Handler	22.55
29041 - Stevedore I	21.51
29042 - Stevedore II	23.41
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.64
30022 - Archeological Technician II 19.73
30023 - Archeological Technician III 24.44
30030 - Cartographic Technician 24.44
30040 - Civil Engineering Technician 23.23
30051 - Cryogenic Technician I 25.97
30052 - Cryogenic Technician II 28.68
30061 - Drafter/CAD Operator I 17.64
30062 - Drafter/CAD Operator II 19.73
30063 - Drafter/CAD Operator III 22.00
30064 - Drafter/CAD Operator IV 27.08
30081 - Engineering Technician I 15.07
30082 - Engineering Technician II 19.06
30083 - Engineering Technician III 21.32
30084 - Engineering Technician IV 26.42
30085 - Engineering Technician V 32.32
30086 - Engineering Technician VI 38.24
30090 - Environmental Technician 23.45
30095 - Evidence Control Specialist 23.45
30210 - Laboratory Technician 22.86
30221 - Latent Fingerprint Technician I 25.97
30222 - Latent Fingerprint Technician II 28.68
30240 - Mathematical Technician 24.44
30361 - Paralegal/Legal Assistant I 19.75
30362 - Paralegal/Legal Assistant II 24.46
30363 - Paralegal/Legal Assistant III 29.92
30364 - Paralegal/Legal Assistant IV 36.20
30375 - Petroleum Supply Specialist 28.68
30390 - Photo-Optics Technician 24.44
30395 - Radiation Control Technician 28.68
30461 - Technical Writer I 24.44
30462 - Technical Writer II 31.19
30463 - Technical Writer III 37.52
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.08
30502 - Weather Forecaster II 32.94
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.00
30621 - Weather Observer Senior (see 2) 24.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.27
31030 - Bus Driver 17.15
31043 - Driver Courier 13.73

31260 - Parking and Lot Attendant	12.90
31290 - Shuttle Bus Driver	14.32
31310 - Taxi Driver	12.06
31361 - Truckdriver Light	14.32
31362 - Truckdriver Medium	15.99
31363 - Truckdriver Heavy	18.17
31364 - Truckdriver Tractor-Trailer	18.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.51
99050 - Desk Clerk	9.85
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.33
99252 - Laboratory Animal Caretaker II	12.51
99260 - Marketing Analyst	26.24
99310 - Mortician	25.35
99410 - Pest Controller	20.49
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.97
99711 - Recycling Specialist	17.62
99730 - Refuse Collector	15.07
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	13.15
99830 - Survey Party Chief	19.92
99831 - Surveying Aide	12.21
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	19.82
99841 - Vending Machine Repairer	22.83
99842 - Vending Machine Repairer Helper	19.82

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5146
Revision No.: 12
Date Of Last Revision: 06/26/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Arkansas Texas

Area: Arkansas Counties of Little River Miller

Texas County of Bowie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.35
01012 - Accounting Clerk II		14.98
01013 - Accounting Clerk III		16.76
01020 - Administrative Assistant		26.64
01035 - Court Reporter		19.24
01041 - Customer Service Representative I		11.14
01042 - Customer Service Representative II		12.52
01043 - Customer Service Representative III		13.66
01051 - Data Entry Operator I		12.79
01052 - Data Entry Operator II		13.95

01060 - Dispatcher Motor Vehicle 18.20
01070 - Document Preparation Clerk 12.90
01090 - Duplicating Machine Operator 12.90
01111 - General Clerk I 11.81
01112 - General Clerk II 12.89
01113 - General Clerk III 14.47
01120 - Housing Referral Assistant 18.06
01141 - Messenger Courier 11.01
01191 - Order Clerk I 13.68
01192 - Order Clerk II 14.93
01261 - Personnel Assistant (Employment) I 15.88
01262 - Personnel Assistant (Employment) II 17.77
01263 - Personnel Assistant (Employment) III 19.81
01270 - Production Control Clerk 25.75
01290 - Rental Clerk 13.10
01300 - Scheduler Maintenance 14.48
01311 - Secretary I 14.48
01312 - Secretary II 16.20
01313 - Secretary III 18.06
01320 - Service Order Dispatcher 16.26
01410 - Supply Technician 26.64
01420 - Survey Worker 15.28
01460 - Switchboard Operator/Receptionist 11.01
01531 - Travel Clerk I 12.53
01532 - Travel Clerk II 13.43
01533 - Travel Clerk III 14.13
01611 - Word Processor I 13.43
01612 - Word Processor II 15.15
01613 - Word Processor III 16.86
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 27.70
05010 - Automotive Electrician 19.87
05040 - Automotive Glass Installer 17.89
05070 - Automotive Worker 17.89
05110 - Mobile Equipment Servicer 16.31
05130 - Motor Equipment Metal Mechanic 20.91
05160 - Motor Equipment Metal Worker 17.89
05190 - Motor Vehicle Mechanic 20.91
05220 - Motor Vehicle Mechanic Helper 15.27
05250 - Motor Vehicle Upholstery Worker 17.57
05280 - Motor Vehicle Wrecker 17.89
05310 - Painter Automotive 19.87
05340 - Radiator Repair Specialist 17.89
05370 - Tire Repairer 14.33
05400 - Transmission Repair Specialist 20.91
07000 - Food Preparation And Service Occupations
07010 - Baker 11.57
07041 - Cook I 11.04
07042 - Cook II 12.09
07070 - Dishwasher 9.48

07130 - Food Service Worker	9.46
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	9.08
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.87
09040 - Furniture Handler	15.19
09080 - Furniture Refinisher	19.87
09090 - Furniture Refinisher Helper	16.93
09110 - Furniture Repairer Minor	18.44
09130 - Upholsterer	19.87
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.71
11060 - Elevator Operator	10.75
11090 - Gardener	13.84
11122 - Housekeeping Aide	10.75
11150 - Janitor	10.75
11210 - Laborer Grounds Maintenance	12.03
11240 - Maid or Houseman	9.47
11260 - Pruner	11.35
11270 - Tractor Operator	13.27
11330 - Trail Maintenance Worker	12.03
11360 - Window Cleaner	11.39
12000 - Health Occupations	
12010 - Ambulance Driver	22.66
12011 - Breath Alcohol Technician	21.32
12012 - Certified Occupational Therapist Assistant	24.17
12015 - Certified Physical Therapist Assistant	29.59
12020 - Dental Assistant	17.22
12025 - Dental Hygienist	37.59
12030 - EKG Technician	26.12
12035 - Electroneurodiagnostic Technologist	26.12
12040 - Emergency Medical Technician	22.66
12071 - Licensed Practical Nurse I	15.75
12072 - Licensed Practical Nurse II	17.62
12073 - Licensed Practical Nurse III	19.65
12100 - Medical Assistant	15.01
12130 - Medical Laboratory Technician	18.41
12160 - Medical Record Clerk	13.32
12190 - Medical Record Technician	17.24
12195 - Medical Transcriptionist	15.75
12210 - Nuclear Medicine Technologist	38.72
12221 - Nursing Assistant I	11.62
12222 - Nursing Assistant II	13.06
12223 - Nursing Assistant III	14.25
12224 - Nursing Assistant IV	16.00
12235 - Optical Dispenser	20.89
12236 - Optical Technician	15.75
12250 - Pharmacy Technician	15.29
12280 - Phlebotomist	13.57
12305 - Radiologic Technologist	25.69

12311 - Registered Nurse I		22.23
12312 - Registered Nurse II		27.62
12313 - Registered Nurse II Specialist		27.62
12314 - Registered Nurse III		32.92
12315 - Registered Nurse III Anesthetist		32.92
12316 - Registered Nurse IV		39.80
12317 - Scheduler (Drug and Alcohol Testing)		26.41
12320 - Substance Abuse Treatment Counselor		20.10
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.32
13012 - Exhibits Specialist II		23.94
13013 - Exhibits Specialist III		29.28
13041 - Illustrator I		19.32
13042 - Illustrator II		23.94
13043 - Illustrator III		29.28
13047 - Librarian		26.51
13050 - Library Aide/Clerk		15.03
13054 - Library Information Technology Systems Administrator		23.94
13058 - Library Technician		18.89
13061 - Media Specialist I		17.27
13062 - Media Specialist II		19.32
13063 - Media Specialist III		21.55
13071 - Photographer I		17.27
13072 - Photographer II		19.32
13073 - Photographer III		23.94
13074 - Photographer IV		29.28
13075 - Photographer V		35.42
13090 - Technical Order Library Clerk		18.64
13110 - Video Teleconference Technician		17.27
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.62
14043 - Computer Operator III		19.08
14044 - Computer Operator IV		20.72
14045 - Computer Operator V		22.95
14071 - Computer Programmer I	(see 1)	18.88
14072 - Computer Programmer II	(see 1)	23.38
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		14.95
14160 - Personal Computer Support Technician		23.14
14170 - System Support Specialist		24.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.78
15020 - Aircrew Training Devices Instructor (Rated)		33.62
15030 - Air Crew Training Devices Instructor (Pilot)		40.30

15050 - Computer Based Training Specialist / Instructor	27.78
15060 - Educational Technologist	29.70
15070 - Flight Instructor (Pilot)	40.30
15080 - Graphic Artist	24.40
15085 - Maintenance Test Pilot Fixed Jet/Prop	40.30
15086 - Maintenance Test Pilot Rotary Wing	40.30
15088 - Non-Maintenance Test/Co-Pilot	40.30
15090 - Technical Instructor	19.48
15095 - Technical Instructor/Course Developer	23.84
15110 - Test Proctor	15.73
15120 - Tutor	15.73
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.93
16030 - Counter Attendant	9.93
16040 - Dry Cleaner	11.75
16070 - Finisher Flatwork Machine	9.93
16090 - Presser Hand	9.93
16110 - Presser Machine Drycleaning	9.93
16130 - Presser Machine Shirts	9.93
16160 - Presser Machine Wearing Apparel Laundry	9.93
16190 - Sewing Machine Operator	12.45
16220 - Tailor	13.12
16250 - Washer Machine	10.49
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.76
19040 - Tool And Die Maker	26.20
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.35
21030 - Material Coordinator	25.75
21040 - Material Expediter	25.75
21050 - Material Handling Laborer	15.71
21071 - Order Filler	12.27
21080 - Production Line Worker (Food Processing)	19.35
21110 - Shipping Packer	16.57
21130 - Shipping/Receiving Clerk	16.57
21140 - Store Worker I	15.85
21150 - Stock Clerk	19.14
21210 - Tools And Parts Attendant	19.35
21410 - Warehouse Specialist	19.35
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.13
23019 - Aircraft Logs and Records Technician	19.55
23021 - Aircraft Mechanic I	22.95
23022 - Aircraft Mechanic II	24.13
23023 - Aircraft Mechanic III	25.35
23040 - Aircraft Mechanic Helper	17.95
23050 - Aircraft Painter	21.28
23060 - Aircraft Servicer	19.55
23070 - Aircraft Survival Flight Equipment Technician	21.28
23080 - Aircraft Worker	20.50

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.50
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.95
23110 - Appliance Mechanic 21.28
23120 - Bicycle Repairer 18.73
23125 - Cable Splicer 22.25
23130 - Carpenter Maintenance 18.11
23140 - Carpet Layer 20.50
23160 - Electrician Maintenance 23.88
23181 - Electronics Technician Maintenance I 24.98
23182 - Electronics Technician Maintenance II 25.92
23183 - Electronics Technician Maintenance III 26.79
23260 - Fabric Worker 19.55
23290 - Fire Alarm System Mechanic 21.79
23310 - Fire Extinguisher Repairer 18.73
23311 - Fuel Distribution System Mechanic 22.30
23312 - Fuel Distribution System Operator 18.98
23370 - General Maintenance Worker 17.08
23380 - Ground Support Equipment Mechanic 22.95
23381 - Ground Support Equipment Servicer 19.55
23382 - Ground Support Equipment Worker 20.50
23391 - Gunsmith I 18.73
23392 - Gunsmith II 20.50
23393 - Gunsmith III 22.00
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.80
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.64
23430 - Heavy Equipment Mechanic 26.32
23440 - Heavy Equipment Operator 19.17
23460 - Instrument Mechanic 22.00
23465 - Laboratory/Shelter Mechanic 21.28
23470 - Laborer 14.80
23510 - Locksmith 21.28
23530 - Machinery Maintenance Mechanic 29.95
23550 - Machinist Maintenance 20.71
23580 - Maintenance Trades Helper 18.38
23591 - Metrology Technician I 22.00
23592 - Metrology Technician II 22.81
23593 - Metrology Technician III 23.52
23640 - Millwright 20.72
23710 - Office Appliance Repairer 18.11
23760 - Painter Maintenance 21.65
23790 - Pipefitter Maintenance 22.64
23810 - Plumber Maintenance 21.90
23820 - Pneudraulic Systems Mechanic 22.00
23850 - Rigger 22.00
23870 - Scale Mechanic 20.50
23890 - Sheet-Metal Worker Maintenance 22.74

23910 - Small Engine Mechanic	19.72
23931 - Telecommunications Mechanic I	20.97
23932 - Telecommunications Mechanic II	21.97
23950 - Telephone Lineman	22.00
23960 - Welder Combination Maintenance	19.17
23965 - Well Driller	22.00
23970 - Woodcraft Worker	22.00
23980 - Woodworker	18.73
24000 - Personal Needs Occupations	
24550 - Case Manager	15.09
24570 - Child Care Attendant	9.54
24580 - Child Care Center Clerk	13.02
24610 - Chore Aide	9.77
24620 - Family Readiness And Support Services Coordinator	15.09
24630 - Homemaker	15.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.00
25040 - Sewage Plant Operator	19.87
25070 - Stationary Engineer	23.71
25190 - Ventilation Equipment Tender	17.95
25210 - Water Treatment Plant Operator	18.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.88
27007 - Baggage Inspector	12.74
27008 - Corrections Officer	19.33
27010 - Court Security Officer	21.15
27030 - Detection Dog Handler	14.26
27040 - Detention Officer	19.33
27070 - Firefighter	22.86
27101 - Guard I	12.74
27102 - Guard II	14.26
27131 - Police Officer I	19.98
27132 - Police Officer II	22.20
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.15
28042 - Carnival Equipment Repairer	11.64
28043 - Carnival Worker	9.54
28210 - Gate Attendant/Gate Tender	15.14
28310 - Lifeguard	13.74
28350 - Park Attendant (Aide)	16.94
28510 - Recreation Aide/Health Facility Attendant	12.60
28515 - Recreation Specialist	20.98
28630 - Sports Official	13.49
28690 - Swimming Pool Operator	14.00
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.55
29020 - Hatch Tender	22.55
29030 - Line Handler	22.55
29041 - Stevedore I	21.51

29042 - Stevedore II 23.41
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.64
30022 - Archeological Technician II 19.73
30023 - Archeological Technician III 24.44
30030 - Cartographic Technician 24.44
30040 - Civil Engineering Technician 23.23
30051 - Cryogenic Technician I 25.97
30052 - Cryogenic Technician II 28.68
30061 - Drafter/CAD Operator I 17.64
30062 - Drafter/CAD Operator II 19.73
30063 - Drafter/CAD Operator III 22.00
30064 - Drafter/CAD Operator IV 27.08
30081 - Engineering Technician I 15.07
30082 - Engineering Technician II 19.06
30083 - Engineering Technician III 21.32
30084 - Engineering Technician IV 26.42
30085 - Engineering Technician V 32.32
30086 - Engineering Technician VI 38.24
30090 - Environmental Technician 23.45
30095 - Evidence Control Specialist 23.45
30210 - Laboratory Technician 22.86
30221 - Latent Fingerprint Technician I 25.97
30222 - Latent Fingerprint Technician II 28.68
30240 - Mathematical Technician 24.44
30361 - Paralegal/Legal Assistant I 19.75
30362 - Paralegal/Legal Assistant II 24.46
30363 - Paralegal/Legal Assistant III 29.92
30364 - Paralegal/Legal Assistant IV 36.20
30375 - Petroleum Supply Specialist 28.68
30390 - Photo-Optics Technician 24.44
30395 - Radiation Control Technician 28.68
30461 - Technical Writer I 24.44
30462 - Technical Writer II 31.19
30463 - Technical Writer III 37.52
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.08
30502 - Weather Forecaster II 32.94
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.00
30621 - Weather Observer Senior (see 2) 24.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67

31020 - Bus Aide	14.27
31030 - Bus Driver	17.15
31043 - Driver Courier	13.73
31260 - Parking and Lot Attendant	12.90
31290 - Shuttle Bus Driver	14.32
31310 - Taxi Driver	12.06
31361 - Truckdriver Light	14.32
31362 - Truckdriver Medium	15.99
31363 - Truckdriver Heavy	18.17
31364 - Truckdriver Tractor-Trailer	18.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.51
99050 - Desk Clerk	9.85
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.33
99252 - Laboratory Animal Caretaker II	12.51
99260 - Marketing Analyst	26.24
99310 - Mortician	25.35
99410 - Pest Controller	20.49
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.97
99711 - Recycling Specialist	17.62
99730 - Refuse Collector	15.07
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	13.15
99830 - Survey Party Chief	19.92
99831 - Surveying Aide	12.21
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	19.82
99841 - Vending Machine Repairer	22.83
99842 - Vending Machine Repairer Helper	19.82

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5147
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Hancock Harrison Jackson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.85
01012 - Accounting Clerk II		15.61
01013 - Accounting Clerk III		17.46
01020 - Administrative Assistant		22.40
01035 - Court Reporter		18.17
01041 - Customer Service Representative I		12.23
01042 - Customer Service Representative II		13.75
01043 - Customer Service Representative III		15.00
01051 - Data Entry Operator I		14.96
01052 - Data Entry Operator II		16.32
01060 - Dispatcher Motor Vehicle		16.62
01070 - Document Preparation Clerk		14.47
01090 - Duplicating Machine Operator		14.47
01111 - General Clerk I		13.34
01112 - General Clerk II		14.56

01113 - General Clerk III 16.48
01120 - Housing Referral Assistant 20.26
01141 - Messenger Courier 13.21
01191 - Order Clerk I 16.73
01192 - Order Clerk II 18.25
01261 - Personnel Assistant (Employment) I 16.06
01262 - Personnel Assistant (Employment) II 17.96
01263 - Personnel Assistant (Employment) III 20.02
01270 - Production Control Clerk 27.43
01290 - Rental Clerk 12.72
01300 - Scheduler Maintenance 16.24
01311 - Secretary I 16.24
01312 - Secretary II 18.17
01313 - Secretary III 20.26
01320 - Service Order Dispatcher 14.85
01410 - Supply Technician 22.40
01420 - Survey Worker 14.55
01460 - Switchboard Operator/Receptionist 12.86
01531 - Travel Clerk I 12.14
01532 - Travel Clerk II 12.88
01533 - Travel Clerk III 13.50
01611 - Word Processor I 14.47
01612 - Word Processor II 16.24
01613 - Word Processor III 18.17
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.73
05010 - Automotive Electrician 17.59
05040 - Automotive Glass Installer 16.90
05070 - Automotive Worker 16.90
05110 - Mobile Equipment Servicer 15.49
05130 - Motor Equipment Metal Mechanic 18.27
05160 - Motor Equipment Metal Worker 16.90
05190 - Motor Vehicle Mechanic 19.39
05220 - Motor Vehicle Mechanic Helper 14.84
05250 - Motor Vehicle Upholstery Worker 16.20
05280 - Motor Vehicle Wrecker 16.90
05310 - Painter Automotive 17.59
05340 - Radiator Repair Specialist 16.90
05370 - Tire Repairer 14.61
05400 - Transmission Repair Specialist 18.27
07000 - Food Preparation And Service Occupations
07010 - Baker 12.73
07041 - Cook I 10.34
07042 - Cook II 11.28
07070 - Dishwasher 9.06
07130 - Food Service Worker 9.55
07210 - Meat Cutter 15.19
07260 - Waiter/Waitress 8.92
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 25.16

09040 - Furniture Handler 19.17
09080 - Furniture Refinisher 25.16
09090 - Furniture Refinisher Helper 21.35
09110 - Furniture Repairer Minor 23.28
09130 - Upholsterer 25.16
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.62
11060 - Elevator Operator 10.62
11090 - Gardener 14.93
11122 - Housekeeping Aide 10.61
11150 - Janitor 10.61
11210 - Laborer Grounds Maintenance 12.83
11240 - Maid or Houseman 9.67
11260 - Pruner 12.15
11270 - Tractor Operator 14.28
11330 - Trail Maintenance Worker 12.83
11360 - Window Cleaner 11.20
12000 - Health Occupations
12010 - Ambulance Driver 20.42
12011 - Breath Alcohol Technician 18.47
12012 - Certified Occupational Therapist Assistant 25.34
12015 - Certified Physical Therapist Assistant 25.16
12020 - Dental Assistant 17.21
12025 - Dental Hygienist 32.45
12030 - EKG Technician 24.24
12035 - Electroneurodiagnostic Technologist 24.24
12040 - Emergency Medical Technician 20.42
12071 - Licensed Practical Nurse I 16.51
12072 - Licensed Practical Nurse II 18.47
12073 - Licensed Practical Nurse III 20.59
12100 - Medical Assistant 13.73
12130 - Medical Laboratory Technician 22.12
12160 - Medical Record Clerk 16.20
12190 - Medical Record Technician 18.13
12195 - Medical Transcriptionist 16.16
12210 - Nuclear Medicine Technologist 40.58
12221 - Nursing Assistant I 11.21
12222 - Nursing Assistant II 12.60
12223 - Nursing Assistant III 13.75
12224 - Nursing Assistant IV 15.43
12235 - Optical Dispenser 16.45
12236 - Optical Technician 14.24
12250 - Pharmacy Technician 15.94
12280 - Phlebotomist 16.27
12305 - Radiologic Technologist 24.70
12311 - Registered Nurse I 24.08
12312 - Registered Nurse II 29.46
12313 - Registered Nurse II Specialist 30.87
12314 - Registered Nurse III 35.64
12315 - Registered Nurse III Anesthetist 35.64

12316 - Registered Nurse IV		42.72
12317 - Scheduler (Drug and Alcohol Testing)		22.88
12320 - Substance Abuse Treatment Counselor		15.82
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.54
13012 - Exhibits Specialist II		21.72
13013 - Exhibits Specialist III		26.57
13041 - Illustrator I		17.54
13042 - Illustrator II		21.72
13043 - Illustrator III		26.57
13047 - Librarian		24.06
13050 - Library Aide/Clerk		10.28
13054 - Library Information Technology Systems Administrator		21.72
13058 - Library Technician		17.02
13061 - Media Specialist I		15.67
13062 - Media Specialist II		17.54
13063 - Media Specialist III		19.54
13071 - Photographer I		15.67
13072 - Photographer II		17.54
13073 - Photographer III		21.72
13074 - Photographer IV		26.57
13075 - Photographer V		32.14
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		19.20
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.28
14042 - Computer Operator II		17.09
14043 - Computer Operator III		19.04
14044 - Computer Operator IV		21.16
14045 - Computer Operator V		23.44
14071 - Computer Programmer I	(see 1)	20.43
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.28
14160 - Personal Computer Support Technician		21.16
14170 - System Support Specialist		25.84
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.47
15020 - Aircrew Training Devices Instructor (Rated)		34.44
15030 - Air Crew Training Devices Instructor (Pilot)		41.28
15050 - Computer Based Training Specialist / Instructor		28.47
15060 - Educational Technologist		35.28
15070 - Flight Instructor (Pilot)		41.28
15080 - Graphic Artist		19.42
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.28

15086 - Maintenance Test Pilot Rotary Wing 41.28
15088 - Non-Maintenance Test/Co-Pilot 41.28
15090 - Technical Instructor 27.81
15095 - Technical Instructor/Course Developer 34.02
15110 - Test Proctor 22.45
15120 - Tutor 22.45
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.21
16030 - Counter Attendant 10.21
16040 - Dry Cleaner 11.83
16070 - Finisher Flatwork Machine 10.21
16090 - Presser Hand 10.21
16110 - Presser Machine Drycleaning 10.21
16130 - Presser Machine Shirts 10.21
16160 - Presser Machine Wearing Apparel Laundry 10.21
16190 - Sewing Machine Operator 12.52
16220 - Tailor 13.26
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.16
19040 - Tool And Die Maker 28.47
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.26
21030 - Material Coordinator 27.43
21040 - Material Expediter 27.43
21050 - Material Handling Laborer 12.97
21071 - Order Filler 12.75
21080 - Production Line Worker (Food Processing) 19.26
21110 - Shipping Packer 17.87
21130 - Shipping/Receiving Clerk 17.87
21140 - Store Worker I 15.85
21150 - Stock Clerk 18.80
21210 - Tools And Parts Attendant 19.26
21410 - Warehouse Specialist 19.26
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.61
23019 - Aircraft Logs and Records Technician 27.33
23021 - Aircraft Mechanic I 30.56
23022 - Aircraft Mechanic II 31.61
23023 - Aircraft Mechanic III 32.52
23040 - Aircraft Mechanic Helper 25.06
23050 - Aircraft Painter 29.53
23060 - Aircraft Servicer 27.33
23070 - Aircraft Survival Flight Equipment Technician 29.53
23080 - Aircraft Worker 28.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.56
23110 - Appliance Mechanic 25.16

23120 - Bicycle Repairer	19.92
23125 - Cable Splicer	30.38
23130 - Carpenter Maintenance	21.46
23140 - Carpet Layer	23.78
23160 - Electrician Maintenance	26.74
23181 - Electronics Technician Maintenance I	30.67
23182 - Electronics Technician Maintenance II	31.81
23183 - Electronics Technician Maintenance III	32.92
23260 - Fabric Worker	23.28
23290 - Fire Alarm System Mechanic	24.31
23310 - Fire Extinguisher Repairer	22.32
23311 - Fuel Distribution System Mechanic	26.03
23312 - Fuel Distribution System Operator	22.32
23370 - General Maintenance Worker	16.03
23380 - Ground Support Equipment Mechanic	30.56
23381 - Ground Support Equipment Servicer	27.33
23382 - Ground Support Equipment Worker	28.47
23391 - Gunsmith I	22.32
23392 - Gunsmith II	24.25
23393 - Gunsmith III	26.03
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.21
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.90
23430 - Heavy Equipment Mechanic	25.78
23440 - Heavy Equipment Operator	20.25
23460 - Instrument Mechanic	26.03
23465 - Laboratory/Shelter Mechanic	25.16
23470 - Laborer	12.97
23510 - Locksmith	23.25
23530 - Machinery Maintenance Mechanic	27.25
23550 - Machinist Maintenance	26.26
23580 - Maintenance Trades Helper	20.53
23591 - Metrology Technician I	26.03
23592 - Metrology Technician II	26.93
23593 - Metrology Technician III	27.71
23640 - Millwright	23.98
23710 - Office Appliance Repairer	20.23
23760 - Painter Maintenance	20.48
23790 - Pipefitter Maintenance	26.31
23810 - Plumber Maintenance	25.43
23820 - Pneudraulic Systems Mechanic	26.03
23850 - Rigger	26.03
23870 - Scale Mechanic	24.25
23890 - Sheet-Metal Worker Maintenance	26.49
23910 - Small Engine Mechanic	15.59
23931 - Telecommunications Mechanic I	25.49
23932 - Telecommunications Mechanic II	27.78
23950 - Telephone Lineman	27.56
23960 - Welder Combination Maintenance	26.99

23965 - Well Driller		26.03
23970 - Woodcraft Worker		26.03
23980 - Woodworker		22.32
24000 - Personal Needs Occupations		
24550 - Case Manager		15.82
24570 - Child Care Attendant		10.21
24580 - Child Care Center Clerk		12.74
24610 - Chore Aide		11.01
24620 - Family Readiness And Support Services Coordinator		15.82
24630 - Homemaker		15.82
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		26.03
25040 - Sewage Plant Operator		18.25
25070 - Stationary Engineer		26.03
25190 - Ventilation Equipment Tender		21.35
25210 - Water Treatment Plant Operator		18.25
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.00
27007 - Baggage Inspector		12.91
27008 - Corrections Officer		15.02
27010 - Court Security Officer		17.48
27030 - Detection Dog Handler		15.38
27040 - Detention Officer		15.02
27070 - Firefighter		18.47
27101 - Guard I		12.91
27102 - Guard II		15.38
27131 - Police Officer I		19.41
27132 - Police Officer II		21.56
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.41
28042 - Carnival Equipment Repairer		12.75
28043 - Carnival Worker		9.71
28210 - Gate Attendant/Gate Tender		16.52
28310 - Lifeguard		12.71
28350 - Park Attendant (Aide)		18.48
28510 - Recreation Aide/Health Facility Attendant		13.49
28515 - Recreation Specialist		22.89
28630 - Sports Official		14.72
28690 - Swimming Pool Operator		17.32
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.87
29020 - Hatch Tender		25.87
29030 - Line Handler		25.87
29041 - Stevedore I		24.84
29042 - Stevedore II		26.84
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		18.63
30022 - Archeological Technician II		21.06
30023 - Archeological Technician III		25.42
30030 - Cartographic Technician		26.10
30040 - Civil Engineering Technician		20.04
30051 - Cryogenic Technician I		25.78
30052 - Cryogenic Technician II		28.48
30061 - Drafter/CAD Operator I		18.63
30062 - Drafter/CAD Operator II		21.06
30063 - Drafter/CAD Operator III		23.45
30064 - Drafter/CAD Operator IV		28.86
30081 - Engineering Technician I		16.25
30082 - Engineering Technician II		18.24
30083 - Engineering Technician III		20.44
30084 - Engineering Technician IV		25.28
30085 - Engineering Technician V		31.68
30086 - Engineering Technician VI		37.41
30090 - Environmental Technician		25.42
30095 - Evidence Control Specialist		23.28
30210 - Laboratory Technician		27.38
30221 - Latent Fingerprint Technician I		25.78
30222 - Latent Fingerprint Technician II		28.48
30240 - Mathematical Technician		25.42
30361 - Paralegal/Legal Assistant I		17.66
30362 - Paralegal/Legal Assistant II		21.88
30363 - Paralegal/Legal Assistant III		26.76
30364 - Paralegal/Legal Assistant IV		32.38
30375 - Petroleum Supply Specialist		28.48
30390 - Photo-Optics Technician		25.12
30395 - Radiation Control Technician		28.48
30461 - Technical Writer I		27.93
30462 - Technical Writer II		31.10
30463 - Technical Writer III		37.63
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.86
30502 - Weather Forecaster II		35.10
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.45
30621 - Weather Observer Senior	(see 2)	25.42
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.63
31030 - Bus Driver		15.93
31043 - Driver Courier		12.93
31260 - Parking and Lot Attendant		9.09
31290 - Shuttle Bus Driver		13.52

31310 - Taxi Driver	12.20
31361 - Truckdriver Light	13.52
31362 - Truckdriver Medium	15.35
31363 - Truckdriver Heavy	18.33
31364 - Truckdriver Tractor-Trailer	18.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.14
99050 - Desk Clerk	10.60
99095 - Embalmer	24.65
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.92
99252 - Laboratory Animal Caretaker II	15.35
99260 - Marketing Analyst	23.73
99310 - Mortician	24.65
99410 - Pest Controller	18.83
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.77
99711 - Recycling Specialist	19.77
99730 - Refuse Collector	16.29
99810 - Sales Clerk	11.54
99820 - School Crossing Guard	16.33
99830 - Survey Party Chief	24.15
99831 - Surveying Aide	15.97
99832 - Surveying Technician	21.93
99840 - Vending Machine Attendant	15.39
99841 - Vending Machine Repairer	17.48
99842 - Vending Machine Repairer Helper	15.39

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5148
Revision No.: 12
Date Of Last Revision: 06/26/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Hancock Harrison Jackson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.85
01012 - Accounting Clerk II		15.61
01013 - Accounting Clerk III		17.46
01020 - Administrative Assistant		22.40
01035 - Court Reporter		18.17
01041 - Customer Service Representative I		12.23
01042 - Customer Service Representative II		13.75
01043 - Customer Service Representative III		15.00
01051 - Data Entry Operator I		14.96
01052 - Data Entry Operator II		16.32
01060 - Dispatcher Motor Vehicle		16.62
01070 - Document Preparation Clerk		14.47

01090 - Duplicating Machine Operator 14.47
01111 - General Clerk I 13.34
01112 - General Clerk II 14.56
01113 - General Clerk III 16.48
01120 - Housing Referral Assistant 20.26
01141 - Messenger Courier 13.21
01191 - Order Clerk I 16.73
01192 - Order Clerk II 18.25
01261 - Personnel Assistant (Employment) I 16.06
01262 - Personnel Assistant (Employment) II 17.96
01263 - Personnel Assistant (Employment) III 20.02
01270 - Production Control Clerk 27.43
01290 - Rental Clerk 12.72
01300 - Scheduler Maintenance 16.24
01311 - Secretary I 16.24
01312 - Secretary II 18.17
01313 - Secretary III 20.26
01320 - Service Order Dispatcher 14.85
01410 - Supply Technician 22.40
01420 - Survey Worker 14.55
01460 - Switchboard Operator/Receptionist 12.86
01531 - Travel Clerk I 12.14
01532 - Travel Clerk II 12.88
01533 - Travel Clerk III 13.50
01611 - Word Processor I 14.47
01612 - Word Processor II 16.24
01613 - Word Processor III 18.17
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.73
05010 - Automotive Electrician 17.59
05040 - Automotive Glass Installer 16.90
05070 - Automotive Worker 16.90
05110 - Mobile Equipment Servicer 15.49
05130 - Motor Equipment Metal Mechanic 18.27
05160 - Motor Equipment Metal Worker 16.90
05190 - Motor Vehicle Mechanic 19.39
05220 - Motor Vehicle Mechanic Helper 14.84
05250 - Motor Vehicle Upholstery Worker 16.20
05280 - Motor Vehicle Wrecker 16.90
05310 - Painter Automotive 17.59
05340 - Radiator Repair Specialist 16.90
05370 - Tire Repairer 14.61
05400 - Transmission Repair Specialist 18.27
07000 - Food Preparation And Service Occupations
07010 - Baker 12.73
07041 - Cook I 10.34
07042 - Cook II 11.28
07070 - Dishwasher 9.06
07130 - Food Service Worker 9.55
07210 - Meat Cutter 15.19

07260 - Waiter/Waitress	8.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.16
09040 - Furniture Handler	19.17
09080 - Furniture Refinisher	25.16
09090 - Furniture Refinisher Helper	21.35
09110 - Furniture Repairer Minor	23.28
09130 - Upholsterer	25.16
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.62
11060 - Elevator Operator	10.62
11090 - Gardener	14.93
11122 - Housekeeping Aide	10.61
11150 - Janitor	10.61
11210 - Laborer Grounds Maintenance	12.83
11240 - Maid or Houseman	9.67
11260 - Pruner	12.15
11270 - Tractor Operator	14.28
11330 - Trail Maintenance Worker	12.83
11360 - Window Cleaner	11.20
12000 - Health Occupations	
12010 - Ambulance Driver	20.42
12011 - Breath Alcohol Technician	18.47
12012 - Certified Occupational Therapist Assistant	25.34
12015 - Certified Physical Therapist Assistant	25.16
12020 - Dental Assistant	17.21
12025 - Dental Hygienist	32.45
12030 - EKG Technician	24.24
12035 - Electroneurodiagnostic Technologist	24.24
12040 - Emergency Medical Technician	20.42
12071 - Licensed Practical Nurse I	16.51
12072 - Licensed Practical Nurse II	18.47
12073 - Licensed Practical Nurse III	20.59
12100 - Medical Assistant	13.73
12130 - Medical Laboratory Technician	22.12
12160 - Medical Record Clerk	16.20
12190 - Medical Record Technician	18.13
12195 - Medical Transcriptionist	16.16
12210 - Nuclear Medicine Technologist	40.58
12221 - Nursing Assistant I	11.21
12222 - Nursing Assistant II	12.60
12223 - Nursing Assistant III	13.75
12224 - Nursing Assistant IV	15.43
12235 - Optical Dispenser	16.45
12236 - Optical Technician	14.24
12250 - Pharmacy Technician	15.94
12280 - Phlebotomist	16.27
12305 - Radiologic Technologist	24.70
12311 - Registered Nurse I	24.08
12312 - Registered Nurse II	29.46

12313 - Registered Nurse II Specialist		30.87
12314 - Registered Nurse III		35.64
12315 - Registered Nurse III Anesthetist		35.64
12316 - Registered Nurse IV		42.72
12317 - Scheduler (Drug and Alcohol Testing)		22.88
12320 - Substance Abuse Treatment Counselor		15.82
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.54
13012 - Exhibits Specialist II		21.72
13013 - Exhibits Specialist III		26.57
13041 - Illustrator I		17.54
13042 - Illustrator II		21.72
13043 - Illustrator III		26.57
13047 - Librarian		24.06
13050 - Library Aide/Clerk		10.28
13054 - Library Information Technology Systems Administrator		21.72
13058 - Library Technician		17.02
13061 - Media Specialist I		15.67
13062 - Media Specialist II		17.54
13063 - Media Specialist III		19.54
13071 - Photographer I		15.67
13072 - Photographer II		17.54
13073 - Photographer III		21.72
13074 - Photographer IV		26.57
13075 - Photographer V		32.14
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		19.20
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.28
14042 - Computer Operator II		17.09
14043 - Computer Operator III		19.04
14044 - Computer Operator IV		21.16
14045 - Computer Operator V		23.44
14071 - Computer Programmer I	(see 1)	20.43
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.28
14160 - Personal Computer Support Technician		21.16
14170 - System Support Specialist		25.84
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.47
15020 - Aircrew Training Devices Instructor (Rated)		34.44
15030 - Air Crew Training Devices Instructor (Pilot)		41.28
15050 - Computer Based Training Specialist / Instructor		28.47
15060 - Educational Technologist		35.28

15070 - Flight Instructor (Pilot) 41.28
15080 - Graphic Artist 19.42
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.28
15086 - Maintenance Test Pilot Rotary Wing 41.28
15088 - Non-Maintenance Test/Co-Pilot 41.28
15090 - Technical Instructor 27.81
15095 - Technical Instructor/Course Developer 34.02
15110 - Test Proctor 22.45
15120 - Tutor 22.45
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.21
16030 - Counter Attendant 10.21
16040 - Dry Cleaner 11.83
16070 - Finisher Flatwork Machine 10.21
16090 - Presser Hand 10.21
16110 - Presser Machine Drycleaning 10.21
16130 - Presser Machine Shirts 10.21
16160 - Presser Machine Wearing Apparel Laundry 10.21
16190 - Sewing Machine Operator 12.52
16220 - Tailor 13.26
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.16
19040 - Tool And Die Maker 28.47
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.26
21030 - Material Coordinator 27.43
21040 - Material Expediter 27.43
21050 - Material Handling Laborer 12.97
21071 - Order Filler 12.75
21080 - Production Line Worker (Food Processing) 19.26
21110 - Shipping Packer 17.87
21130 - Shipping/Receiving Clerk 17.87
21140 - Store Worker I 15.85
21150 - Stock Clerk 18.80
21210 - Tools And Parts Attendant 19.26
21410 - Warehouse Specialist 19.26
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.61
23019 - Aircraft Logs and Records Technician 27.33
23021 - Aircraft Mechanic I 30.56
23022 - Aircraft Mechanic II 31.61
23023 - Aircraft Mechanic III 32.52
23040 - Aircraft Mechanic Helper 25.06
23050 - Aircraft Painter 29.53
23060 - Aircraft Servicer 27.33
23070 - Aircraft Survival Flight Equipment Technician 29.53
23080 - Aircraft Worker 28.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.47

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.56
23110 - Appliance Mechanic 25.16
23120 - Bicycle Repairer 19.92
23125 - Cable Splicer 30.38
23130 - Carpenter Maintenance 21.46
23140 - Carpet Layer 23.78
23160 - Electrician Maintenance 26.74
23181 - Electronics Technician Maintenance I 30.67
23182 - Electronics Technician Maintenance II 31.81
23183 - Electronics Technician Maintenance III 32.92
23260 - Fabric Worker 23.28
23290 - Fire Alarm System Mechanic 24.31
23310 - Fire Extinguisher Repairer 22.32
23311 - Fuel Distribution System Mechanic 26.03
23312 - Fuel Distribution System Operator 22.32
23370 - General Maintenance Worker 16.03
23380 - Ground Support Equipment Mechanic 30.56
23381 - Ground Support Equipment Servicer 27.33
23382 - Ground Support Equipment Worker 28.47
23391 - Gunsmith I 22.32
23392 - Gunsmith II 24.25
23393 - Gunsmith III 26.03
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.21
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.90
23430 - Heavy Equipment Mechanic 25.78
23440 - Heavy Equipment Operator 20.25
23460 - Instrument Mechanic 26.03
23465 - Laboratory/Shelter Mechanic 25.16
23470 - Laborer 12.97
23510 - Locksmith 23.25
23530 - Machinery Maintenance Mechanic 27.25
23550 - Machinist Maintenance 26.26
23580 - Maintenance Trades Helper 20.53
23591 - Metrology Technician I 26.03
23592 - Metrology Technician II 26.93
23593 - Metrology Technician III 27.71
23640 - Millwright 23.98
23710 - Office Appliance Repairer 20.23
23760 - Painter Maintenance 20.48
23790 - Pipefitter Maintenance 26.31
23810 - Plumber Maintenance 25.43
23820 - Pneudraulic Systems Mechanic 26.03
23850 - Rigger 26.03
23870 - Scale Mechanic 24.25
23890 - Sheet-Metal Worker Maintenance 26.49
23910 - Small Engine Mechanic 15.59
23931 - Telecommunications Mechanic I 25.49

23932 - Telecommunications Mechanic II	27.78
23950 - Telephone Lineman	27.56
23960 - Welder Combination Maintenance	26.99
23965 - Well Driller	26.03
23970 - Woodcraft Worker	26.03
23980 - Woodworker	22.32
24000 - Personal Needs Occupations	
24550 - Case Manager	15.82
24570 - Child Care Attendant	10.21
24580 - Child Care Center Clerk	12.74
24610 - Chore Aide	11.01
24620 - Family Readiness And Support Services Coordinator	15.82
24630 - Homemaker	15.82
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.03
25040 - Sewage Plant Operator	18.25
25070 - Stationary Engineer	26.03
25190 - Ventilation Equipment Tender	21.35
25210 - Water Treatment Plant Operator	18.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.00
27007 - Baggage Inspector	12.91
27008 - Corrections Officer	15.02
27010 - Court Security Officer	17.48
27030 - Detection Dog Handler	15.38
27040 - Detention Officer	15.02
27070 - Firefighter	18.47
27101 - Guard I	12.91
27102 - Guard II	15.38
27131 - Police Officer I	19.41
27132 - Police Officer II	21.56
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.41
28042 - Carnival Equipment Repairer	12.75
28043 - Carnival Worker	9.71
28210 - Gate Attendant/Gate Tender	16.52
28310 - Lifeguard	12.71
28350 - Park Attendant (Aide)	18.48
28510 - Recreation Aide/Health Facility Attendant	13.49
28515 - Recreation Specialist	22.89
28630 - Sports Official	14.72
28690 - Swimming Pool Operator	17.32
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.87
29020 - Hatch Tender	25.87
29030 - Line Handler	25.87
29041 - Stevedore I	24.84
29042 - Stevedore II	26.84
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.63
30022 - Archeological Technician II 21.06
30023 - Archeological Technician III 25.42
30030 - Cartographic Technician 26.10
30040 - Civil Engineering Technician 20.04
30051 - Cryogenic Technician I 25.78
30052 - Cryogenic Technician II 28.48
30061 - Drafter/CAD Operator I 18.63
30062 - Drafter/CAD Operator II 21.06
30063 - Drafter/CAD Operator III 23.45
30064 - Drafter/CAD Operator IV 28.86
30081 - Engineering Technician I 16.25
30082 - Engineering Technician II 18.24
30083 - Engineering Technician III 20.44
30084 - Engineering Technician IV 25.28
30085 - Engineering Technician V 31.68
30086 - Engineering Technician VI 37.41
30090 - Environmental Technician 25.42
30095 - Evidence Control Specialist 23.28
30210 - Laboratory Technician 27.38
30221 - Latent Fingerprint Technician I 25.78
30222 - Latent Fingerprint Technician II 28.48
30240 - Mathematical Technician 25.42
30361 - Paralegal/Legal Assistant I 17.66
30362 - Paralegal/Legal Assistant II 21.88
30363 - Paralegal/Legal Assistant III 26.76
30364 - Paralegal/Legal Assistant IV 32.38
30375 - Petroleum Supply Specialist 28.48
30390 - Photo-Optics Technician 25.12
30395 - Radiation Control Technician 28.48
30461 - Technical Writer I 27.93
30462 - Technical Writer II 31.10
30463 - Technical Writer III 37.63
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.86
30502 - Weather Forecaster II 35.10
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.45
30621 - Weather Observer Senior (see 2) 25.42
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.63
31030 - Bus Driver 15.93

31043 - Driver Courier	12.93
31260 - Parking and Lot Attendant	9.09
31290 - Shuttle Bus Driver	13.52
31310 - Taxi Driver	12.20
31361 - Truckdriver Light	13.52
31362 - Truckdriver Medium	15.35
31363 - Truckdriver Heavy	18.33
31364 - Truckdriver Tractor-Trailer	18.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.14
99050 - Desk Clerk	10.60
99095 - Embalmer	24.65
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.92
99252 - Laboratory Animal Caretaker II	15.35
99260 - Marketing Analyst	23.73
99310 - Mortician	24.65
99410 - Pest Controller	18.83
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.77
99711 - Recycling Specialist	19.77
99730 - Refuse Collector	16.29
99810 - Sales Clerk	11.54
99820 - School Crossing Guard	16.33
99830 - Survey Party Chief	24.15
99831 - Surveying Aide	15.97
99832 - Surveying Technician	21.93
99840 - Vending Machine Attendant	15.39
99841 - Vending Machine Repairer	17.48
99842 - Vending Machine Repairer Helper	15.39

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5149
Revision No.: 15
Date Of Last Revision: 04/07/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi County of Lamar

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.68
01012 - Accounting Clerk II		16.49
01013 - Accounting Clerk III		18.44
01020 - Administrative Assistant		20.00
01035 - Court Reporter		17.17
01041 - Customer Service Representative I		11.64
01042 - Customer Service Representative II		13.09
01043 - Customer Service Representative III		14.28
01051 - Data Entry Operator I		12.03
01052 - Data Entry Operator II		13.13
01060 - Dispatcher Motor Vehicle		16.96
01070 - Document Preparation Clerk		13.25
01090 - Duplicating Machine Operator		13.25
01111 - General Clerk I		12.15
01112 - General Clerk II		13.26

01113 - General Clerk III 14.89
01120 - Housing Referral Assistant 18.55
01141 - Messenger Courier 13.48
01191 - Order Clerk I 13.33
01192 - Order Clerk II 15.22
01261 - Personnel Assistant (Employment) I 15.52
01262 - Personnel Assistant (Employment) II 17.36
01263 - Personnel Assistant (Employment) III 19.36
01270 - Production Control Clerk 22.65
01290 - Rental Clerk 12.00
01300 - Scheduler Maintenance 14.88
01311 - Secretary I 14.88
01312 - Secretary II 16.64
01313 - Secretary III 18.55
01320 - Service Order Dispatcher 15.16
01410 - Supply Technician 20.00
01420 - Survey Worker 14.37
01460 - Switchboard Operator/Receptionist 12.41
01531 - Travel Clerk I 12.54
01532 - Travel Clerk II 13.38
01533 - Travel Clerk III 13.98
01611 - Word Processor I 13.25
01612 - Word Processor II 14.88
01613 - Word Processor III 16.64
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.75
05010 - Automotive Electrician 17.13
05040 - Automotive Glass Installer 16.21
05070 - Automotive Worker 16.21
05110 - Mobile Equipment Servicer 14.24
05130 - Motor Equipment Metal Mechanic 18.03
05160 - Motor Equipment Metal Worker 16.21
05190 - Motor Vehicle Mechanic 17.38
05220 - Motor Vehicle Mechanic Helper 13.16
05250 - Motor Vehicle Upholstery Worker 15.14
05280 - Motor Vehicle Wrecker 16.21
05310 - Painter Automotive 17.13
05340 - Radiator Repair Specialist 16.21
05370 - Tire Repairer 13.10
05400 - Transmission Repair Specialist 18.03
07000 - Food Preparation And Service Occupations
07010 - Baker 14.48
07041 - Cook I 9.54
07042 - Cook II 11.12
07070 - Dishwasher 10.54
07130 - Food Service Worker 9.22
07210 - Meat Cutter 13.38
07260 - Waiter/Waitress 9.86
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.17

09040 - Furniture Handler	12.89
09080 - Furniture Refinisher	21.17
09090 - Furniture Refinisher Helper	15.61
09110 - Furniture Repairer Minor	18.34
09130 - Upholsterer	21.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.06
11060 - Elevator Operator	10.20
11090 - Gardener	17.47
11122 - Housekeeping Aide	10.20
11150 - Janitor	10.20
11210 - Laborer Grounds Maintenance	13.22
11240 - Maid or Houseman	9.41
11260 - Pruner	11.74
11270 - Tractor Operator	16.07
11330 - Trail Maintenance Worker	13.22
11360 - Window Cleaner	11.49
12000 - Health Occupations	
12010 - Ambulance Driver	18.83
12011 - Breath Alcohol Technician	18.83
12012 - Certified Occupational Therapist Assistant	25.83
12015 - Certified Physical Therapist Assistant	27.86
12020 - Dental Assistant	15.92
12025 - Dental Hygienist	30.04
12030 - EKG Technician	28.54
12035 - Electroneurodiagnostic Technologist	28.54
12040 - Emergency Medical Technician	18.83
12071 - Licensed Practical Nurse I	16.84
12072 - Licensed Practical Nurse II	18.83
12073 - Licensed Practical Nurse III	20.99
12100 - Medical Assistant	14.56
12130 - Medical Laboratory Technician	19.07
12160 - Medical Record Clerk	16.89
12190 - Medical Record Technician	18.88
12195 - Medical Transcriptionist	16.84
12210 - Nuclear Medicine Technologist	41.38
12221 - Nursing Assistant I	11.26
12222 - Nursing Assistant II	12.65
12223 - Nursing Assistant III	13.81
12224 - Nursing Assistant IV	15.51
12235 - Optical Dispenser	18.83
12236 - Optical Technician	16.84
12250 - Pharmacy Technician	14.65
12280 - Phlebotomist	16.84
12305 - Radiologic Technologist	22.91
12311 - Registered Nurse I	23.01
12312 - Registered Nurse II	28.15
12313 - Registered Nurse II Specialist	28.15
12314 - Registered Nurse III	34.05
12315 - Registered Nurse III Anesthetist	34.05

12316 - Registered Nurse IV		40.81
12317 - Scheduler (Drug and Alcohol Testing)		23.32
12320 - Substance Abuse Treatment Counselor		15.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.24
13012 - Exhibits Specialist II		20.12
13013 - Exhibits Specialist III		24.61
13041 - Illustrator I		16.24
13042 - Illustrator II		20.12
13043 - Illustrator III		24.61
13047 - Librarian		22.28
13050 - Library Aide/Clerk		12.93
13054 - Library Information Technology Systems Administrator		20.12
13058 - Library Technician		15.20
13061 - Media Specialist I		14.52
13062 - Media Specialist II		16.24
13063 - Media Specialist III		18.10
13071 - Photographer I		14.52
13072 - Photographer II		16.24
13073 - Photographer III		20.12
13074 - Photographer IV		24.61
13075 - Photographer V		29.78
13090 - Technical Order Library Clerk		16.24
13110 - Video Teleconference Technician		15.48
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.24
14042 - Computer Operator II		20.41
14043 - Computer Operator III		23.25
14044 - Computer Operator IV		29.06
14045 - Computer Operator V		29.92
14071 - Computer Programmer I	(see 1)	20.08
14072 - Computer Programmer II	(see 1)	24.87
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		18.24
14160 - Personal Computer Support Technician		29.06
14170 - System Support Specialist		25.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.72
15020 - Aircrew Training Devices Instructor (Rated)		35.96
15030 - Air Crew Training Devices Instructor (Pilot)		43.09
15050 - Computer Based Training Specialist / Instructor		29.72
15060 - Educational Technologist		27.89
15070 - Flight Instructor (Pilot)		43.09
15080 - Graphic Artist		22.34
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.09

15086 - Maintenance Test Pilot Rotary Wing 43.09
15088 - Non-Maintenance Test/Co-Pilot 43.09
15090 - Technical Instructor 19.44
15095 - Technical Instructor/Course Developer 23.57
15110 - Test Proctor 15.32
15120 - Tutor 15.32
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.21
16030 - Counter Attendant 10.21
16040 - Dry Cleaner 11.83
16070 - Finisher Flatwork Machine 10.21
16090 - Presser Hand 10.21
16110 - Presser Machine Drycleaning 10.21
16130 - Presser Machine Shirts 10.21
16160 - Presser Machine Wearing Apparel Laundry 10.21
16190 - Sewing Machine Operator 12.52
16220 - Tailor 13.26
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.17
19040 - Tool And Die Maker 26.35
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.54
21030 - Material Coordinator 22.65
21040 - Material Expediter 22.65
21050 - Material Handling Laborer 11.98
21071 - Order Filler 12.40
21080 - Production Line Worker (Food Processing) 16.54
21110 - Shipping Packer 14.95
21130 - Shipping/Receiving Clerk 14.95
21140 - Store Worker I 11.87
21150 - Stock Clerk 16.62
21210 - Tools And Parts Attendant 16.54
21410 - Warehouse Specialist 16.54
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.78
23019 - Aircraft Logs and Records Technician 18.34
23021 - Aircraft Mechanic I 22.51
23022 - Aircraft Mechanic II 23.78
23023 - Aircraft Mechanic III 25.07
23040 - Aircraft Mechanic Helper 15.61
23050 - Aircraft Painter 21.17
23060 - Aircraft Servicer 18.34
23070 - Aircraft Survival Flight Equipment Technician 21.17
23080 - Aircraft Worker 19.78
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.78
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.51
23110 - Appliance Mechanic 21.17

23120 - Bicycle Repairer 16.97
23125 - Cable Splicer 35.07
23130 - Carpenter Maintenance 17.10
23140 - Carpet Layer 19.78
23160 - Electrician Maintenance 22.67
23181 - Electronics Technician Maintenance I 25.31
23182 - Electronics Technician Maintenance II 27.09
23183 - Electronics Technician Maintenance III 28.80
23260 - Fabric Worker 18.34
23290 - Fire Alarm System Mechanic 22.51
23310 - Fire Extinguisher Repairer 16.97
23311 - Fuel Distribution System Mechanic 22.51
23312 - Fuel Distribution System Operator 16.97
23370 - General Maintenance Worker 15.03
23380 - Ground Support Equipment Mechanic 22.51
23381 - Ground Support Equipment Servicer 18.34
23382 - Ground Support Equipment Worker 19.78
23391 - Gunsmith I 16.97
23392 - Gunsmith II 19.78
23393 - Gunsmith III 22.51
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.38
23430 - Heavy Equipment Mechanic 21.49
23440 - Heavy Equipment Operator 18.49
23460 - Instrument Mechanic 22.51
23465 - Laboratory/Shelter Mechanic 21.17
23470 - Laborer 11.98
23510 - Locksmith 21.17
23530 - Machinery Maintenance Mechanic 23.63
23550 - Machinist Maintenance 21.97
23580 - Maintenance Trades Helper 15.94
23591 - Metrology Technician I 22.51
23592 - Metrology Technician II 23.78
23593 - Metrology Technician III 25.07
23640 - Millwright 22.51
23710 - Office Appliance Repairer 21.17
23760 - Painter Maintenance 18.15
23790 - Pipefitter Maintenance 21.86
23810 - Plumber Maintenance 20.77
23820 - Pneudraulic Systems Mechanic 22.51
23850 - Rigger 22.51
23870 - Scale Mechanic 19.78
23890 - Sheet-Metal Worker Maintenance 22.51
23910 - Small Engine Mechanic 19.67
23931 - Telecommunications Mechanic I 24.48
23932 - Telecommunications Mechanic II 25.86
23950 - Telephone Lineman 22.51
23960 - Welder Combination Maintenance 23.63

23965 - Well Driller		22.51
23970 - Woodcraft Worker		22.51
23980 - Woodworker		16.97
24000 - Personal Needs Occupations		
24550 - Case Manager		14.24
24570 - Child Care Attendant		9.17
24580 - Child Care Center Clerk		11.43
24610 - Chore Aide		10.39
24620 - Family Readiness And Support Services Coordinator		14.24
24630 - Homemaker		14.24
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.51
25040 - Sewage Plant Operator		19.40
25070 - Stationary Engineer		22.51
25190 - Ventilation Equipment Tender		15.61
25210 - Water Treatment Plant Operator		19.40
27000 - Protective Service Occupations		
27004 - Alarm Monitor		13.74
27007 - Baggage Inspector		9.82
27008 - Corrections Officer		15.67
27010 - Court Security Officer		15.67
27030 - Detection Dog Handler		12.03
27040 - Detention Officer		15.67
27070 - Firefighter		16.94
27101 - Guard I		9.82
27102 - Guard II		12.03
27131 - Police Officer I		18.18
27132 - Police Officer II		20.20
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.35
28042 - Carnival Equipment Repairer		13.43
28043 - Carnival Worker		9.02
28210 - Gate Attendant/Gate Tender		16.58
28310 - Lifeguard		14.76
28350 - Park Attendant (Aide)		18.55
28510 - Recreation Aide/Health Facility Attendant		13.53
28515 - Recreation Specialist		22.97
28630 - Sports Official		14.76
28690 - Swimming Pool Operator		16.49
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.76
29020 - Hatch Tender		21.76
29030 - Line Handler		21.76
29041 - Stevedore I		20.17
29042 - Stevedore II		23.29
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.59

30021 - Archeological Technician I		17.22
30022 - Archeological Technician II		19.14
30023 - Archeological Technician III		23.86
30030 - Cartographic Technician		23.86
30040 - Civil Engineering Technician		18.60
30051 - Cryogenic Technician I		25.76
30052 - Cryogenic Technician II		28.46
30061 - Drafter/CAD Operator I		17.22
30062 - Drafter/CAD Operator II		19.14
30063 - Drafter/CAD Operator III		21.92
30064 - Drafter/CAD Operator IV		26.43
30081 - Engineering Technician I		15.34
30082 - Engineering Technician II		17.22
30083 - Engineering Technician III		19.27
30084 - Engineering Technician IV		23.86
30085 - Engineering Technician V		29.20
30086 - Engineering Technician VI		35.32
30090 - Environmental Technician		23.86
30095 - Evidence Control Specialist		23.27
30210 - Laboratory Technician		21.48
30221 - Latent Fingerprint Technician I		25.76
30222 - Latent Fingerprint Technician II		28.46
30240 - Mathematical Technician		23.86
30361 - Paralegal/Legal Assistant I		20.39
30362 - Paralegal/Legal Assistant II		25.25
30363 - Paralegal/Legal Assistant III		30.90
30364 - Paralegal/Legal Assistant IV		37.24
30375 - Petroleum Supply Specialist		28.46
30390 - Photo-Optics Technician		23.21
30395 - Radiation Control Technician		28.46
30461 - Technical Writer I		23.86
30462 - Technical Writer II		29.20
30463 - Technical Writer III		35.32
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		25.76
30502 - Weather Forecaster II		31.34
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.92
30621 - Weather Observer Senior	(see 2)	23.86
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.59
31030 - Bus Driver		20.53
31043 - Driver Courier		12.97
31260 - Parking and Lot Attendant		12.37
31290 - Shuttle Bus Driver		14.10

31310 - Taxi Driver	10.64
31361 - Truckdriver Light	14.10
31362 - Truckdriver Medium	15.24
31363 - Truckdriver Heavy	22.14
31364 - Truckdriver Tractor-Trailer	22.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.12
99050 - Desk Clerk	10.64
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	14.20
99252 - Laboratory Animal Caretaker II	15.60
99260 - Marketing Analyst	25.81
99310 - Mortician	25.60
99410 - Pest Controller	16.93
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.06
99711 - Recycling Specialist	18.31
99730 - Refuse Collector	13.37
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	13.37
99830 - Survey Party Chief	19.96
99831 - Surveying Aide	14.52
99832 - Surveying Technician	18.14
99840 - Vending Machine Attendant	18.31
99841 - Vending Machine Repairer	23.20
99842 - Vending Machine Repairer Helper	18.31

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5150
Revision No.: 14
Date Of Last Revision: 05/22/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi County of Lamar

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.63
01012 - Accounting Clerk II		16.43
01013 - Accounting Clerk III		18.38
01020 - Administrative Assistant		19.90
01035 - Court Reporter		17.17
01041 - Customer Service Representative I		11.64
01042 - Customer Service Representative II		13.09
01043 - Customer Service Representative III		14.28
01051 - Data Entry Operator I		12.03
01052 - Data Entry Operator II		13.13
01060 - Dispatcher Motor Vehicle		16.96
01070 - Document Preparation Clerk		12.99

01090 - Duplicating Machine Operator 12.99
01111 - General Clerk I 11.89
01112 - General Clerk II 12.97
01113 - General Clerk III 14.56
01120 - Housing Referral Assistant 18.19
01141 - Messenger Courier 12.45
01191 - Order Clerk I 13.33
01192 - Order Clerk II 15.22
01261 - Personnel Assistant (Employment) I 15.52
01262 - Personnel Assistant (Employment) II 17.36
01263 - Personnel Assistant (Employment) III 19.36
01270 - Production Control Clerk 22.65
01290 - Rental Clerk 12.00
01300 - Scheduler Maintenance 14.58
01311 - Secretary I 14.58
01312 - Secretary II 16.32
01313 - Secretary III 18.19
01320 - Service Order Dispatcher 15.16
01410 - Supply Technician 19.90
01420 - Survey Worker 13.67
01460 - Switchboard Operator/Receptionist 11.75
01531 - Travel Clerk I 12.14
01532 - Travel Clerk II 12.88
01533 - Travel Clerk III 13.50
01611 - Word Processor I 12.99
01612 - Word Processor II 14.58
01613 - Word Processor III 16.32
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.95
05010 - Automotive Electrician 17.13
05040 - Automotive Glass Installer 16.21
05070 - Automotive Worker 16.21
05110 - Mobile Equipment Servicer 14.24
05130 - Motor Equipment Metal Mechanic 18.03
05160 - Motor Equipment Metal Worker 16.21
05190 - Motor Vehicle Mechanic 17.35
05220 - Motor Vehicle Mechanic Helper 13.16
05250 - Motor Vehicle Upholstery Worker 15.14
05280 - Motor Vehicle Wrecker 16.21
05310 - Painter Automotive 17.13
05340 - Radiator Repair Specialist 16.21
05370 - Tire Repairer 12.92
05400 - Transmission Repair Specialist 18.03
07000 - Food Preparation And Service Occupations
07010 - Baker 13.16
07041 - Cook I 9.46
07042 - Cook II 11.03
07070 - Dishwasher 10.54
07130 - Food Service Worker 8.98
07210 - Meat Cutter 13.38

07260 - Waiter/Waitress	9.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.17
09040 - Furniture Handler	12.89
09080 - Furniture Refinisher	21.17
09090 - Furniture Refinisher Helper	15.61
09110 - Furniture Repairer Minor	18.34
09130 - Upholsterer	21.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.06
11060 - Elevator Operator	10.20
11090 - Gardener	16.78
11122 - Housekeeping Aide	10.20
11150 - Janitor	10.20
11210 - Laborer Grounds Maintenance	12.70
11240 - Maid or Houseman	9.32
11260 - Pruner	11.27
11270 - Tractor Operator	15.44
11330 - Trail Maintenance Worker	12.70
11360 - Window Cleaner	11.49
12000 - Health Occupations	
12010 - Ambulance Driver	17.62
12011 - Breath Alcohol Technician	18.23
12012 - Certified Occupational Therapist Assistant	25.01
12015 - Certified Physical Therapist Assistant	25.86
12020 - Dental Assistant	15.92
12025 - Dental Hygienist	30.04
12030 - EKG Technician	27.62
12035 - Electroneurodiagnostic Technologist	27.62
12040 - Emergency Medical Technician	17.62
12071 - Licensed Practical Nurse I	16.29
12072 - Licensed Practical Nurse II	18.23
12073 - Licensed Practical Nurse III	20.32
12100 - Medical Assistant	14.50
12130 - Medical Laboratory Technician	18.20
12160 - Medical Record Clerk	16.89
12190 - Medical Record Technician	18.88
12195 - Medical Transcriptionist	16.29
12210 - Nuclear Medicine Technologist	39.56
12221 - Nursing Assistant I	10.67
12222 - Nursing Assistant II	12.00
12223 - Nursing Assistant III	13.09
12224 - Nursing Assistant IV	14.69
12235 - Optical Dispenser	18.23
12236 - Optical Technician	16.29
12250 - Pharmacy Technician	14.61
12280 - Phlebotomist	16.08
12305 - Radiologic Technologist	22.91
12311 - Registered Nurse I	23.01
12312 - Registered Nurse II	28.15

12313 - Registered Nurse II Specialist		28.15
12314 - Registered Nurse III		34.05
12315 - Registered Nurse III Anesthetist		34.05
12316 - Registered Nurse IV		40.81
12317 - Scheduler (Drug and Alcohol Testing)		22.58
12320 - Substance Abuse Treatment Counselor		15.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.01
13012 - Exhibits Specialist II		19.82
13013 - Exhibits Specialist III		24.26
13041 - Illustrator I		16.01
13042 - Illustrator II		19.82
13043 - Illustrator III		24.26
13047 - Librarian		21.96
13050 - Library Aide/Clerk		12.57
13054 - Library Information Technology Systems Administrator		19.82
13058 - Library Technician		13.82
13061 - Media Specialist I		14.31
13062 - Media Specialist II		16.01
13063 - Media Specialist III		17.84
13071 - Photographer I		14.31
13072 - Photographer II		16.01
13073 - Photographer III		19.84
13074 - Photographer IV		24.26
13075 - Photographer V		29.36
13090 - Technical Order Library Clerk		16.01
13110 - Video Teleconference Technician		15.48
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.58
14042 - Computer Operator II		18.55
14043 - Computer Operator III		21.14
14044 - Computer Operator IV		27.01
14045 - Computer Operator V		27.20
14071 - Computer Programmer I	(see 1)	20.08
14072 - Computer Programmer II	(see 1)	24.87
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		16.58
14160 - Personal Computer Support Technician		27.01
14170 - System Support Specialist		23.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.57
15020 - Aircrew Training Devices Instructor (Rated)		35.78
15030 - Air Crew Training Devices Instructor (Pilot)		42.88
15050 - Computer Based Training Specialist / Instructor		29.57
15060 - Educational Technologist		26.42

15070 - Flight Instructor (Pilot) 42.88
15080 - Graphic Artist 22.34
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.76
15086 - Maintenance Test Pilot Rotary Wing 42.76
15088 - Non-Maintenance Test/Co-Pilot 42.76
15090 - Technical Instructor 19.44
15095 - Technical Instructor/Course Developer 23.57
15110 - Test Proctor 15.32
15120 - Tutor 15.32
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.21
16030 - Counter Attendant 10.21
16040 - Dry Cleaner 11.83
16070 - Finisher Flatwork Machine 10.21
16090 - Presser Hand 10.21
16110 - Presser Machine Drycleaning 10.21
16130 - Presser Machine Shirts 10.21
16160 - Presser Machine Wearing Apparel Laundry 10.21
16190 - Sewing Machine Operator 12.52
16220 - Tailor 13.26
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.17
19040 - Tool And Die Maker 26.35
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.77
21030 - Material Coordinator 22.65
21040 - Material Expediter 22.65
21050 - Material Handling Laborer 11.88
21071 - Order Filler 11.27
21080 - Production Line Worker (Food Processing) 15.77
21110 - Shipping Packer 13.59
21130 - Shipping/Receiving Clerk 13.59
21140 - Store Worker I 11.87
21150 - Stock Clerk 16.62
21210 - Tools And Parts Attendant 15.77
21410 - Warehouse Specialist 15.77
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.78
23019 - Aircraft Logs and Records Technician 18.34
23021 - Aircraft Mechanic I 22.51
23022 - Aircraft Mechanic II 23.78
23023 - Aircraft Mechanic III 25.07
23040 - Aircraft Mechanic Helper 15.61
23050 - Aircraft Painter 21.17
23060 - Aircraft Servicer 18.34
23070 - Aircraft Survival Flight Equipment Technician 21.17
23080 - Aircraft Worker 19.78
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.78

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.51
23110 - Appliance Mechanic 21.17
23120 - Bicycle Repairer 16.97
23125 - Cable Splicer 32.18
23130 - Carpenter Maintenance 17.10
23140 - Carpet Layer 19.78
23160 - Electrician Maintenance 22.67
23181 - Electronics Technician Maintenance I 23.01
23182 - Electronics Technician Maintenance II 24.63
23183 - Electronics Technician Maintenance III 26.18
23260 - Fabric Worker 18.34
23290 - Fire Alarm System Mechanic 22.51
23310 - Fire Extinguisher Repairer 16.97
23311 - Fuel Distribution System Mechanic 22.51
23312 - Fuel Distribution System Operator 16.97
23370 - General Maintenance Worker 15.03
23380 - Ground Support Equipment Mechanic 22.51
23381 - Ground Support Equipment Servicer 18.34
23382 - Ground Support Equipment Worker 19.78
23391 - Gunsmith I 16.97
23392 - Gunsmith II 19.78
23393 - Gunsmith III 22.51
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.38
23430 - Heavy Equipment Mechanic 21.49
23440 - Heavy Equipment Operator 18.49
23460 - Instrument Mechanic 22.51
23465 - Laboratory/Shelter Mechanic 21.17
23470 - Laborer 11.28
23510 - Locksmith 21.17
23530 - Machinery Maintenance Mechanic 23.63
23550 - Machinist Maintenance 21.93
23580 - Maintenance Trades Helper 15.94
23591 - Metrology Technician I 22.51
23592 - Metrology Technician II 23.78
23593 - Metrology Technician III 25.07
23640 - Millwright 22.51
23710 - Office Appliance Repairer 21.17
23760 - Painter Maintenance 18.15
23790 - Pipefitter Maintenance 21.86
23810 - Plumber Maintenance 20.77
23820 - Pneudraulic Systems Mechanic 22.51
23850 - Rigger 22.51
23870 - Scale Mechanic 19.78
23890 - Sheet-Metal Worker Maintenance 22.51
23910 - Small Engine Mechanic 19.67
23931 - Telecommunications Mechanic I 24.30

23932 - Telecommunications Mechanic II 25.67
23950 - Telephone Lineman 22.51
23960 - Welder Combination Maintenance 23.63
23965 - Well Driller 22.51
23970 - Woodcraft Worker 22.51
23980 - Woodworker 16.97
24000 - Personal Needs Occupations
24550 - Case Manager 14.24
24570 - Child Care Attendant 9.00
24580 - Child Care Center Clerk 11.23
24610 - Chore Aide 9.91
24620 - Family Readiness And Support Services Coordinator 14.24
24630 - Homemaker 14.24
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.51
25040 - Sewage Plant Operator 19.40
25070 - Stationary Engineer 22.51
25190 - Ventilation Equipment Tender 15.61
25210 - Water Treatment Plant Operator 19.40
27000 - Protective Service Occupations
27004 - Alarm Monitor 13.46
27007 - Baggage Inspector 9.82
27008 - Corrections Officer 15.26
27010 - Court Security Officer 15.42
27030 - Detection Dog Handler 12.03
27040 - Detention Officer 15.26
27070 - Firefighter 16.94
27101 - Guard I 9.82
27102 - Guard II 12.03
27131 - Police Officer I 18.18
27132 - Police Officer II 20.20
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.24
28042 - Carnival Equipment Repairer 13.23
28043 - Carnival Worker 9.02
28210 - Gate Attendant/Gate Tender 16.58
28310 - Lifeguard 14.76
28350 - Park Attendant (Aide) 18.55
28510 - Recreation Aide/Health Facility Attendant 13.53
28515 - Recreation Specialist 22.97
28630 - Sports Official 14.76
28690 - Swimming Pool Operator 16.49
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.78
29020 - Hatch Tender 19.78
29030 - Line Handler 19.78
29041 - Stevedore I 18.34
29042 - Stevedore II 21.17
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.22
30022 - Archeological Technician II 19.14
30023 - Archeological Technician III 23.86
30030 - Cartographic Technician 23.86
30040 - Civil Engineering Technician 18.16
30051 - Cryogenic Technician I 25.76
30052 - Cryogenic Technician II 28.46
30061 - Drafter/CAD Operator I 17.22
30062 - Drafter/CAD Operator II 19.14
30063 - Drafter/CAD Operator III 21.92
30064 - Drafter/CAD Operator IV 26.43
30081 - Engineering Technician I 15.34
30082 - Engineering Technician II 17.22
30083 - Engineering Technician III 19.27
30084 - Engineering Technician IV 23.86
30085 - Engineering Technician V 29.20
30086 - Engineering Technician VI 35.32
30090 - Environmental Technician 23.86
30095 - Evidence Control Specialist 23.27
30210 - Laboratory Technician 21.48
30221 - Latent Fingerprint Technician I 25.76
30222 - Latent Fingerprint Technician II 28.46
30240 - Mathematical Technician 23.86
30361 - Paralegal/Legal Assistant I 20.39
30362 - Paralegal/Legal Assistant II 25.25
30363 - Paralegal/Legal Assistant III 30.90
30364 - Paralegal/Legal Assistant IV 37.24
30375 - Petroleum Supply Specialist 28.46
30390 - Photo-Optics Technician 23.21
30395 - Radiation Control Technician 28.46
30461 - Technical Writer I 23.86
30462 - Technical Writer II 29.20
30463 - Technical Writer III 35.32
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.76
30502 - Weather Forecaster II 31.34
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.92
30621 - Weather Observer Senior (see 2) 23.86
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.59
31030 - Bus Driver 19.90

31043 - Driver Courier	12.97
31260 - Parking and Lot Attendant	12.37
31290 - Shuttle Bus Driver	14.10
31310 - Taxi Driver	10.64
31361 - Truckdriver Light	14.10
31362 - Truckdriver Medium	15.24
31363 - Truckdriver Heavy	21.46
31364 - Truckdriver Tractor-Trailer	21.46
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	8.93
99050 - Desk Clerk	10.64
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.91
99252 - Laboratory Animal Caretaker II	14.18
99260 - Marketing Analyst	25.81
99310 - Mortician	25.35
99410 - Pest Controller	16.93
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.06
99711 - Recycling Specialist	18.31
99730 - Refuse Collector	13.37
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	13.37
99830 - Survey Party Chief	18.14
99831 - Surveying Aide	13.20
99832 - Surveying Technician	16.49
99840 - Vending Machine Attendant	18.31
99841 - Vending Machine Repairer	23.20
99842 - Vending Machine Repairer Helper	18.31

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5151
Revision No.: 15
Date Of Last Revision: 04/07/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Forrest Perry

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.68
01012 - Accounting Clerk II		16.49
01013 - Accounting Clerk III		18.44
01020 - Administrative Assistant		20.00
01035 - Court Reporter		16.64
01041 - Customer Service Representative I		11.64
01042 - Customer Service Representative II		13.09
01043 - Customer Service Representative III		14.28
01051 - Data Entry Operator I		12.03
01052 - Data Entry Operator II		13.13
01060 - Dispatcher Motor Vehicle		16.64
01070 - Document Preparation Clerk		13.25
01090 - Duplicating Machine Operator		13.25
01111 - General Clerk I		12.15
01112 - General Clerk II		13.26

01113 - General Clerk III 14.89
01120 - Housing Referral Assistant 18.55
01141 - Messenger Courier 13.48
01191 - Order Clerk I 13.33
01192 - Order Clerk II 14.41
01261 - Personnel Assistant (Employment) I 15.52
01262 - Personnel Assistant (Employment) II 17.36
01263 - Personnel Assistant (Employment) III 19.36
01270 - Production Control Clerk 22.65
01290 - Rental Clerk 11.48
01300 - Scheduler Maintenance 14.88
01311 - Secretary I 14.88
01312 - Secretary II 16.64
01313 - Secretary III 18.55
01320 - Service Order Dispatcher 15.06
01410 - Supply Technician 20.00
01420 - Survey Worker 14.39
01460 - Switchboard Operator/Receptionist 12.41
01531 - Travel Clerk I 12.54
01532 - Travel Clerk II 13.38
01533 - Travel Clerk III 13.98
01611 - Word Processor I 13.25
01612 - Word Processor II 14.88
01613 - Word Processor III 16.64
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.75
05010 - Automotive Electrician 16.88
05040 - Automotive Glass Installer 15.94
05070 - Automotive Worker 15.94
05110 - Mobile Equipment Servicer 14.01
05130 - Motor Equipment Metal Mechanic 17.84
05160 - Motor Equipment Metal Worker 15.94
05190 - Motor Vehicle Mechanic 17.84
05220 - Motor Vehicle Mechanic Helper 13.11
05250 - Motor Vehicle Upholstery Worker 14.96
05280 - Motor Vehicle Wrecker 15.94
05310 - Painter Automotive 16.88
05340 - Radiator Repair Specialist 15.94
05370 - Tire Repairer 13.10
05400 - Transmission Repair Specialist 17.84
07000 - Food Preparation And Service Occupations
07010 - Baker 14.48
07041 - Cook I 9.54
07042 - Cook II 11.12
07070 - Dishwasher 10.54
07130 - Food Service Worker 9.22
07210 - Meat Cutter 13.38
07260 - Waiter/Waitress 9.86
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.17

09040 - Furniture Handler 12.89
09080 - Furniture Refinisher 21.17
09090 - Furniture Refinisher Helper 15.61
09110 - Furniture Repairer Minor 18.34
09130 - Upholsterer 21.17
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.06
11060 - Elevator Operator 10.20
11090 - Gardener 17.47
11122 - Housekeeping Aide 10.20
11150 - Janitor 10.20
11210 - Laborer Grounds Maintenance 13.22
11240 - Maid or Houseman 9.41
11260 - Pruner 11.74
11270 - Tractor Operator 16.07
11330 - Trail Maintenance Worker 13.22
11360 - Window Cleaner 11.49
12000 - Health Occupations
12010 - Ambulance Driver 18.83
12011 - Breath Alcohol Technician 18.83
12012 - Certified Occupational Therapist Assistant 25.83
12015 - Certified Physical Therapist Assistant 27.86
12020 - Dental Assistant 15.92
12025 - Dental Hygienist 27.61
12030 - EKG Technician 28.54
12035 - Electroneurodiagnostic Technologist 28.54
12040 - Emergency Medical Technician 18.83
12071 - Licensed Practical Nurse I 16.84
12072 - Licensed Practical Nurse II 18.83
12073 - Licensed Practical Nurse III 20.99
12100 - Medical Assistant 14.56
12130 - Medical Laboratory Technician 19.07
12160 - Medical Record Clerk 16.36
12190 - Medical Record Technician 18.30
12195 - Medical Transcriptionist 16.84
12210 - Nuclear Medicine Technologist 41.38
12221 - Nursing Assistant I 11.26
12222 - Nursing Assistant II 12.65
12223 - Nursing Assistant III 13.81
12224 - Nursing Assistant IV 15.51
12235 - Optical Dispenser 18.77
12236 - Optical Technician 16.84
12250 - Pharmacy Technician 14.65
12280 - Phlebotomist 16.84
12305 - Radiologic Technologist 22.91
12311 - Registered Nurse I 22.34
12312 - Registered Nurse II 27.33
12313 - Registered Nurse II Specialist 27.33
12314 - Registered Nurse III 33.07
12315 - Registered Nurse III Anesthetist 33.07

12316 - Registered Nurse IV		39.64
12317 - Scheduler (Drug and Alcohol Testing)		23.32
12320 - Substance Abuse Treatment Counselor		15.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.28
13012 - Exhibits Specialist II		20.17
13013 - Exhibits Specialist III		24.67
13041 - Illustrator I		16.28
13042 - Illustrator II		20.17
13043 - Illustrator III		24.67
13047 - Librarian		22.33
13050 - Library Aide/Clerk		12.93
13054 - Library Information Technology Systems Administrator		20.17
13058 - Library Technician		16.28
13061 - Media Specialist I		14.52
13062 - Media Specialist II		16.28
13063 - Media Specialist III		18.15
13071 - Photographer I		14.52
13072 - Photographer II		16.24
13073 - Photographer III		20.12
13074 - Photographer IV		24.61
13075 - Photographer V		29.78
13090 - Technical Order Library Clerk		16.24
13110 - Video Teleconference Technician		14.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		12.32
14042 - Computer Operator II		14.87
14043 - Computer Operator III		17.82
14044 - Computer Operator IV		20.45
14045 - Computer Operator V		22.81
14071 - Computer Programmer I	(see 1)	19.90
14072 - Computer Programmer II	(see 1)	24.65
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		12.32
14160 - Personal Computer Support Technician		20.45
14170 - System Support Specialist		24.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.72
15020 - Aircrew Training Devices Instructor (Rated)		35.96
15030 - Air Crew Training Devices Instructor (Pilot)		43.09
15050 - Computer Based Training Specialist / Instructor		29.72
15060 - Educational Technologist		27.89
15070 - Flight Instructor (Pilot)		43.09
15080 - Graphic Artist		18.13
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.09

15086 - Maintenance Test Pilot Rotary Wing 43.09
15088 - Non-Maintenance Test/Co-Pilot 43.09
15090 - Technical Instructor 17.76
15095 - Technical Instructor/Course Developer 21.73
15110 - Test Proctor 14.34
15120 - Tutor 14.34
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.21
16030 - Counter Attendant 10.21
16040 - Dry Cleaner 11.83
16070 - Finisher Flatwork Machine 10.21
16090 - Presser Hand 10.21
16110 - Presser Machine Drycleaning 10.21
16130 - Presser Machine Shirts 10.21
16160 - Presser Machine Wearing Apparel Laundry 10.21
16190 - Sewing Machine Operator 12.52
16220 - Tailor 13.26
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.17
19040 - Tool And Die Maker 26.35
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.54
21030 - Material Coordinator 22.65
21040 - Material Expediter 22.65
21050 - Material Handling Laborer 11.98
21071 - Order Filler 11.66
21080 - Production Line Worker (Food Processing) 16.54
21110 - Shipping Packer 14.95
21130 - Shipping/Receiving Clerk 14.95
21140 - Store Worker I 11.87
21150 - Stock Clerk 16.62
21210 - Tools And Parts Attendant 16.54
21410 - Warehouse Specialist 16.54
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.78
23019 - Aircraft Logs and Records Technician 18.34
23021 - Aircraft Mechanic I 22.51
23022 - Aircraft Mechanic II 23.78
23023 - Aircraft Mechanic III 25.07
23040 - Aircraft Mechanic Helper 15.61
23050 - Aircraft Painter 21.17
23060 - Aircraft Servicer 18.34
23070 - Aircraft Survival Flight Equipment Technician 21.17
23080 - Aircraft Worker 19.78
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.78
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.51
23110 - Appliance Mechanic 21.17

23120 - Bicycle Repairer	16.97
23125 - Cable Splicer	35.07
23130 - Carpenter Maintenance	17.10
23140 - Carpet Layer	19.78
23160 - Electrician Maintenance	21.63
23181 - Electronics Technician Maintenance I	25.64
23182 - Electronics Technician Maintenance II	27.44
23183 - Electronics Technician Maintenance III	29.18
23260 - Fabric Worker	18.34
23290 - Fire Alarm System Mechanic	22.51
23310 - Fire Extinguisher Repairer	16.97
23311 - Fuel Distribution System Mechanic	22.51
23312 - Fuel Distribution System Operator	16.97
23370 - General Maintenance Worker	15.18
23380 - Ground Support Equipment Mechanic	22.51
23381 - Ground Support Equipment Servicer	18.34
23382 - Ground Support Equipment Worker	19.78
23391 - Gunsmith I	16.97
23392 - Gunsmith II	19.78
23393 - Gunsmith III	22.51
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.38
23430 - Heavy Equipment Mechanic	21.49
23440 - Heavy Equipment Operator	18.69
23460 - Instrument Mechanic	22.51
23465 - Laboratory/Shelter Mechanic	21.17
23470 - Laborer	11.98
23510 - Locksmith	21.17
23530 - Machinery Maintenance Mechanic	22.29
23550 - Machinist Maintenance	21.97
23580 - Maintenance Trades Helper	16.39
23591 - Metrology Technician I	22.51
23592 - Metrology Technician II	23.78
23593 - Metrology Technician III	25.07
23640 - Millwright	22.51
23710 - Office Appliance Repairer	21.05
23760 - Painter Maintenance	18.15
23790 - Pipefitter Maintenance	22.60
23810 - Plumber Maintenance	21.26
23820 - Pneudraulic Systems Mechanic	22.51
23850 - Rigger	22.51
23870 - Scale Mechanic	19.78
23890 - Sheet-Metal Worker Maintenance	22.51
23910 - Small Engine Mechanic	19.67
23931 - Telecommunications Mechanic I	24.48
23932 - Telecommunications Mechanic II	25.86
23950 - Telephone Lineman	22.51
23960 - Welder Combination Maintenance	24.07

23965 - Well Driller	22.51
23970 - Woodcraft Worker	22.51
23980 - Woodworker	16.97
24000 - Personal Needs Occupations	
24550 - Case Manager	14.24
24570 - Child Care Attendant	9.17
24580 - Child Care Center Clerk	11.43
24610 - Chore Aide	10.63
24620 - Family Readiness And Support Services Coordinator	14.24
24630 - Homemaker	14.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.51
25040 - Sewage Plant Operator	19.40
25070 - Stationary Engineer	22.51
25190 - Ventilation Equipment Tender	15.61
25210 - Water Treatment Plant Operator	19.40
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.74
27007 - Baggage Inspector	9.82
27008 - Corrections Officer	15.67
27010 - Court Security Officer	15.67
27030 - Detection Dog Handler	10.99
27040 - Detention Officer	15.67
27070 - Firefighter	13.63
27101 - Guard I	9.82
27102 - Guard II	10.99
27131 - Police Officer I	17.85
27132 - Police Officer II	19.83
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.35
28042 - Carnival Equipment Repairer	13.43
28043 - Carnival Worker	9.02
28210 - Gate Attendant/Gate Tender	16.58
28310 - Lifeguard	14.76
28350 - Park Attendant (Aide)	18.55
28510 - Recreation Aide/Health Facility Attendant	13.53
28515 - Recreation Specialist	22.18
28630 - Sports Official	14.76
28690 - Swimming Pool Operator	19.02
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.76
29020 - Hatch Tender	21.76
29030 - Line Handler	21.76
29041 - Stevedore I	20.17
29042 - Stevedore II	23.29
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		16.79
30022 - Archeological Technician II		18.78
30023 - Archeological Technician III		23.27
30030 - Cartographic Technician		23.47
30040 - Civil Engineering Technician		18.60
30051 - Cryogenic Technician I		25.76
30052 - Cryogenic Technician II		28.46
30061 - Drafter/CAD Operator I		16.79
30062 - Drafter/CAD Operator II		18.78
30063 - Drafter/CAD Operator III		20.94
30064 - Drafter/CAD Operator IV		25.76
30081 - Engineering Technician I		14.96
30082 - Engineering Technician II		16.79
30083 - Engineering Technician III		18.78
30084 - Engineering Technician IV		23.27
30085 - Engineering Technician V		28.46
30086 - Engineering Technician VI		34.43
30090 - Environmental Technician		23.86
30095 - Evidence Control Specialist		23.27
30210 - Laboratory Technician		20.94
30221 - Latent Fingerprint Technician I		25.76
30222 - Latent Fingerprint Technician II		28.46
30240 - Mathematical Technician		23.27
30361 - Paralegal/Legal Assistant I		19.44
30362 - Paralegal/Legal Assistant II		24.08
30363 - Paralegal/Legal Assistant III		29.45
30364 - Paralegal/Legal Assistant IV		35.63
30375 - Petroleum Supply Specialist		28.46
30390 - Photo-Optics Technician		23.03
30395 - Radiation Control Technician		28.46
30461 - Technical Writer I		23.27
30462 - Technical Writer II		28.46
30463 - Technical Writer III		34.43
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		25.76
30502 - Weather Forecaster II		31.34
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.94
30621 - Weather Observer Senior	(see 2)	23.86
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.93
31030 - Bus Driver		20.53
31043 - Driver Courier		13.98
31260 - Parking and Lot Attendant		12.37
31290 - Shuttle Bus Driver		15.20

31310 - Taxi Driver	11.48
31361 - Truckdriver Light	15.20
31362 - Truckdriver Medium	15.97
31363 - Truckdriver Heavy	22.14
31364 - Truckdriver Tractor-Trailer	22.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.12
99050 - Desk Clerk	10.64
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.81
99252 - Laboratory Animal Caretaker II	15.02
99260 - Marketing Analyst	25.81
99310 - Mortician	25.60
99410 - Pest Controller	16.33
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.06
99711 - Recycling Specialist	18.31
99730 - Refuse Collector	13.37
99810 - Sales Clerk	12.08
99820 - School Crossing Guard	13.37
99830 - Survey Party Chief	19.70
99831 - Surveying Aide	12.81
99832 - Surveying Technician	17.90
99840 - Vending Machine Attendant	18.31
99841 - Vending Machine Repairer	23.20
99842 - Vending Machine Repairer Helper	18.31

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5152
Revision No.: 14
Date Of Last Revision: 05/22/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Forrest Perry

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.63
01012 - Accounting Clerk II		16.43
01013 - Accounting Clerk III		18.38
01020 - Administrative Assistant		18.77
01035 - Court Reporter		16.32
01041 - Customer Service Representative I		11.64
01042 - Customer Service Representative II		13.09
01043 - Customer Service Representative III		14.28
01051 - Data Entry Operator I		12.03
01052 - Data Entry Operator II		13.13
01060 - Dispatcher Motor Vehicle		15.77
01070 - Document Preparation Clerk		12.99

01090 - Duplicating Machine Operator 12.99
01111 - General Clerk I 11.89
01112 - General Clerk II 12.97
01113 - General Clerk III 14.56
01120 - Housing Referral Assistant 18.19
01141 - Messenger Courier 13.32
01191 - Order Clerk I 13.33
01192 - Order Clerk II 14.41
01261 - Personnel Assistant (Employment) I 15.52
01262 - Personnel Assistant (Employment) II 17.36
01263 - Personnel Assistant (Employment) III 19.36
01270 - Production Control Clerk 22.65
01290 - Rental Clerk 11.48
01300 - Scheduler Maintenance 14.58
01311 - Secretary I 14.58
01312 - Secretary II 16.32
01313 - Secretary III 18.19
01320 - Service Order Dispatcher 15.06
01410 - Supply Technician 18.77
01420 - Survey Worker 14.39
01460 - Switchboard Operator/Receptionist 11.75
01531 - Travel Clerk I 12.14
01532 - Travel Clerk II 12.88
01533 - Travel Clerk III 13.50
01611 - Word Processor I 12.99
01612 - Word Processor II 14.58
01613 - Word Processor III 16.32
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.95
05010 - Automotive Electrician 16.88
05040 - Automotive Glass Installer 15.94
05070 - Automotive Worker 15.94
05110 - Mobile Equipment Servicer 14.01
05130 - Motor Equipment Metal Mechanic 17.84
05160 - Motor Equipment Metal Worker 15.94
05190 - Motor Vehicle Mechanic 17.84
05220 - Motor Vehicle Mechanic Helper 13.11
05250 - Motor Vehicle Upholstery Worker 14.96
05280 - Motor Vehicle Wrecker 15.94
05310 - Painter Automotive 16.88
05340 - Radiator Repair Specialist 15.94
05370 - Tire Repairer 12.89
05400 - Transmission Repair Specialist 17.84
07000 - Food Preparation And Service Occupations
07010 - Baker 13.16
07041 - Cook I 9.46
07042 - Cook II 11.03
07070 - Dishwasher 10.54
07130 - Food Service Worker 8.98
07210 - Meat Cutter 13.38

07260 - Waiter/Waitress	9.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.17
09040 - Furniture Handler	12.89
09080 - Furniture Refinisher	21.17
09090 - Furniture Refinisher Helper	15.61
09110 - Furniture Repairer Minor	18.34
09130 - Upholsterer	21.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.06
11060 - Elevator Operator	10.20
11090 - Gardener	16.78
11122 - Housekeeping Aide	10.20
11150 - Janitor	10.20
11210 - Laborer Grounds Maintenance	12.70
11240 - Maid or Houseman	9.32
11260 - Pruner	11.27
11270 - Tractor Operator	15.44
11330 - Trail Maintenance Worker	12.70
11360 - Window Cleaner	11.49
12000 - Health Occupations	
12010 - Ambulance Driver	18.23
12011 - Breath Alcohol Technician	18.23
12012 - Certified Occupational Therapist Assistant	25.01
12015 - Certified Physical Therapist Assistant	25.86
12020 - Dental Assistant	15.38
12025 - Dental Hygienist	27.61
12030 - EKG Technician	27.62
12035 - Electroneurodiagnostic Technologist	27.62
12040 - Emergency Medical Technician	18.23
12071 - Licensed Practical Nurse I	16.29
12072 - Licensed Practical Nurse II	18.23
12073 - Licensed Practical Nurse III	20.32
12100 - Medical Assistant	14.50
12130 - Medical Laboratory Technician	18.20
12160 - Medical Record Clerk	16.36
12190 - Medical Record Technician	18.30
12195 - Medical Transcriptionist	16.29
12210 - Nuclear Medicine Technologist	40.06
12221 - Nursing Assistant I	10.67
12222 - Nursing Assistant II	12.00
12223 - Nursing Assistant III	13.09
12224 - Nursing Assistant IV	14.69
12235 - Optical Dispenser	17.06
12236 - Optical Technician	16.29
12250 - Pharmacy Technician	14.61
12280 - Phlebotomist	16.08
12305 - Radiologic Technologist	22.91
12311 - Registered Nurse I	22.34
12312 - Registered Nurse II	27.33

12313 - Registered Nurse II Specialist		27.33
12314 - Registered Nurse III		33.07
12315 - Registered Nurse III Anesthetist		33.07
12316 - Registered Nurse IV		39.64
12317 - Scheduler (Drug and Alcohol Testing)		22.58
12320 - Substance Abuse Treatment Counselor		15.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.28
13012 - Exhibits Specialist II		20.17
13013 - Exhibits Specialist III		24.67
13041 - Illustrator I		16.28
13042 - Illustrator II		20.17
13043 - Illustrator III		24.67
13047 - Librarian		22.33
13050 - Library Aide/Clerk		12.75
13054 - Library Information Technology Systems Administrator		20.17
13058 - Library Technician		16.28
13061 - Media Specialist I		14.31
13062 - Media Specialist II		16.28
13063 - Media Specialist III		18.15
13071 - Photographer I		14.31
13072 - Photographer II		16.01
13073 - Photographer III		19.84
13074 - Photographer IV		24.26
13075 - Photographer V		29.36
13090 - Technical Order Library Clerk		16.01
13110 - Video Teleconference Technician		14.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		11.20
14042 - Computer Operator II		13.52
14043 - Computer Operator III		16.20
14044 - Computer Operator IV		18.59
14045 - Computer Operator V		20.74
14071 - Computer Programmer I	(see 1)	18.54
14072 - Computer Programmer II	(see 1)	22.96
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		11.20
14160 - Personal Computer Support Technician		18.59
14170 - System Support Specialist		22.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.75
15030 - Air Crew Training Devices Instructor (Pilot)		41.66
15050 - Computer Based Training Specialist / Instructor		28.72
15060 - Educational Technologist		26.42

15070 - Flight Instructor (Pilot) 41.66
15080 - Graphic Artist 16.97
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.66
15086 - Maintenance Test Pilot Rotary Wing 41.66
15088 - Non-Maintenance Test/Co-Pilot 41.66
15090 - Technical Instructor 17.76
15095 - Technical Instructor/Course Developer 21.73
15110 - Test Proctor 14.34
15120 - Tutor 14.34
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.21
16030 - Counter Attendant 10.21
16040 - Dry Cleaner 11.83
16070 - Finisher Flatwork Machine 10.21
16090 - Presser Hand 10.21
16110 - Presser Machine Drycleaning 10.21
16130 - Presser Machine Shirts 10.21
16160 - Presser Machine Wearing Apparel Laundry 10.21
16190 - Sewing Machine Operator 12.52
16220 - Tailor 13.26
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.17
19040 - Tool And Die Maker 26.35
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.77
21030 - Material Coordinator 22.65
21040 - Material Expediter 22.65
21050 - Material Handling Laborer 11.11
21071 - Order Filler 10.60
21080 - Production Line Worker (Food Processing) 15.77
21110 - Shipping Packer 13.59
21130 - Shipping/Receiving Clerk 13.59
21140 - Store Worker I 11.87
21150 - Stock Clerk 16.62
21210 - Tools And Parts Attendant 15.77
21410 - Warehouse Specialist 15.77
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.78
23019 - Aircraft Logs and Records Technician 18.34
23021 - Aircraft Mechanic I 22.51
23022 - Aircraft Mechanic II 23.78
23023 - Aircraft Mechanic III 25.07
23040 - Aircraft Mechanic Helper 15.61
23050 - Aircraft Painter 21.17
23060 - Aircraft Servicer 18.34
23070 - Aircraft Survival Flight Equipment Technician 21.17
23080 - Aircraft Worker 19.78
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.78

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.51
23110 - Appliance Mechanic 21.17
23120 - Bicycle Repairer 16.97
23125 - Cable Splicer 33.86
23130 - Carpenter Maintenance 17.10
23140 - Carpet Layer 19.78
23160 - Electrician Maintenance 20.26
23181 - Electronics Technician Maintenance I 23.35
23182 - Electronics Technician Maintenance II 25.96
23183 - Electronics Technician Maintenance III 27.60
23260 - Fabric Worker 18.34
23290 - Fire Alarm System Mechanic 22.51
23310 - Fire Extinguisher Repairer 16.97
23311 - Fuel Distribution System Mechanic 22.51
23312 - Fuel Distribution System Operator 16.97
23370 - General Maintenance Worker 15.18
23380 - Ground Support Equipment Mechanic 22.51
23381 - Ground Support Equipment Servicer 18.34
23382 - Ground Support Equipment Worker 19.78
23391 - Gunsmith I 16.97
23392 - Gunsmith II 19.78
23393 - Gunsmith III 22.51
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.38
23430 - Heavy Equipment Mechanic 21.49
23440 - Heavy Equipment Operator 18.69
23460 - Instrument Mechanic 22.51
23465 - Laboratory/Shelter Mechanic 21.17
23470 - Laborer 11.11
23510 - Locksmith 21.17
23530 - Machinery Maintenance Mechanic 22.29
23550 - Machinist Maintenance 20.56
23580 - Maintenance Trades Helper 16.39
23591 - Metrology Technician I 22.51
23592 - Metrology Technician II 23.78
23593 - Metrology Technician III 25.07
23640 - Millwright 22.51
23710 - Office Appliance Repairer 21.05
23760 - Painter Maintenance 18.15
23790 - Pipefitter Maintenance 22.60
23810 - Plumber Maintenance 21.26
23820 - Pneudraulic Systems Mechanic 22.51
23850 - Rigger 22.51
23870 - Scale Mechanic 19.78
23890 - Sheet-Metal Worker Maintenance 22.51
23910 - Small Engine Mechanic 19.67
23931 - Telecommunications Mechanic I 24.30

23932 - Telecommunications Mechanic II	25.67
23950 - Telephone Lineman	22.51
23960 - Welder Combination Maintenance	24.07
23965 - Well Driller	22.51
23970 - Woodcraft Worker	22.51
23980 - Woodworker	16.97
24000 - Personal Needs Occupations	
24550 - Case Manager	14.24
24570 - Child Care Attendant	9.00
24580 - Child Care Center Clerk	11.23
24610 - Chore Aide	10.63
24620 - Family Readiness And Support Services Coordinator	14.24
24630 - Homemaker	14.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.51
25040 - Sewage Plant Operator	19.40
25070 - Stationary Engineer	22.51
25190 - Ventilation Equipment Tender	15.61
25210 - Water Treatment Plant Operator	19.40
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.46
27007 - Baggage Inspector	9.82
27008 - Corrections Officer	15.26
27010 - Court Security Officer	15.04
27030 - Detection Dog Handler	10.99
27040 - Detention Officer	15.26
27070 - Firefighter	13.47
27101 - Guard I	9.82
27102 - Guard II	10.99
27131 - Police Officer I	17.85
27132 - Police Officer II	19.83
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.12
28042 - Carnival Equipment Repairer	13.17
28043 - Carnival Worker	8.88
28210 - Gate Attendant/Gate Tender	16.58
28310 - Lifeguard	14.76
28350 - Park Attendant (Aide)	18.55
28510 - Recreation Aide/Health Facility Attendant	13.53
28515 - Recreation Specialist	21.25
28630 - Sports Official	14.76
28690 - Swimming Pool Operator	19.02
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.78
29020 - Hatch Tender	19.78
29030 - Line Handler	19.78
29041 - Stevedore I	18.34
29042 - Stevedore II	21.17
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.79
30022 - Archeological Technician II 18.78
30023 - Archeological Technician III 23.27
30030 - Cartographic Technician 23.47
30040 - Civil Engineering Technician 17.66
30051 - Cryogenic Technician I 25.76
30052 - Cryogenic Technician II 28.46
30061 - Drafter/CAD Operator I 16.79
30062 - Drafter/CAD Operator II 18.78
30063 - Drafter/CAD Operator III 20.94
30064 - Drafter/CAD Operator IV 25.76
30081 - Engineering Technician I 14.96
30082 - Engineering Technician II 16.79
30083 - Engineering Technician III 18.78
30084 - Engineering Technician IV 23.27
30085 - Engineering Technician V 28.46
30086 - Engineering Technician VI 34.43
30090 - Environmental Technician 23.86
30095 - Evidence Control Specialist 23.27
30210 - Laboratory Technician 20.94
30221 - Latent Fingerprint Technician I 25.76
30222 - Latent Fingerprint Technician II 28.46
30240 - Mathematical Technician 23.27
30361 - Paralegal/Legal Assistant I 19.44
30362 - Paralegal/Legal Assistant II 24.08
30363 - Paralegal/Legal Assistant III 29.45
30364 - Paralegal/Legal Assistant IV 35.63
30375 - Petroleum Supply Specialist 28.46
30390 - Photo-Optics Technician 23.03
30395 - Radiation Control Technician 28.46
30461 - Technical Writer I 23.27
30462 - Technical Writer II 28.46
30463 - Technical Writer III 34.43
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.76
30502 - Weather Forecaster II 31.34
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.94
30621 - Weather Observer Senior (see 2) 23.86
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.93
31030 - Bus Driver 19.90

31043 - Driver Courier	13.98
31260 - Parking and Lot Attendant	12.37
31290 - Shuttle Bus Driver	15.20
31310 - Taxi Driver	11.48
31361 - Truckdriver Light	15.20
31362 - Truckdriver Medium	15.97
31363 - Truckdriver Heavy	21.46
31364 - Truckdriver Tractor-Trailer	21.46
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	8.93
99050 - Desk Clerk	10.64
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.55
99252 - Laboratory Animal Caretaker II	13.65
99260 - Marketing Analyst	25.81
99310 - Mortician	25.35
99410 - Pest Controller	16.33
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.06
99711 - Recycling Specialist	18.31
99730 - Refuse Collector	13.37
99810 - Sales Clerk	12.08
99820 - School Crossing Guard	13.37
99830 - Survey Party Chief	17.91
99831 - Surveying Aide	11.64
99832 - Surveying Technician	16.27
99840 - Vending Machine Attendant	18.31
99841 - Vending Machine Repairer	23.20
99842 - Vending Machine Repairer Helper	18.31

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5153
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Copiah Hinds Madison Rankin Simpson Yazoo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.71
01012 - Accounting Clerk II		16.50
01013 - Accounting Clerk III		18.47
01020 - Administrative Assistant		19.90
01035 - Court Reporter		18.82
01041 - Customer Service Representative I		11.94
01042 - Customer Service Representative II		13.42
01043 - Customer Service Representative III		14.65
01051 - Data Entry Operator I		13.03
01052 - Data Entry Operator II		14.21
01060 - Dispatcher Motor Vehicle		18.75
01070 - Document Preparation Clerk		14.41
01090 - Duplicating Machine Operator		14.41
01111 - General Clerk I		13.14
01112 - General Clerk II		14.33

01113 - General Clerk III 16.09
01120 - Housing Referral Assistant 19.97
01141 - Messenger Courier 13.05
01191 - Order Clerk I 13.34
01192 - Order Clerk II 14.55
01261 - Personnel Assistant (Employment) I 16.57
01262 - Personnel Assistant (Employment) II 18.54
01263 - Personnel Assistant (Employment) III 20.67
01270 - Production Control Clerk 22.55
01290 - Rental Clerk 12.33
01300 - Scheduler Maintenance 16.01
01311 - Secretary I 16.01
01312 - Secretary II 17.92
01313 - Secretary III 19.97
01320 - Service Order Dispatcher 16.76
01410 - Supply Technician 19.90
01420 - Survey Worker 15.93
01460 - Switchboard Operator/Receptionist 14.36
01531 - Travel Clerk I 15.21
01532 - Travel Clerk II 16.05
01533 - Travel Clerk III 16.85
01611 - Word Processor I 14.26
01612 - Word Processor II 16.01
01613 - Word Processor III 17.92
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.46
05010 - Automotive Electrician 17.15
05040 - Automotive Glass Installer 16.21
05070 - Automotive Worker 16.21
05110 - Mobile Equipment Servicer 14.24
05130 - Motor Equipment Metal Mechanic 18.30
05160 - Motor Equipment Metal Worker 16.21
05190 - Motor Vehicle Mechanic 18.30
05220 - Motor Vehicle Mechanic Helper 13.16
05250 - Motor Vehicle Upholstery Worker 15.14
05280 - Motor Vehicle Wrecker 16.21
05310 - Painter Automotive 17.15
05340 - Radiator Repair Specialist 16.21
05370 - Tire Repairer 13.00
05400 - Transmission Repair Specialist 18.30
07000 - Food Preparation And Service Occupations
07010 - Baker 11.27
07041 - Cook I 9.56
07042 - Cook II 11.24
07070 - Dishwasher 9.70
07130 - Food Service Worker 9.02
07210 - Meat Cutter 13.69
07260 - Waiter/Waitress 9.24
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.68

09040 - Furniture Handler 10.28
09080 - Furniture Refinisher 17.59
09090 - Furniture Refinisher Helper 12.79
09110 - Furniture Repairer Minor 15.30
09130 - Upholsterer 18.03
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.62
11060 - Elevator Operator 11.62
11090 - Gardener 17.67
11122 - Housekeeping Aide 9.89
11150 - Janitor 9.89
11210 - Laborer Grounds Maintenance 12.93
11240 - Maid or Houseman 10.05
11260 - Pruner 11.38
11270 - Tractor Operator 16.08
11330 - Trail Maintenance Worker 12.93
11360 - Window Cleaner 11.24
12000 - Health Occupations
12010 - Ambulance Driver 17.04
12011 - Breath Alcohol Technician 17.98
12012 - Certified Occupational Therapist Assistant 28.68
12015 - Certified Physical Therapist Assistant 22.70
12020 - Dental Assistant 17.56
12025 - Dental Hygienist 31.00
12030 - EKG Technician 21.41
12035 - Electroneurodiagnostic Technologist 21.41
12040 - Emergency Medical Technician 17.04
12071 - Licensed Practical Nurse I 16.07
12072 - Licensed Practical Nurse II 17.98
12073 - Licensed Practical Nurse III 20.04
12100 - Medical Assistant 14.57
12130 - Medical Laboratory Technician 22.75
12160 - Medical Record Clerk 16.08
12190 - Medical Record Technician 17.99
12195 - Medical Transcriptionist 16.68
12210 - Nuclear Medicine Technologist 35.14
12221 - Nursing Assistant I 11.44
12222 - Nursing Assistant II 12.86
12223 - Nursing Assistant III 14.03
12224 - Nursing Assistant IV 15.75
12235 - Optical Dispenser 15.92
12236 - Optical Technician 16.07
12250 - Pharmacy Technician 14.58
12280 - Phlebotomist 15.28
12305 - Radiologic Technologist 26.59
12311 - Registered Nurse I 24.99
12312 - Registered Nurse II 30.58
12313 - Registered Nurse II Specialist 30.58
12314 - Registered Nurse III 37.00
12315 - Registered Nurse III Anesthetist 37.00

12316 - Registered Nurse IV		44.34
12317 - Scheduler (Drug and Alcohol Testing)		22.27
12320 - Substance Abuse Treatment Counselor		18.52
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.97
13012 - Exhibits Specialist II		19.79
13013 - Exhibits Specialist III		23.91
13041 - Illustrator I		15.97
13042 - Illustrator II		19.79
13043 - Illustrator III		23.91
13047 - Librarian		21.91
13050 - Library Aide/Clerk		11.34
13054 - Library Information Technology Systems Administrator		19.79
13058 - Library Technician		13.82
13061 - Media Specialist I		14.28
13062 - Media Specialist II		15.97
13063 - Media Specialist III		17.81
13071 - Photographer I		17.20
13072 - Photographer II		19.24
13073 - Photographer III		23.83
13074 - Photographer IV		29.15
13075 - Photographer V		35.27
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		16.74
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.58
14042 - Computer Operator II		18.55
14043 - Computer Operator III		21.14
14044 - Computer Operator IV		27.01
14045 - Computer Operator V		27.20
14071 - Computer Programmer I	(see 1)	20.23
14072 - Computer Programmer II	(see 1)	25.06
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		16.58
14160 - Personal Computer Support Technician		27.01
14170 - System Support Specialist		27.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.64
15050 - Computer Based Training Specialist / Instructor		28.72
15060 - Educational Technologist		25.76
15070 - Flight Instructor (Pilot)		41.64
15080 - Graphic Artist		20.31
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.99

15086 - Maintenance Test Pilot Rotary Wing 40.99
15088 - Non-Maintenance Test/Co-Pilot 40.99
15090 - Technical Instructor 21.43
15095 - Technical Instructor/Course Developer 26.21
15110 - Test Proctor 17.30
15120 - Tutor 17.30
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.34
16030 - Counter Attendant 9.34
16040 - Dry Cleaner 10.90
16070 - Finisher Flatwork Machine 9.34
16090 - Presser Hand 9.34
16110 - Presser Machine Drycleaning 9.34
16130 - Presser Machine Shirts 9.34
16160 - Presser Machine Wearing Apparel Laundry 9.34
16190 - Sewing Machine Operator 11.45
16220 - Tailor 11.97
16250 - Washer Machine 9.85
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.28
19040 - Tool And Die Maker 28.65
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.40
21030 - Material Coordinator 22.55
21040 - Material Expediter 22.55
21050 - Material Handling Laborer 12.09
21071 - Order Filler 12.02
21080 - Production Line Worker (Food Processing) 14.40
21110 - Shipping Packer 16.03
21130 - Shipping/Receiving Clerk 16.03
21140 - Store Worker I 10.82
21150 - Stock Clerk 16.00
21210 - Tools And Parts Attendant 14.40
21410 - Warehouse Specialist 14.40
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.28
23019 - Aircraft Logs and Records Technician 21.86
23021 - Aircraft Mechanic I 26.81
23022 - Aircraft Mechanic II 28.28
23023 - Aircraft Mechanic III 29.62
23040 - Aircraft Mechanic Helper 18.28
23050 - Aircraft Painter 25.13
23060 - Aircraft Servicer 21.86
23070 - Aircraft Survival Flight Equipment Technician 25.13
23080 - Aircraft Worker 23.64
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.64
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.81
23110 - Appliance Mechanic 20.49

23120 - Bicycle Repairer 16.48
23125 - Cable Splicer 32.18
23130 - Carpenter Maintenance 17.05
23140 - Carpet Layer 19.40
23160 - Electrician Maintenance 22.67
23181 - Electronics Technician Maintenance I 25.25
23182 - Electronics Technician Maintenance II 26.88
23183 - Electronics Technician Maintenance III 28.67
23260 - Fabric Worker 17.94
23290 - Fire Alarm System Mechanic 22.88
23310 - Fire Extinguisher Repairer 16.48
23311 - Fuel Distribution System Mechanic 18.12
23312 - Fuel Distribution System Operator 13.99
23370 - General Maintenance Worker 15.50
23380 - Ground Support Equipment Mechanic 26.81
23381 - Ground Support Equipment Servicer 21.86
23382 - Ground Support Equipment Worker 23.64
23391 - Gunsmith I 16.48
23392 - Gunsmith II 19.40
23393 - Gunsmith III 22.00
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.36
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.53
23430 - Heavy Equipment Mechanic 22.81
23440 - Heavy Equipment Operator 18.85
23460 - Instrument Mechanic 23.83
23465 - Laboratory/Shelter Mechanic 20.63
23470 - Laborer 12.09
23510 - Locksmith 20.60
23530 - Machinery Maintenance Mechanic 27.25
23550 - Machinist Maintenance 20.21
23580 - Maintenance Trades Helper 13.21
23591 - Metrology Technician I 23.83
23592 - Metrology Technician II 25.12
23593 - Metrology Technician III 26.31
23640 - Millwright 21.66
23710 - Office Appliance Repairer 19.85
23760 - Painter Maintenance 17.23
23790 - Pipefitter Maintenance 21.48
23810 - Plumber Maintenance 20.14
23820 - Pneudraulic Systems Mechanic 22.00
23850 - Rigger 22.00
23870 - Scale Mechanic 19.40
23890 - Sheet-Metal Worker Maintenance 18.98
23910 - Small Engine Mechanic 19.40
23931 - Telecommunications Mechanic I 26.70
23932 - Telecommunications Mechanic II 28.02
23950 - Telephone Lineman 21.99
23960 - Welder Combination Maintenance 20.02

23965 - Well Driller	22.00
23970 - Woodcraft Worker	22.00
23980 - Woodworker	16.48
24000 - Personal Needs Occupations	
24550 - Case Manager	13.38
24570 - Child Care Attendant	9.04
24580 - Child Care Center Clerk	11.27
24610 - Chore Aide	10.56
24620 - Family Readiness And Support Services Coordinator	13.38
24630 - Homemaker	13.38
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.00
25040 - Sewage Plant Operator	17.58
25070 - Stationary Engineer	22.00
25190 - Ventilation Equipment Tender	15.00
25210 - Water Treatment Plant Operator	17.58
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.29
27007 - Baggage Inspector	11.65
27008 - Corrections Officer	16.33
27010 - Court Security Officer	15.71
27030 - Detection Dog Handler	13.23
27040 - Detention Officer	16.33
27070 - Firefighter	16.94
27101 - Guard I	11.65
27102 - Guard II	13.23
27131 - Police Officer I	17.62
27132 - Police Officer II	19.58
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.46
28042 - Carnival Equipment Repairer	14.55
28043 - Carnival Worker	9.92
28210 - Gate Attendant/Gate Tender	16.51
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	18.48
28510 - Recreation Aide/Health Facility Attendant	13.48
28515 - Recreation Specialist	22.88
28630 - Sports Official	14.71
28690 - Swimming Pool Operator	18.14
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.70
29020 - Hatch Tender	24.70
29030 - Line Handler	24.70
29041 - Stevedore I	22.84
29042 - Stevedore II	26.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		16.91
30022 - Archeological Technician II		19.14
30023 - Archeological Technician III		23.44
30030 - Cartographic Technician		23.44
30040 - Civil Engineering Technician		18.33
30051 - Cryogenic Technician I		25.96
30052 - Cryogenic Technician II		28.67
30061 - Drafter/CAD Operator I		16.91
30062 - Drafter/CAD Operator II		19.14
30063 - Drafter/CAD Operator III		21.92
30064 - Drafter/CAD Operator IV		25.96
30081 - Engineering Technician I		15.26
30082 - Engineering Technician II		17.14
30083 - Engineering Technician III		19.17
30084 - Engineering Technician IV		23.74
30085 - Engineering Technician V		29.05
30086 - Engineering Technician VI		35.14
30090 - Environmental Technician		23.44
30095 - Evidence Control Specialist		23.44
30210 - Laboratory Technician		22.57
30221 - Latent Fingerprint Technician I		25.10
30222 - Latent Fingerprint Technician II		27.72
30240 - Mathematical Technician		23.44
30361 - Paralegal/Legal Assistant I		18.76
30362 - Paralegal/Legal Assistant II		23.25
30363 - Paralegal/Legal Assistant III		28.44
30364 - Paralegal/Legal Assistant IV		33.85
30375 - Petroleum Supply Specialist		28.67
30390 - Photo-Optics Technician		23.44
30395 - Radiation Control Technician		28.67
30461 - Technical Writer I		23.44
30462 - Technical Writer II		28.67
30463 - Technical Writer III		34.69
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.96
30502 - Weather Forecaster II		31.58
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.92
30621 - Weather Observer Senior	(see 2)	23.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		10.21
31030 - Bus Driver		15.14
31043 - Driver Courier		13.47
31260 - Parking and Lot Attendant		9.40
31290 - Shuttle Bus Driver		14.80

31310 - Taxi Driver	11.71
31361 - Truckdriver Light	14.80
31362 - Truckdriver Medium	16.11
31363 - Truckdriver Heavy	23.96
31364 - Truckdriver Tractor-Trailer	23.96
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.66
99050 - Desk Clerk	9.86
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.33
99252 - Laboratory Animal Caretaker II	12.45
99260 - Marketing Analyst	24.05
99310 - Mortician	25.35
99410 - Pest Controller	17.96
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.62
99711 - Recycling Specialist	19.42
99730 - Refuse Collector	13.75
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	12.90
99830 - Survey Party Chief	24.12
99831 - Surveying Aide	17.56
99832 - Surveying Technician	21.93
99840 - Vending Machine Attendant	16.38
99841 - Vending Machine Repairer	20.11
99842 - Vending Machine Repairer Helper	16.38

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5154
Revision No.: 12
Date Of Last Revision: 06/26/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Copiah Hinds Madison Rankin Simpson Yazoo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.71
01012 - Accounting Clerk II		16.50
01013 - Accounting Clerk III		18.47
01020 - Administrative Assistant		19.90
01035 - Court Reporter		18.82
01041 - Customer Service Representative I		11.94
01042 - Customer Service Representative II		13.42
01043 - Customer Service Representative III		14.65
01051 - Data Entry Operator I		13.03
01052 - Data Entry Operator II		14.21
01060 - Dispatcher Motor Vehicle		18.75
01070 - Document Preparation Clerk		14.41

01090 - Duplicating Machine Operator 14.41
01111 - General Clerk I 13.14
01112 - General Clerk II 14.33
01113 - General Clerk III 16.09
01120 - Housing Referral Assistant 19.97
01141 - Messenger Courier 13.05
01191 - Order Clerk I 13.34
01192 - Order Clerk II 14.55
01261 - Personnel Assistant (Employment) I 16.57
01262 - Personnel Assistant (Employment) II 18.54
01263 - Personnel Assistant (Employment) III 20.67
01270 - Production Control Clerk 22.55
01290 - Rental Clerk 12.33
01300 - Scheduler Maintenance 16.01
01311 - Secretary I 16.01
01312 - Secretary II 17.92
01313 - Secretary III 19.97
01320 - Service Order Dispatcher 16.76
01410 - Supply Technician 19.90
01420 - Survey Worker 15.93
01460 - Switchboard Operator/Receptionist 14.36
01531 - Travel Clerk I 15.21
01532 - Travel Clerk II 16.05
01533 - Travel Clerk III 16.85
01611 - Word Processor I 14.26
01612 - Word Processor II 16.01
01613 - Word Processor III 17.92
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.46
05010 - Automotive Electrician 17.15
05040 - Automotive Glass Installer 16.21
05070 - Automotive Worker 16.21
05110 - Mobile Equipment Servicer 14.24
05130 - Motor Equipment Metal Mechanic 18.30
05160 - Motor Equipment Metal Worker 16.21
05190 - Motor Vehicle Mechanic 18.30
05220 - Motor Vehicle Mechanic Helper 13.16
05250 - Motor Vehicle Upholstery Worker 15.14
05280 - Motor Vehicle Wrecker 16.21
05310 - Painter Automotive 17.15
05340 - Radiator Repair Specialist 16.21
05370 - Tire Repairer 13.00
05400 - Transmission Repair Specialist 18.30
07000 - Food Preparation And Service Occupations
07010 - Baker 11.27
07041 - Cook I 9.56
07042 - Cook II 11.24
07070 - Dishwasher 9.70
07130 - Food Service Worker 9.02
07210 - Meat Cutter 13.69

07260 - Waiter/Waitress	9.24
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.68
09040 - Furniture Handler	10.28
09080 - Furniture Refinisher	17.59
09090 - Furniture Refinisher Helper	12.79
09110 - Furniture Repairer Minor	15.30
09130 - Upholsterer	18.03
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.62
11060 - Elevator Operator	11.62
11090 - Gardener	17.67
11122 - Housekeeping Aide	9.89
11150 - Janitor	9.89
11210 - Laborer Grounds Maintenance	12.93
11240 - Maid or Houseman	10.05
11260 - Pruner	11.38
11270 - Tractor Operator	16.08
11330 - Trail Maintenance Worker	12.93
11360 - Window Cleaner	11.24
12000 - Health Occupations	
12010 - Ambulance Driver	17.04
12011 - Breath Alcohol Technician	17.98
12012 - Certified Occupational Therapist Assistant	28.68
12015 - Certified Physical Therapist Assistant	22.70
12020 - Dental Assistant	17.56
12025 - Dental Hygienist	31.00
12030 - EKG Technician	21.41
12035 - Electroneurodiagnostic Technologist	21.41
12040 - Emergency Medical Technician	17.04
12071 - Licensed Practical Nurse I	16.07
12072 - Licensed Practical Nurse II	17.98
12073 - Licensed Practical Nurse III	20.04
12100 - Medical Assistant	14.57
12130 - Medical Laboratory Technician	22.75
12160 - Medical Record Clerk	16.08
12190 - Medical Record Technician	17.99
12195 - Medical Transcriptionist	16.68
12210 - Nuclear Medicine Technologist	35.14
12221 - Nursing Assistant I	11.44
12222 - Nursing Assistant II	12.86
12223 - Nursing Assistant III	14.03
12224 - Nursing Assistant IV	15.75
12235 - Optical Dispenser	15.92
12236 - Optical Technician	16.07
12250 - Pharmacy Technician	14.58
12280 - Phlebotomist	15.28
12305 - Radiologic Technologist	26.59
12311 - Registered Nurse I	24.99
12312 - Registered Nurse II	30.58

12313 - Registered Nurse II Specialist		30.58
12314 - Registered Nurse III		37.00
12315 - Registered Nurse III Anesthetist		37.00
12316 - Registered Nurse IV		44.34
12317 - Scheduler (Drug and Alcohol Testing)		22.27
12320 - Substance Abuse Treatment Counselor		18.52
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.97
13012 - Exhibits Specialist II		19.79
13013 - Exhibits Specialist III		23.91
13041 - Illustrator I		15.97
13042 - Illustrator II		19.79
13043 - Illustrator III		23.91
13047 - Librarian		21.91
13050 - Library Aide/Clerk		11.34
13054 - Library Information Technology Systems Administrator		19.79
13058 - Library Technician		13.82
13061 - Media Specialist I		14.28
13062 - Media Specialist II		15.97
13063 - Media Specialist III		17.81
13071 - Photographer I		17.20
13072 - Photographer II		19.24
13073 - Photographer III		23.83
13074 - Photographer IV		29.15
13075 - Photographer V		35.27
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		16.74
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.58
14042 - Computer Operator II		18.55
14043 - Computer Operator III		21.14
14044 - Computer Operator IV		27.01
14045 - Computer Operator V		27.20
14071 - Computer Programmer I	(see 1)	20.23
14072 - Computer Programmer II	(see 1)	25.06
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		16.58
14160 - Personal Computer Support Technician		27.01
14170 - System Support Specialist		27.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.64
15050 - Computer Based Training Specialist / Instructor		28.72
15060 - Educational Technologist		25.76

15070 - Flight Instructor (Pilot) 41.64
15080 - Graphic Artist 20.31
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.99
15086 - Maintenance Test Pilot Rotary Wing 40.99
15088 - Non-Maintenance Test/Co-Pilot 40.99
15090 - Technical Instructor 21.43
15095 - Technical Instructor/Course Developer 26.21
15110 - Test Proctor 17.30
15120 - Tutor 17.30
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.34
16030 - Counter Attendant 9.34
16040 - Dry Cleaner 10.90
16070 - Finisher Flatwork Machine 9.34
16090 - Presser Hand 9.34
16110 - Presser Machine Drycleaning 9.34
16130 - Presser Machine Shirts 9.34
16160 - Presser Machine Wearing Apparel Laundry 9.34
16190 - Sewing Machine Operator 11.45
16220 - Tailor 11.97
16250 - Washer Machine 9.85
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.28
19040 - Tool And Die Maker 28.65
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.40
21030 - Material Coordinator 22.55
21040 - Material Expediter 22.55
21050 - Material Handling Laborer 12.09
21071 - Order Filler 12.02
21080 - Production Line Worker (Food Processing) 14.40
21110 - Shipping Packer 16.03
21130 - Shipping/Receiving Clerk 16.03
21140 - Store Worker I 10.82
21150 - Stock Clerk 16.00
21210 - Tools And Parts Attendant 14.40
21410 - Warehouse Specialist 14.40
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.28
23019 - Aircraft Logs and Records Technician 21.86
23021 - Aircraft Mechanic I 26.81
23022 - Aircraft Mechanic II 28.28
23023 - Aircraft Mechanic III 29.62
23040 - Aircraft Mechanic Helper 18.28
23050 - Aircraft Painter 25.13
23060 - Aircraft Servicer 21.86
23070 - Aircraft Survival Flight Equipment Technician 25.13
23080 - Aircraft Worker 23.64
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.64

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.81
23110 - Appliance Mechanic 20.49
23120 - Bicycle Repairer 16.48
23125 - Cable Splicer 32.18
23130 - Carpenter Maintenance 17.05
23140 - Carpet Layer 19.40
23160 - Electrician Maintenance 22.67
23181 - Electronics Technician Maintenance I 25.25
23182 - Electronics Technician Maintenance II 26.88
23183 - Electronics Technician Maintenance III 28.67
23260 - Fabric Worker 17.94
23290 - Fire Alarm System Mechanic 22.88
23310 - Fire Extinguisher Repairer 16.48
23311 - Fuel Distribution System Mechanic 18.12
23312 - Fuel Distribution System Operator 13.99
23370 - General Maintenance Worker 15.50
23380 - Ground Support Equipment Mechanic 26.81
23381 - Ground Support Equipment Servicer 21.86
23382 - Ground Support Equipment Worker 23.64
23391 - Gunsmith I 16.48
23392 - Gunsmith II 19.40
23393 - Gunsmith III 22.00
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.36
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.53
23430 - Heavy Equipment Mechanic 22.81
23440 - Heavy Equipment Operator 18.85
23460 - Instrument Mechanic 23.83
23465 - Laboratory/Shelter Mechanic 20.63
23470 - Laborer 12.09
23510 - Locksmith 20.60
23530 - Machinery Maintenance Mechanic 27.25
23550 - Machinist Maintenance 20.21
23580 - Maintenance Trades Helper 13.21
23591 - Metrology Technician I 23.83
23592 - Metrology Technician II 25.12
23593 - Metrology Technician III 26.31
23640 - Millwright 21.66
23710 - Office Appliance Repairer 19.85
23760 - Painter Maintenance 17.23
23790 - Pipefitter Maintenance 21.48
23810 - Plumber Maintenance 20.14
23820 - Pneudraulic Systems Mechanic 22.00
23850 - Rigger 22.00
23870 - Scale Mechanic 19.40
23890 - Sheet-Metal Worker Maintenance 18.98
23910 - Small Engine Mechanic 19.40
23931 - Telecommunications Mechanic I 26.70

23932 - Telecommunications Mechanic II 28.02
23950 - Telephone Lineman 21.99
23960 - Welder Combination Maintenance 20.02
23965 - Well Driller 22.00
23970 - Woodcraft Worker 22.00
23980 - Woodworker 16.48
24000 - Personal Needs Occupations
24550 - Case Manager 13.38
24570 - Child Care Attendant 9.04
24580 - Child Care Center Clerk 11.27
24610 - Chore Aide 10.56
24620 - Family Readiness And Support Services Coordinator 13.38
24630 - Homemaker 13.38
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.00
25040 - Sewage Plant Operator 17.58
25070 - Stationary Engineer 22.00
25190 - Ventilation Equipment Tender 15.00
25210 - Water Treatment Plant Operator 17.58
27000 - Protective Service Occupations
27004 - Alarm Monitor 13.29
27007 - Baggage Inspector 11.65
27008 - Corrections Officer 16.33
27010 - Court Security Officer 15.71
27030 - Detection Dog Handler 13.23
27040 - Detention Officer 16.33
27070 - Firefighter 16.94
27101 - Guard I 11.65
27102 - Guard II 13.23
27131 - Police Officer I 17.62
27132 - Police Officer II 19.58
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.46
28042 - Carnival Equipment Repairer 14.55
28043 - Carnival Worker 9.92
28210 - Gate Attendant/Gate Tender 16.51
28310 - Lifeguard 12.11
28350 - Park Attendant (Aide) 18.48
28510 - Recreation Aide/Health Facility Attendant 13.48
28515 - Recreation Specialist 22.88
28630 - Sports Official 14.71
28690 - Swimming Pool Operator 18.14
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.70
29020 - Hatch Tender 24.70
29030 - Line Handler 24.70
29041 - Stevedore I 22.84
29042 - Stevedore II 26.25
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.91
30022 - Archeological Technician II 19.14
30023 - Archeological Technician III 23.44
30030 - Cartographic Technician 23.44
30040 - Civil Engineering Technician 18.33
30051 - Cryogenic Technician I 25.96
30052 - Cryogenic Technician II 28.67
30061 - Drafter/CAD Operator I 16.91
30062 - Drafter/CAD Operator II 19.14
30063 - Drafter/CAD Operator III 21.92
30064 - Drafter/CAD Operator IV 25.96
30081 - Engineering Technician I 15.26
30082 - Engineering Technician II 17.14
30083 - Engineering Technician III 19.17
30084 - Engineering Technician IV 23.74
30085 - Engineering Technician V 29.05
30086 - Engineering Technician VI 35.14
30090 - Environmental Technician 23.44
30095 - Evidence Control Specialist 23.44
30210 - Laboratory Technician 22.57
30221 - Latent Fingerprint Technician I 25.10
30222 - Latent Fingerprint Technician II 27.72
30240 - Mathematical Technician 23.44
30361 - Paralegal/Legal Assistant I 18.76
30362 - Paralegal/Legal Assistant II 23.25
30363 - Paralegal/Legal Assistant III 28.44
30364 - Paralegal/Legal Assistant IV 33.85
30375 - Petroleum Supply Specialist 28.67
30390 - Photo-Optics Technician 23.44
30395 - Radiation Control Technician 28.67
30461 - Technical Writer I 23.44
30462 - Technical Writer II 28.67
30463 - Technical Writer III 34.69
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.96
30502 - Weather Forecaster II 31.58
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.92
30621 - Weather Observer Senior (see 2) 23.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 10.21
31030 - Bus Driver 15.14

31043 - Driver Courier	13.47
31260 - Parking and Lot Attendant	9.40
31290 - Shuttle Bus Driver	14.80
31310 - Taxi Driver	11.71
31361 - Truckdriver Light	14.80
31362 - Truckdriver Medium	16.11
31363 - Truckdriver Heavy	23.96
31364 - Truckdriver Tractor-Trailer	23.96
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.66
99050 - Desk Clerk	9.86
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.33
99252 - Laboratory Animal Caretaker II	12.45
99260 - Marketing Analyst	24.05
99310 - Mortician	25.35
99410 - Pest Controller	17.96
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.62
99711 - Recycling Specialist	19.42
99730 - Refuse Collector	13.75
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	12.90
99830 - Survey Party Chief	24.12
99831 - Surveying Aide	17.56
99832 - Surveying Technician	21.93
99840 - Vending Machine Attendant	16.38
99841 - Vending Machine Repairer	20.11
99842 - Vending Machine Repairer Helper	16.38

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5157
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Alcorn Calhoun Chickasaw Choctaw Clay Itawamba Lafayette Lee Lowndes Monroe Noxubee Oktibbeha Pontotoc Prentiss Tishomingo Union Webster Winston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.24
01012 - Accounting Clerk II		14.86
01013 - Accounting Clerk III		16.63
01020 - Administrative Assistant		18.13
01035 - Court Reporter		16.72
01041 - Customer Service Representative I		11.07
01042 - Customer Service Representative II		12.45
01043 - Customer Service Representative III		13.59
01051 - Data Entry Operator I		13.61
01052 - Data Entry Operator II		14.85
01060 - Dispatcher Motor Vehicle		17.92
01070 - Document Preparation Clerk		14.12
01090 - Duplicating Machine Operator		14.12

01111 - General Clerk I	12.43
01112 - General Clerk II	13.56
01113 - General Clerk III	15.22
01120 - Housing Referral Assistant	18.64
01141 - Messenger Courier	11.20
01191 - Order Clerk I	14.74
01192 - Order Clerk II	16.08
01261 - Personnel Assistant (Employment) I	14.44
01262 - Personnel Assistant (Employment) II	16.16
01263 - Personnel Assistant (Employment) III	18.02
01270 - Production Control Clerk	18.78
01290 - Rental Clerk	12.89
01300 - Scheduler Maintenance	14.94
01311 - Secretary I	14.94
01312 - Secretary II	16.72
01313 - Secretary III	18.64
01320 - Service Order Dispatcher	16.38
01410 - Supply Technician	18.13
01420 - Survey Worker	13.00
01460 - Switchboard Operator/Receptionist	12.58
01531 - Travel Clerk I	11.76
01532 - Travel Clerk II	12.40
01533 - Travel Clerk III	13.04
01611 - Word Processor I	13.31
01612 - Word Processor II	14.94
01613 - Word Processor III	16.72
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.08
05010 - Automotive Electrician	15.70
05040 - Automotive Glass Installer	15.02
05070 - Automotive Worker	15.02
05110 - Mobile Equipment Servicer	13.61
05130 - Motor Equipment Metal Mechanic	16.38
05160 - Motor Equipment Metal Worker	15.02
05190 - Motor Vehicle Mechanic	16.38
05220 - Motor Vehicle Mechanic Helper	12.88
05250 - Motor Vehicle Upholstery Worker	14.27
05280 - Motor Vehicle Wrecker	15.02
05310 - Painter Automotive	15.70
05340 - Radiator Repair Specialist	15.02
05370 - Tire Repairer	13.35
05400 - Transmission Repair Specialist	16.38
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.52
07041 - Cook I	9.35
07042 - Cook II	10.78
07070 - Dishwasher	9.21
07130 - Food Service Worker	9.15
07210 - Meat Cutter	16.55
07260 - Waiter/Waitress	9.57

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.12
09040 - Furniture Handler	10.91
09080 - Furniture Refinisher	16.36
09090 - Furniture Refinisher Helper	12.30
09110 - Furniture Repairer Minor	14.37
09130 - Upholsterer	16.62
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.42
11060 - Elevator Operator	10.83
11090 - Gardener	14.76
11122 - Housekeeping Aide	10.39
11150 - Janitor	10.39
11210 - Laborer Grounds Maintenance	11.33
11240 - Maid or Houseman	9.02
11260 - Pruner	10.99
11270 - Tractor Operator	13.62
11330 - Trail Maintenance Worker	11.33
11360 - Window Cleaner	11.54
12000 - Health Occupations	
12010 - Ambulance Driver	17.77
12011 - Breath Alcohol Technician	17.83
12012 - Certified Occupational Therapist Assistant	29.72
12015 - Certified Physical Therapist Assistant	24.65
12020 - Dental Assistant	15.66
12025 - Dental Hygienist	27.33
12030 - EKG Technician	20.88
12035 - Electroneurodiagnostic Technologist	20.88
12040 - Emergency Medical Technician	17.77
12071 - Licensed Practical Nurse I	15.93
12072 - Licensed Practical Nurse II	17.83
12073 - Licensed Practical Nurse III	19.88
12100 - Medical Assistant	14.85
12130 - Medical Laboratory Technician	21.01
12160 - Medical Record Clerk	13.41
12190 - Medical Record Technician	15.01
12195 - Medical Transcriptionist	15.93
12210 - Nuclear Medicine Technologist	33.74
12221 - Nursing Assistant I	10.90
12222 - Nursing Assistant II	12.25
12223 - Nursing Assistant III	13.37
12224 - Nursing Assistant IV	15.01
12235 - Optical Dispenser	16.24
12236 - Optical Technician	15.93
12250 - Pharmacy Technician	14.32
12280 - Phlebotomist	13.59
12305 - Radiologic Technologist	21.99
12311 - Registered Nurse I	22.46
12312 - Registered Nurse II	27.47
12313 - Registered Nurse II Specialist	27.47

12314 - Registered Nurse III		33.23
12315 - Registered Nurse III Anesthetist		33.23
12316 - Registered Nurse IV		39.83
12317 - Scheduler (Drug and Alcohol Testing)		22.08
12320 - Substance Abuse Treatment Counselor		16.16
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.22
13012 - Exhibits Specialist II		21.32
13013 - Exhibits Specialist III		26.09
13041 - Illustrator I		17.22
13042 - Illustrator II		21.32
13043 - Illustrator III		26.09
13047 - Librarian		23.62
13050 - Library Aide/Clerk		10.84
13054 - Library Information Technology Systems Administrator		21.32
13058 - Library Technician		12.90
13061 - Media Specialist I		15.39
13062 - Media Specialist II		17.22
13063 - Media Specialist III		19.19
13071 - Photographer I		16.42
13072 - Photographer II		18.38
13073 - Photographer III		22.77
13074 - Photographer IV		27.85
13075 - Photographer V		33.69
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		15.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.87
14042 - Computer Operator II		18.88
14043 - Computer Operator III		21.03
14044 - Computer Operator IV		23.38
14045 - Computer Operator V		25.89
14071 - Computer Programmer I	(see 1)	19.22
14072 - Computer Programmer II	(see 1)	23.80
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		16.87
14160 - Personal Computer Support Technician		23.38
14170 - System Support Specialist		23.92
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.50
15020 - Aircrew Training Devices Instructor (Rated)		35.68
15030 - Air Crew Training Devices Instructor (Pilot)		42.77
15050 - Computer Based Training Specialist / Instructor		29.50
15060 - Educational Technologist		26.41
15070 - Flight Instructor (Pilot)		42.77

15080 - Graphic Artist 18.44
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.77
15086 - Maintenance Test Pilot Rotary Wing 42.77
15088 - Non-Maintenance Test/Co-Pilot 42.77
15090 - Technical Instructor 20.47
15095 - Technical Instructor/Course Developer 25.04
15110 - Test Proctor 16.49
15120 - Tutor 16.49
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.60
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.05
16220 - Tailor 11.57
16250 - Washer Machine 9.63
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.59
19040 - Tool And Die Maker 22.84
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.21
21030 - Material Coordinator 18.78
21040 - Material Expediter 18.78
21050 - Material Handling Laborer 12.05
21071 - Order Filler 11.58
21080 - Production Line Worker (Food Processing) 15.21
21110 - Shipping Packer 13.64
21130 - Shipping/Receiving Clerk 13.64
21140 - Store Worker I 11.64
21150 - Stock Clerk 16.11
21210 - Tools And Parts Attendant 15.21
21410 - Warehouse Specialist 15.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.23
23019 - Aircraft Logs and Records Technician 22.98
23021 - Aircraft Mechanic I 27.73
23022 - Aircraft Mechanic II 29.23
23023 - Aircraft Mechanic III 30.53
23040 - Aircraft Mechanic Helper 20.06
23050 - Aircraft Painter 26.16
23060 - Aircraft Servicer 22.98
23070 - Aircraft Survival Flight Equipment Technician 26.16
23080 - Aircraft Worker 24.64
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.64
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 27.73

II
23110 - Appliance Mechanic 19.80
23120 - Bicycle Repairer 16.09
23125 - Cable Splicer 26.57
23130 - Carpenter Maintenance 17.68
23140 - Carpet Layer 15.73
23160 - Electrician Maintenance 22.07
23181 - Electronics Technician Maintenance I 23.68
23182 - Electronics Technician Maintenance II 25.17
23183 - Electronics Technician Maintenance III 26.68
23260 - Fabric Worker 18.75
23290 - Fire Alarm System Mechanic 18.88
23310 - Fire Extinguisher Repairer 16.09
23311 - Fuel Distribution System Mechanic 23.68
23312 - Fuel Distribution System Operator 18.58
23370 - General Maintenance Worker 15.99
23380 - Ground Support Equipment Mechanic 27.73
23381 - Ground Support Equipment Servicer 22.98
23382 - Ground Support Equipment Worker 24.64
23391 - Gunsmith I 16.09
23392 - Gunsmith II 18.63
23393 - Gunsmith III 20.99
23410 - Heating Ventilation And Air-Conditioning Mechanic 17.93
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 18.88
23430 - Heavy Equipment Mechanic 22.84
23440 - Heavy Equipment Operator 17.51
23460 - Instrument Mechanic 20.99
23465 - Laboratory/Shelter Mechanic 19.80
23470 - Laborer 12.05
23510 - Locksmith 19.80
23530 - Machinery Maintenance Mechanic 21.36
23550 - Machinist Maintenance 20.79
23580 - Maintenance Trades Helper 13.54
23591 - Metrology Technician I 20.99
23592 - Metrology Technician II 22.11
23593 - Metrology Technician III 23.23
23640 - Millwright 20.02
23710 - Office Appliance Repairer 18.10
23760 - Painter Maintenance 14.95
23790 - Pipefitter Maintenance 20.27
23810 - Plumber Maintenance 19.11
23820 - Pneudraulic Systems Mechanic 20.99
23850 - Rigger 20.13
23870 - Scale Mechanic 18.63
23890 - Sheet-Metal Worker Maintenance 16.70
23910 - Small Engine Mechanic 18.63
23931 - Telecommunications Mechanic I 25.23
23932 - Telecommunications Mechanic II 26.57

23950 - Telephone Lineman	21.99
23960 - Welder Combination Maintenance	18.10
23965 - Well Driller	20.99
23970 - Woodcraft Worker	20.99
23980 - Woodworker	16.09
24000 - Personal Needs Occupations	
24550 - Case Manager	12.45
24570 - Child Care Attendant	9.15
24580 - Child Care Center Clerk	12.91
24610 - Chore Aide	9.28
24620 - Family Readiness And Support Services Coordinator	12.45
24630 - Homemaker	14.95
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.99
25040 - Sewage Plant Operator	20.09
25070 - Stationary Engineer	20.99
25190 - Ventilation Equipment Tender	14.83
25210 - Water Treatment Plant Operator	20.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.10
27007 - Baggage Inspector	10.05
27008 - Corrections Officer	13.92
27010 - Court Security Officer	14.97
27030 - Detection Dog Handler	13.10
27040 - Detention Officer	13.92
27070 - Firefighter	15.58
27101 - Guard I	10.05
27102 - Guard II	13.10
27131 - Police Officer I	17.65
27132 - Police Officer II	19.61
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.67
28042 - Carnival Equipment Repairer	15.89
28043 - Carnival Worker	10.98
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.43
28515 - Recreation Specialist	18.76
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	18.77
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.05
29020 - Hatch Tender	20.05
29030 - Line Handler	20.05
29041 - Stevedore I	18.69
29042 - Stevedore II	21.31
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.60
30022 - Archeological Technician II 18.57
30023 - Archeological Technician III 23.00
30030 - Cartographic Technician 23.00
30040 - Civil Engineering Technician 18.97
30051 - Cryogenic Technician I 25.48
30052 - Cryogenic Technician II 28.14
30061 - Drafter/CAD Operator I 16.60
30062 - Drafter/CAD Operator II 18.57
30063 - Drafter/CAD Operator III 20.70
30064 - Drafter/CAD Operator IV 25.48
30081 - Engineering Technician I 14.93
30082 - Engineering Technician II 16.76
30083 - Engineering Technician III 18.75
30084 - Engineering Technician IV 23.22
30085 - Engineering Technician V 28.41
30086 - Engineering Technician VI 34.37
30090 - Environmental Technician 23.24
30095 - Evidence Control Specialist 23.00
30210 - Laboratory Technician 23.77
30221 - Latent Fingerprint Technician I 25.48
30222 - Latent Fingerprint Technician II 28.14
30240 - Mathematical Technician 23.00
30361 - Paralegal/Legal Assistant I 17.33
30362 - Paralegal/Legal Assistant II 21.46
30363 - Paralegal/Legal Assistant III 26.26
30364 - Paralegal/Legal Assistant IV 31.76
30375 - Petroleum Supply Specialist 28.14
30390 - Photo-Optics Technician 20.91
30395 - Radiation Control Technician 28.14
30461 - Technical Writer I 23.00
30462 - Technical Writer II 28.14
30463 - Technical Writer III 34.05
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.48
30502 - Weather Forecaster II 30.99
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.70
30621 - Weather Observer Senior (see 2) 23.00
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 9.76
31030 - Bus Driver 13.81
31043 - Driver Courier 13.90

31260 - Parking and Lot Attendant	11.92
31290 - Shuttle Bus Driver	15.09
31310 - Taxi Driver	9.67
31361 - Truckdriver Light	15.09
31362 - Truckdriver Medium	16.28
31363 - Truckdriver Heavy	20.16
31364 - Truckdriver Tractor-Trailer	20.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.04
99050 - Desk Clerk	9.68
99095 - Embalmer	24.65
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	10.79
99252 - Laboratory Animal Caretaker II	11.69
99260 - Marketing Analyst	24.81
99310 - Mortician	24.65
99410 - Pest Controller	18.72
99510 - Photofinishing Worker	15.84
99710 - Recycling Laborer	14.56
99711 - Recycling Specialist	17.59
99730 - Refuse Collector	13.10
99810 - Sales Clerk	10.87
99820 - School Crossing Guard	13.10
99830 - Survey Party Chief	22.16
99831 - Surveying Aide	14.92
99832 - Surveying Technician	20.44
99840 - Vending Machine Attendant	17.05
99841 - Vending Machine Repairer	21.43
99842 - Vending Machine Repairer Helper	17.05

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5158
Revision No.: 13
Date Of Last Revision: 05/22/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Alcorn Calhoun Chickasaw Choctaw Clay Itawamba Lafayette Lee Lowndes Monroe Noxubee Oktibbeha Pontotoc Prentiss Tishomingo Union Webster Winston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.24
01012 - Accounting Clerk II		14.86
01013 - Accounting Clerk III		16.63
01020 - Administrative Assistant		18.13
01035 - Court Reporter		16.72
01041 - Customer Service Representative I		11.07
01042 - Customer Service Representative II		12.45
01043 - Customer Service Representative III		13.59
01051 - Data Entry Operator I		13.61
01052 - Data Entry Operator II		14.85

01060 - Dispatcher Motor Vehicle 17.92
01070 - Document Preparation Clerk 14.12
01090 - Duplicating Machine Operator 14.12
01111 - General Clerk I 12.43
01112 - General Clerk II 13.56
01113 - General Clerk III 15.22
01120 - Housing Referral Assistant 18.64
01141 - Messenger Courier 11.20
01191 - Order Clerk I 14.74
01192 - Order Clerk II 16.08
01261 - Personnel Assistant (Employment) I 14.44
01262 - Personnel Assistant (Employment) II 16.16
01263 - Personnel Assistant (Employment) III 18.02
01270 - Production Control Clerk 18.78
01290 - Rental Clerk 12.89
01300 - Scheduler Maintenance 14.94
01311 - Secretary I 14.94
01312 - Secretary II 16.72
01313 - Secretary III 18.64
01320 - Service Order Dispatcher 16.38
01410 - Supply Technician 18.13
01420 - Survey Worker 13.00
01460 - Switchboard Operator/Receptionist 12.58
01531 - Travel Clerk I 11.76
01532 - Travel Clerk II 12.40
01533 - Travel Clerk III 13.04
01611 - Word Processor I 13.31
01612 - Word Processor II 14.94
01613 - Word Processor III 16.72
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.08
05010 - Automotive Electrician 15.70
05040 - Automotive Glass Installer 15.02
05070 - Automotive Worker 15.02
05110 - Mobile Equipment Servicer 13.61
05130 - Motor Equipment Metal Mechanic 16.38
05160 - Motor Equipment Metal Worker 15.02
05190 - Motor Vehicle Mechanic 16.38
05220 - Motor Vehicle Mechanic Helper 12.88
05250 - Motor Vehicle Upholstery Worker 14.27
05280 - Motor Vehicle Wrecker 15.02
05310 - Painter Automotive 15.70
05340 - Radiator Repair Specialist 15.02
05370 - Tire Repairer 13.35
05400 - Transmission Repair Specialist 16.38
07000 - Food Preparation And Service Occupations
07010 - Baker 11.52
07041 - Cook I 9.35
07042 - Cook II 10.78
07070 - Dishwasher 9.21

07130 - Food Service Worker	9.15
07210 - Meat Cutter	16.55
07260 - Waiter/Waitress	9.57
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.12
09040 - Furniture Handler	10.91
09080 - Furniture Refinisher	16.36
09090 - Furniture Refinisher Helper	12.30
09110 - Furniture Repairer Minor	14.37
09130 - Upholsterer	16.62
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.42
11060 - Elevator Operator	10.83
11090 - Gardener	14.76
11122 - Housekeeping Aide	10.39
11150 - Janitor	10.39
11210 - Laborer Grounds Maintenance	11.33
11240 - Maid or Houseman	9.02
11260 - Pruner	10.99
11270 - Tractor Operator	13.62
11330 - Trail Maintenance Worker	11.33
11360 - Window Cleaner	11.54
12000 - Health Occupations	
12010 - Ambulance Driver	17.77
12011 - Breath Alcohol Technician	17.83
12012 - Certified Occupational Therapist Assistant	29.72
12015 - Certified Physical Therapist Assistant	24.65
12020 - Dental Assistant	15.66
12025 - Dental Hygienist	27.33
12030 - EKG Technician	20.88
12035 - Electroneurodiagnostic Technologist	20.88
12040 - Emergency Medical Technician	17.77
12071 - Licensed Practical Nurse I	15.93
12072 - Licensed Practical Nurse II	17.83
12073 - Licensed Practical Nurse III	19.88
12100 - Medical Assistant	14.85
12130 - Medical Laboratory Technician	21.01
12160 - Medical Record Clerk	13.41
12190 - Medical Record Technician	15.01
12195 - Medical Transcriptionist	15.93
12210 - Nuclear Medicine Technologist	33.74
12221 - Nursing Assistant I	10.90
12222 - Nursing Assistant II	12.25
12223 - Nursing Assistant III	13.37
12224 - Nursing Assistant IV	15.01
12235 - Optical Dispenser	16.24
12236 - Optical Technician	15.93
12250 - Pharmacy Technician	14.32
12280 - Phlebotomist	13.59
12305 - Radiologic Technologist	21.99

12311 - Registered Nurse I		22.46
12312 - Registered Nurse II		27.47
12313 - Registered Nurse II Specialist		27.47
12314 - Registered Nurse III		33.23
12315 - Registered Nurse III Anesthetist		33.23
12316 - Registered Nurse IV		39.83
12317 - Scheduler (Drug and Alcohol Testing)		22.08
12320 - Substance Abuse Treatment Counselor		16.16
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.22
13012 - Exhibits Specialist II		21.32
13013 - Exhibits Specialist III		26.09
13041 - Illustrator I		17.22
13042 - Illustrator II		21.32
13043 - Illustrator III		26.09
13047 - Librarian		23.62
13050 - Library Aide/Clerk		10.84
13054 - Library Information Technology Systems Administrator		21.32
13058 - Library Technician		12.90
13061 - Media Specialist I		15.39
13062 - Media Specialist II		17.22
13063 - Media Specialist III		19.19
13071 - Photographer I		16.42
13072 - Photographer II		18.38
13073 - Photographer III		22.77
13074 - Photographer IV		27.85
13075 - Photographer V		33.69
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		15.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.87
14042 - Computer Operator II		18.88
14043 - Computer Operator III		21.03
14044 - Computer Operator IV		23.38
14045 - Computer Operator V		25.89
14071 - Computer Programmer I	(see 1)	19.22
14072 - Computer Programmer II	(see 1)	23.80
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		16.87
14160 - Personal Computer Support Technician		23.38
14170 - System Support Specialist		23.92
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.50
15020 - Aircrew Training Devices Instructor (Rated)		35.68
15030 - Air Crew Training Devices Instructor (Pilot)		42.77

15050 - Computer Based Training Specialist / Instructor 29.50
15060 - Educational Technologist 26.41
15070 - Flight Instructor (Pilot) 42.77
15080 - Graphic Artist 18.44
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.77
15086 - Maintenance Test Pilot Rotary Wing 42.77
15088 - Non-Maintenance Test/Co-Pilot 42.77
15090 - Technical Instructor 20.47
15095 - Technical Instructor/Course Developer 25.04
15110 - Test Proctor 16.49
15120 - Tutor 16.49
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.60
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.05
16220 - Tailor 11.57
16250 - Washer Machine 9.63
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.59
19040 - Tool And Die Maker 22.84
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.21
21030 - Material Coordinator 18.78
21040 - Material Expediter 18.78
21050 - Material Handling Laborer 12.05
21071 - Order Filler 11.58
21080 - Production Line Worker (Food Processing) 15.21
21110 - Shipping Packer 13.64
21130 - Shipping/Receiving Clerk 13.64
21140 - Store Worker I 11.64
21150 - Stock Clerk 16.11
21210 - Tools And Parts Attendant 15.21
21410 - Warehouse Specialist 15.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.23
23019 - Aircraft Logs and Records Technician 22.98
23021 - Aircraft Mechanic I 27.73
23022 - Aircraft Mechanic II 29.23
23023 - Aircraft Mechanic III 30.53
23040 - Aircraft Mechanic Helper 20.06
23050 - Aircraft Painter 26.16
23060 - Aircraft Servicer 22.98
23070 - Aircraft Survival Flight Equipment Technician 26.16
23080 - Aircraft Worker 24.64

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.64
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.73
23110 - Appliance Mechanic 19.80
23120 - Bicycle Repairer 16.09
23125 - Cable Splicer 26.57
23130 - Carpenter Maintenance 17.68
23140 - Carpet Layer 15.73
23160 - Electrician Maintenance 22.07
23181 - Electronics Technician Maintenance I 23.68
23182 - Electronics Technician Maintenance II 25.17
23183 - Electronics Technician Maintenance III 26.68
23260 - Fabric Worker 18.75
23290 - Fire Alarm System Mechanic 18.88
23310 - Fire Extinguisher Repairer 16.09
23311 - Fuel Distribution System Mechanic 23.68
23312 - Fuel Distribution System Operator 18.58
23370 - General Maintenance Worker 15.99
23380 - Ground Support Equipment Mechanic 27.73
23381 - Ground Support Equipment Servicer 22.98
23382 - Ground Support Equipment Worker 24.64
23391 - Gunsmith I 16.09
23392 - Gunsmith II 18.63
23393 - Gunsmith III 20.99
23410 - Heating Ventilation And Air-Conditioning Mechanic 17.93
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 18.88
23430 - Heavy Equipment Mechanic 22.84
23440 - Heavy Equipment Operator 17.51
23460 - Instrument Mechanic 20.99
23465 - Laboratory/Shelter Mechanic 19.80
23470 - Laborer 12.05
23510 - Locksmith 19.80
23530 - Machinery Maintenance Mechanic 21.36
23550 - Machinist Maintenance 20.79
23580 - Maintenance Trades Helper 13.54
23591 - Metrology Technician I 20.99
23592 - Metrology Technician II 22.11
23593 - Metrology Technician III 23.23
23640 - Millwright 20.02
23710 - Office Appliance Repairer 18.10
23760 - Painter Maintenance 14.95
23790 - Pipefitter Maintenance 20.27
23810 - Plumber Maintenance 19.11
23820 - Pneudraulic Systems Mechanic 20.99
23850 - Rigger 20.13
23870 - Scale Mechanic 18.63
23890 - Sheet-Metal Worker Maintenance 16.70

23910 - Small Engine Mechanic	18.63
23931 - Telecommunications Mechanic I	25.23
23932 - Telecommunications Mechanic II	26.57
23950 - Telephone Lineman	21.99
23960 - Welder Combination Maintenance	18.10
23965 - Well Driller	20.99
23970 - Woodcraft Worker	20.99
23980 - Woodworker	16.09
24000 - Personal Needs Occupations	
24550 - Case Manager	12.45
24570 - Child Care Attendant	9.15
24580 - Child Care Center Clerk	12.91
24610 - Chore Aide	9.28
24620 - Family Readiness And Support Services Coordinator	12.45
24630 - Homemaker	14.95
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.99
25040 - Sewage Plant Operator	20.09
25070 - Stationary Engineer	20.99
25190 - Ventilation Equipment Tender	14.83
25210 - Water Treatment Plant Operator	20.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.10
27007 - Baggage Inspector	10.05
27008 - Corrections Officer	13.92
27010 - Court Security Officer	14.97
27030 - Detection Dog Handler	13.10
27040 - Detention Officer	13.92
27070 - Firefighter	15.58
27101 - Guard I	10.05
27102 - Guard II	13.10
27131 - Police Officer I	17.65
27132 - Police Officer II	19.61
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.67
28042 - Carnival Equipment Repairer	15.89
28043 - Carnival Worker	10.98
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.43
28515 - Recreation Specialist	18.76
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	18.77
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.05
29020 - Hatch Tender	20.05
29030 - Line Handler	20.05
29041 - Stevedore I	18.69

29042 - Stevedore II		21.31
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		16.60
30022 - Archeological Technician II		18.57
30023 - Archeological Technician III		23.00
30030 - Cartographic Technician		23.00
30040 - Civil Engineering Technician		18.97
30051 - Cryogenic Technician I		25.48
30052 - Cryogenic Technician II		28.14
30061 - Drafter/CAD Operator I		16.60
30062 - Drafter/CAD Operator II		18.57
30063 - Drafter/CAD Operator III		20.70
30064 - Drafter/CAD Operator IV		25.48
30081 - Engineering Technician I		14.93
30082 - Engineering Technician II		16.76
30083 - Engineering Technician III		18.75
30084 - Engineering Technician IV		23.22
30085 - Engineering Technician V		28.41
30086 - Engineering Technician VI		34.37
30090 - Environmental Technician		23.24
30095 - Evidence Control Specialist		23.00
30210 - Laboratory Technician		23.77
30221 - Latent Fingerprint Technician I		25.48
30222 - Latent Fingerprint Technician II		28.14
30240 - Mathematical Technician		23.00
30361 - Paralegal/Legal Assistant I		17.33
30362 - Paralegal/Legal Assistant II		21.46
30363 - Paralegal/Legal Assistant III		26.26
30364 - Paralegal/Legal Assistant IV		31.76
30375 - Petroleum Supply Specialist		28.14
30390 - Photo-Optics Technician		20.91
30395 - Radiation Control Technician		28.14
30461 - Technical Writer I		23.00
30462 - Technical Writer II		28.14
30463 - Technical Writer III		34.05
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.48
30502 - Weather Forecaster II		30.99
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.70
30621 - Weather Observer Senior	(see 2)	23.00
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67

31020 - Bus Aide	9.76
31030 - Bus Driver	13.81
31043 - Driver Courier	13.90
31260 - Parking and Lot Attendant	11.92
31290 - Shuttle Bus Driver	15.09
31310 - Taxi Driver	9.67
31361 - Truckdriver Light	15.09
31362 - Truckdriver Medium	16.28
31363 - Truckdriver Heavy	20.16
31364 - Truckdriver Tractor-Trailer	20.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.04
99050 - Desk Clerk	9.68
99095 - Embalmer	24.65
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	10.79
99252 - Laboratory Animal Caretaker II	11.69
99260 - Marketing Analyst	24.81
99310 - Mortician	24.65
99410 - Pest Controller	18.72
99510 - Photofinishing Worker	15.84
99710 - Recycling Laborer	14.56
99711 - Recycling Specialist	17.59
99730 - Refuse Collector	13.10
99810 - Sales Clerk	10.87
99820 - School Crossing Guard	13.10
99830 - Survey Party Chief	22.16
99831 - Surveying Aide	14.92
99832 - Surveying Technician	20.44
99840 - Vending Machine Attendant	17.05
99841 - Vending Machine Repairer	21.43
99842 - Vending Machine Repairer Helper	17.05

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5159
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi County of Tippah

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.78
01012 - Accounting Clerk II		15.47
01013 - Accounting Clerk III		17.30
01020 - Administrative Assistant		21.69
01035 - Court Reporter		17.00
01041 - Customer Service Representative I		11.07
01042 - Customer Service Representative II		12.45
01043 - Customer Service Representative III		13.59
01051 - Data Entry Operator I		13.61
01052 - Data Entry Operator II		14.85
01060 - Dispatcher Motor Vehicle		18.37
01070 - Document Preparation Clerk		14.51
01090 - Duplicating Machine Operator		14.51
01111 - General Clerk I		12.56
01112 - General Clerk II		13.71

01113 - General Clerk III 15.47
01120 - Housing Referral Assistant 20.25
01141 - Messenger Courier 12.25
01191 - Order Clerk I 14.74
01192 - Order Clerk II 16.08
01261 - Personnel Assistant (Employment) I 15.20
01262 - Personnel Assistant (Employment) II 17.00
01263 - Personnel Assistant (Employment) III 19.71
01270 - Production Control Clerk 20.56
01290 - Rental Clerk 15.13
01300 - Scheduler Maintenance 15.74
01311 - Secretary I 15.74
01312 - Secretary II 17.61
01313 - Secretary III 19.63
01320 - Service Order Dispatcher 16.42
01410 - Supply Technician 21.69
01420 - Survey Worker 17.19
01460 - Switchboard Operator/Receptionist 13.23
01531 - Travel Clerk I 12.72
01532 - Travel Clerk II 13.54
01533 - Travel Clerk III 14.58
01611 - Word Processor I 13.31
01612 - Word Processor II 15.20
01613 - Word Processor III 17.17
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.08
05010 - Automotive Electrician 19.23
05040 - Automotive Glass Installer 17.17
05070 - Automotive Worker 17.21
05110 - Mobile Equipment Servicer 15.07
05130 - Motor Equipment Metal Mechanic 19.23
05160 - Motor Equipment Metal Worker 17.21
05190 - Motor Vehicle Mechanic 19.23
05220 - Motor Vehicle Mechanic Helper 13.97
05250 - Motor Vehicle Upholstery Worker 17.21
05280 - Motor Vehicle Wrecker 17.21
05310 - Painter Automotive 18.23
05340 - Radiator Repair Specialist 17.21
05370 - Tire Repairer 13.15
05400 - Transmission Repair Specialist 18.98
07000 - Food Preparation And Service Occupations
07010 - Baker 11.90
07041 - Cook I 9.36
07042 - Cook II 10.99
07070 - Dishwasher 9.21
07130 - Food Service Worker 9.36
07210 - Meat Cutter 16.55
07260 - Waiter/Waitress 9.57
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.12

09040 - Furniture Handler 10.74
09080 - Furniture Refinisher 16.36
09090 - Furniture Refinisher Helper 12.97
09110 - Furniture Repairer Minor 15.27
09130 - Upholsterer 17.53
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.42
11060 - Elevator Operator 11.16
11090 - Gardener 14.76
11122 - Housekeeping Aide 11.16
11150 - Janitor 11.16
11210 - Laborer Grounds Maintenance 11.36
11240 - Maid or Houseman 9.21
11260 - Pruner 10.20
11270 - Tractor Operator 14.85
11330 - Trail Maintenance Worker 11.36
11360 - Window Cleaner 12.03
12000 - Health Occupations
12010 - Ambulance Driver 18.65
12011 - Breath Alcohol Technician 17.83
12012 - Certified Occupational Therapist Assistant 29.72
12015 - Certified Physical Therapist Assistant 24.04
12020 - Dental Assistant 15.66
12025 - Dental Hygienist 28.57
12030 - EKG Technician 20.88
12035 - Electroneurodiagnostic Technologist 20.88
12040 - Emergency Medical Technician 18.65
12071 - Licensed Practical Nurse I 15.93
12072 - Licensed Practical Nurse II 17.83
12073 - Licensed Practical Nurse III 19.88
12100 - Medical Assistant 14.85
12130 - Medical Laboratory Technician 21.37
12160 - Medical Record Clerk 13.41
12190 - Medical Record Technician 15.01
12195 - Medical Transcriptionist 16.85
12210 - Nuclear Medicine Technologist 33.88
12221 - Nursing Assistant I 10.90
12222 - Nursing Assistant II 12.25
12223 - Nursing Assistant III 13.37
12224 - Nursing Assistant IV 15.01
12235 - Optical Dispenser 16.78
12236 - Optical Technician 15.93
12250 - Pharmacy Technician 14.32
12280 - Phlebotomist 13.75
12305 - Radiologic Technologist 24.12
12311 - Registered Nurse I 25.41
12312 - Registered Nurse II 30.43
12313 - Registered Nurse II Specialist 30.43
12314 - Registered Nurse III 36.80
12315 - Registered Nurse III Anesthetist 36.80

12316 - Registered Nurse IV		44.11
12317 - Scheduler (Drug and Alcohol Testing)		22.08
12320 - Substance Abuse Treatment Counselor		16.16
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.22
13012 - Exhibits Specialist II		21.32
13013 - Exhibits Specialist III		26.09
13041 - Illustrator I		17.22
13042 - Illustrator II		21.32
13043 - Illustrator III		26.09
13047 - Librarian		23.62
13050 - Library Aide/Clerk		11.83
13054 - Library Information Technology Systems Administrator		21.32
13058 - Library Technician		13.07
13061 - Media Specialist I		15.39
13062 - Media Specialist II		17.22
13063 - Media Specialist III		19.19
13071 - Photographer I		16.42
13072 - Photographer II		18.93
13073 - Photographer III		22.77
13074 - Photographer IV		27.85
13075 - Photographer V		33.69
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		18.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.67
14042 - Computer Operator II		19.78
14043 - Computer Operator III		22.05
14044 - Computer Operator IV		24.49
14045 - Computer Operator V		27.13
14071 - Computer Programmer I	(see 1)	21.66
14072 - Computer Programmer II	(see 1)	26.85
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		17.67
14160 - Personal Computer Support Technician		24.49
14170 - System Support Specialist		25.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.54
15020 - Aircrew Training Devices Instructor (Rated)		36.76
15030 - Air Crew Training Devices Instructor (Pilot)		42.84
15050 - Computer Based Training Specialist / Instructor		29.54
15060 - Educational Technologist		26.05
15070 - Flight Instructor (Pilot)		42.84
15080 - Graphic Artist		23.07
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.77

15086 - Maintenance Test Pilot Rotary Wing 42.77
15088 - Non-Maintenance Test/Co-Pilot 42.77
15090 - Technical Instructor 21.83
15095 - Technical Instructor/Course Developer 26.71
15110 - Test Proctor 17.62
15120 - Tutor 17.62
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 11.68
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 12.50
16220 - Tailor 13.31
16250 - Washer Machine 10.02
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.59
19040 - Tool And Die Maker 22.84
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.21
21030 - Material Coordinator 20.56
21040 - Material Expediter 20.56
21050 - Material Handling Laborer 13.47
21071 - Order Filler 11.58
21080 - Production Line Worker (Food Processing) 15.21
21110 - Shipping Packer 14.59
21130 - Shipping/Receiving Clerk 14.59
21140 - Store Worker I 11.64
21150 - Stock Clerk 16.11
21210 - Tools And Parts Attendant 15.21
21410 - Warehouse Specialist 15.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.23
23019 - Aircraft Logs and Records Technician 21.75
23021 - Aircraft Mechanic I 27.73
23022 - Aircraft Mechanic II 29.23
23023 - Aircraft Mechanic III 30.69
23040 - Aircraft Mechanic Helper 18.89
23050 - Aircraft Painter 26.16
23060 - Aircraft Servicer 21.75
23070 - Aircraft Survival Flight Equipment Technician 26.16
23080 - Aircraft Worker 23.16
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.16
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.73
23110 - Appliance Mechanic 19.80

23120 - Bicycle Repairer	16.09
23125 - Cable Splicer	27.48
23130 - Carpenter Maintenance	17.68
23140 - Carpet Layer	17.74
23160 - Electrician Maintenance	22.07
23181 - Electronics Technician Maintenance I	23.68
23182 - Electronics Technician Maintenance II	25.17
23183 - Electronics Technician Maintenance III	26.68
23260 - Fabric Worker	18.75
23290 - Fire Alarm System Mechanic	20.41
23310 - Fire Extinguisher Repairer	16.09
23311 - Fuel Distribution System Mechanic	23.78
23312 - Fuel Distribution System Operator	18.73
23370 - General Maintenance Worker	16.68
23380 - Ground Support Equipment Mechanic	27.73
23381 - Ground Support Equipment Servicer	21.75
23382 - Ground Support Equipment Worker	23.16
23391 - Gunsmith I	16.09
23392 - Gunsmith II	18.63
23393 - Gunsmith III	20.99
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.18
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.55
23430 - Heavy Equipment Mechanic	22.84
23440 - Heavy Equipment Operator	17.55
23460 - Instrument Mechanic	20.99
23465 - Laboratory/Shelter Mechanic	19.80
23470 - Laborer	12.46
23510 - Locksmith	19.80
23530 - Machinery Maintenance Mechanic	22.06
23550 - Machinist Maintenance	20.94
23580 - Maintenance Trades Helper	14.21
23591 - Metrology Technician I	20.99
23592 - Metrology Technician II	22.11
23593 - Metrology Technician III	23.23
23640 - Millwright	20.02
23710 - Office Appliance Repairer	18.96
23760 - Painter Maintenance	17.49
23790 - Pipefitter Maintenance	20.27
23810 - Plumber Maintenance	19.11
23820 - Pneudraulic Systems Mechanic	20.99
23850 - Rigger	20.13
23870 - Scale Mechanic	18.63
23890 - Sheet-Metal Worker Maintenance	18.72
23910 - Small Engine Mechanic	18.63
23931 - Telecommunications Mechanic I	24.33
23932 - Telecommunications Mechanic II	25.64
23950 - Telephone Lineman	22.01
23960 - Welder Combination Maintenance	18.10

23965 - Well Driller		20.99
23970 - Woodcraft Worker		20.99
23980 - Woodworker		16.09
24000 - Personal Needs Occupations		
24550 - Case Manager		12.45
24570 - Child Care Attendant		11.22
24580 - Child Care Center Clerk		14.11
24610 - Chore Aide		9.28
24620 - Family Readiness And Support Services Coordinator		12.45
24630 - Homemaker		16.62
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.36
25040 - Sewage Plant Operator		20.18
25070 - Stationary Engineer		23.36
25190 - Ventilation Equipment Tender		15.83
25210 - Water Treatment Plant Operator		20.18
27000 - Protective Service Occupations		
27004 - Alarm Monitor		13.59
27007 - Baggage Inspector		10.51
27008 - Corrections Officer		19.23
27010 - Court Security Officer		18.53
27030 - Detection Dog Handler		12.35
27040 - Detention Officer		19.23
27070 - Firefighter		16.97
27101 - Guard I		10.25
27102 - Guard II		12.35
27131 - Police Officer I		21.51
27132 - Police Officer II		22.53
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.29
28042 - Carnival Equipment Repairer		14.40
28043 - Carnival Worker		9.92
28210 - Gate Attendant/Gate Tender		14.03
28310 - Lifeguard		12.06
28350 - Park Attendant (Aide)		15.70
28510 - Recreation Aide/Health Facility Attendant		11.46
28515 - Recreation Specialist		17.72
28630 - Sports Official		12.50
28690 - Swimming Pool Operator		16.68
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.05
29020 - Hatch Tender		20.05
29030 - Line Handler		20.05
29041 - Stevedore I		18.69
29042 - Stevedore II		21.31
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I 16.99
30022 - Archeological Technician II 19.01
30023 - Archeological Technician III 23.55
30030 - Cartographic Technician 23.55
30040 - Civil Engineering Technician 20.36
30051 - Cryogenic Technician I 25.48
30052 - Cryogenic Technician II 28.14
30061 - Drafter/CAD Operator I 16.99
30062 - Drafter/CAD Operator II 19.01
30063 - Drafter/CAD Operator III 21.20
30064 - Drafter/CAD Operator IV 26.08
30081 - Engineering Technician I 17.14
30082 - Engineering Technician II 18.54
30083 - Engineering Technician III 21.52
30084 - Engineering Technician IV 25.66
30085 - Engineering Technician V 30.95
30086 - Engineering Technician VI 37.45
30090 - Environmental Technician 23.24
30095 - Evidence Control Specialist 23.00
30210 - Laboratory Technician 23.77
30221 - Latent Fingerprint Technician I 25.48
30222 - Latent Fingerprint Technician II 28.14
30240 - Mathematical Technician 23.55
30361 - Paralegal/Legal Assistant I 18.81
30362 - Paralegal/Legal Assistant II 22.31
30363 - Paralegal/Legal Assistant III 27.20
30364 - Paralegal/Legal Assistant IV 33.01
30375 - Petroleum Supply Specialist 28.14
30390 - Photo-Optics Technician 22.93
30395 - Radiation Control Technician 28.14
30461 - Technical Writer I 23.55
30462 - Technical Writer II 28.81
30463 - Technical Writer III 34.85
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.08
30502 - Weather Forecaster II 31.73
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.20
30621 - Weather Observer Senior (see 2) 23.55
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.67
31030 - Bus Driver 16.73
31043 - Driver Courier 13.90
31260 - Parking and Lot Attendant 11.91
31290 - Shuttle Bus Driver 15.09

31310 - Taxi Driver	10.04
31361 - Truckdriver Light	15.09
31362 - Truckdriver Medium	16.28
31363 - Truckdriver Heavy	20.33
31364 - Truckdriver Tractor-Trailer	20.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.04
99050 - Desk Clerk	9.68
99095 - Embalmer	24.65
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.95
99252 - Laboratory Animal Caretaker II	13.40
99260 - Marketing Analyst	24.81
99310 - Mortician	24.65
99410 - Pest Controller	18.72
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.49
99711 - Recycling Specialist	17.59
99730 - Refuse Collector	13.79
99810 - Sales Clerk	11.81
99820 - School Crossing Guard	13.10
99830 - Survey Party Chief	22.78
99831 - Surveying Aide	14.93
99832 - Surveying Technician	20.44
99840 - Vending Machine Attendant	17.05
99841 - Vending Machine Repairer	21.43
99842 - Vending Machine Repairer Helper	17.05

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5160
Revision No.: 13
Date Of Last Revision: 05/22/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi County of Tippah

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.78
01012 - Accounting Clerk II		15.47
01013 - Accounting Clerk III		17.30
01020 - Administrative Assistant		21.69
01035 - Court Reporter		17.00
01041 - Customer Service Representative I		11.07
01042 - Customer Service Representative II		12.45
01043 - Customer Service Representative III		13.59
01051 - Data Entry Operator I		13.61
01052 - Data Entry Operator II		14.85
01060 - Dispatcher Motor Vehicle		18.37
01070 - Document Preparation Clerk		14.51

01090 - Duplicating Machine Operator 14.51
01111 - General Clerk I 12.56
01112 - General Clerk II 13.71
01113 - General Clerk III 15.47
01120 - Housing Referral Assistant 20.25
01141 - Messenger Courier 12.25
01191 - Order Clerk I 14.74
01192 - Order Clerk II 16.08
01261 - Personnel Assistant (Employment) I 15.20
01262 - Personnel Assistant (Employment) II 17.00
01263 - Personnel Assistant (Employment) III 19.71
01270 - Production Control Clerk 20.56
01290 - Rental Clerk 15.13
01300 - Scheduler Maintenance 15.74
01311 - Secretary I 15.74
01312 - Secretary II 17.61
01313 - Secretary III 19.63
01320 - Service Order Dispatcher 16.42
01410 - Supply Technician 21.69
01420 - Survey Worker 17.19
01460 - Switchboard Operator/Receptionist 13.23
01531 - Travel Clerk I 12.72
01532 - Travel Clerk II 13.54
01533 - Travel Clerk III 14.58
01611 - Word Processor I 13.31
01612 - Word Processor II 15.20
01613 - Word Processor III 17.17
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.08
05010 - Automotive Electrician 19.23
05040 - Automotive Glass Installer 17.17
05070 - Automotive Worker 17.21
05110 - Mobile Equipment Servicer 15.07
05130 - Motor Equipment Metal Mechanic 19.23
05160 - Motor Equipment Metal Worker 17.21
05190 - Motor Vehicle Mechanic 19.23
05220 - Motor Vehicle Mechanic Helper 13.97
05250 - Motor Vehicle Upholstery Worker 17.21
05280 - Motor Vehicle Wrecker 17.21
05310 - Painter Automotive 18.23
05340 - Radiator Repair Specialist 17.21
05370 - Tire Repairer 13.15
05400 - Transmission Repair Specialist 18.98
07000 - Food Preparation And Service Occupations
07010 - Baker 11.90
07041 - Cook I 9.36
07042 - Cook II 10.99
07070 - Dishwasher 9.21
07130 - Food Service Worker 9.36
07210 - Meat Cutter 16.55

07260 - Waiter/Waitress	9.57
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.12
09040 - Furniture Handler	10.74
09080 - Furniture Refinisher	16.36
09090 - Furniture Refinisher Helper	12.97
09110 - Furniture Repairer Minor	15.27
09130 - Upholsterer	17.53
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.42
11060 - Elevator Operator	11.16
11090 - Gardener	14.76
11122 - Housekeeping Aide	11.16
11150 - Janitor	11.16
11210 - Laborer Grounds Maintenance	11.36
11240 - Maid or Houseman	9.21
11260 - Pruner	10.20
11270 - Tractor Operator	14.85
11330 - Trail Maintenance Worker	11.36
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	18.65
12011 - Breath Alcohol Technician	17.83
12012 - Certified Occupational Therapist Assistant	29.72
12015 - Certified Physical Therapist Assistant	24.04
12020 - Dental Assistant	15.66
12025 - Dental Hygienist	28.57
12030 - EKG Technician	20.88
12035 - Electroneurodiagnostic Technologist	20.88
12040 - Emergency Medical Technician	18.65
12071 - Licensed Practical Nurse I	15.93
12072 - Licensed Practical Nurse II	17.83
12073 - Licensed Practical Nurse III	19.88
12100 - Medical Assistant	14.85
12130 - Medical Laboratory Technician	21.37
12160 - Medical Record Clerk	13.41
12190 - Medical Record Technician	15.01
12195 - Medical Transcriptionist	16.85
12210 - Nuclear Medicine Technologist	33.88
12221 - Nursing Assistant I	10.90
12222 - Nursing Assistant II	12.25
12223 - Nursing Assistant III	13.37
12224 - Nursing Assistant IV	15.01
12235 - Optical Dispenser	16.78
12236 - Optical Technician	15.93
12250 - Pharmacy Technician	14.32
12280 - Phlebotomist	13.75
12305 - Radiologic Technologist	24.12
12311 - Registered Nurse I	25.41
12312 - Registered Nurse II	30.43

12313 - Registered Nurse II Specialist		30.43
12314 - Registered Nurse III		36.80
12315 - Registered Nurse III Anesthetist		36.80
12316 - Registered Nurse IV		44.11
12317 - Scheduler (Drug and Alcohol Testing)		22.08
12320 - Substance Abuse Treatment Counselor		16.16
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.22
13012 - Exhibits Specialist II		21.32
13013 - Exhibits Specialist III		26.09
13041 - Illustrator I		17.22
13042 - Illustrator II		21.32
13043 - Illustrator III		26.09
13047 - Librarian		23.62
13050 - Library Aide/Clerk		11.83
13054 - Library Information Technology Systems Administrator		21.32
13058 - Library Technician		13.07
13061 - Media Specialist I		15.39
13062 - Media Specialist II		17.22
13063 - Media Specialist III		19.19
13071 - Photographer I		16.42
13072 - Photographer II		18.93
13073 - Photographer III		22.77
13074 - Photographer IV		27.85
13075 - Photographer V		33.69
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		18.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.67
14042 - Computer Operator II		19.78
14043 - Computer Operator III		22.05
14044 - Computer Operator IV		24.49
14045 - Computer Operator V		27.13
14071 - Computer Programmer I	(see 1)	21.66
14072 - Computer Programmer II	(see 1)	26.85
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		17.67
14160 - Personal Computer Support Technician		24.49
14170 - System Support Specialist		25.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.54
15020 - Aircrew Training Devices Instructor (Rated)		36.76
15030 - Air Crew Training Devices Instructor (Pilot)		42.84
15050 - Computer Based Training Specialist / Instructor		29.54
15060 - Educational Technologist		26.05

15070 - Flight Instructor (Pilot) 42.84
15080 - Graphic Artist 23.07
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.77
15086 - Maintenance Test Pilot Rotary Wing 42.77
15088 - Non-Maintenance Test/Co-Pilot 42.77
15090 - Technical Instructor 21.83
15095 - Technical Instructor/Course Developer 26.71
15110 - Test Proctor 17.62
15120 - Tutor 17.62
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 11.68
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 12.50
16220 - Tailor 13.31
16250 - Washer Machine 10.02
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.59
19040 - Tool And Die Maker 22.84
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.21
21030 - Material Coordinator 20.56
21040 - Material Expediter 20.56
21050 - Material Handling Laborer 13.47
21071 - Order Filler 11.58
21080 - Production Line Worker (Food Processing) 15.21
21110 - Shipping Packer 14.59
21130 - Shipping/Receiving Clerk 14.59
21140 - Store Worker I 11.64
21150 - Stock Clerk 16.11
21210 - Tools And Parts Attendant 15.21
21410 - Warehouse Specialist 15.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.23
23019 - Aircraft Logs and Records Technician 21.75
23021 - Aircraft Mechanic I 27.73
23022 - Aircraft Mechanic II 29.23
23023 - Aircraft Mechanic III 30.69
23040 - Aircraft Mechanic Helper 18.89
23050 - Aircraft Painter 26.16
23060 - Aircraft Servicer 21.75
23070 - Aircraft Survival Flight Equipment Technician 26.16
23080 - Aircraft Worker 23.16
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.16

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.73
23110 - Appliance Mechanic 19.80
23120 - Bicycle Repairer 16.09
23125 - Cable Splicer 27.48
23130 - Carpenter Maintenance 17.68
23140 - Carpet Layer 17.74
23160 - Electrician Maintenance 22.07
23181 - Electronics Technician Maintenance I 23.68
23182 - Electronics Technician Maintenance II 25.17
23183 - Electronics Technician Maintenance III 26.68
23260 - Fabric Worker 18.75
23290 - Fire Alarm System Mechanic 20.41
23310 - Fire Extinguisher Repairer 16.09
23311 - Fuel Distribution System Mechanic 23.78
23312 - Fuel Distribution System Operator 18.73
23370 - General Maintenance Worker 16.68
23380 - Ground Support Equipment Mechanic 27.73
23381 - Ground Support Equipment Servicer 21.75
23382 - Ground Support Equipment Worker 23.16
23391 - Gunsmith I 16.09
23392 - Gunsmith II 18.63
23393 - Gunsmith III 20.99
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.18
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.55
23430 - Heavy Equipment Mechanic 22.84
23440 - Heavy Equipment Operator 17.55
23460 - Instrument Mechanic 20.99
23465 - Laboratory/Shelter Mechanic 19.80
23470 - Laborer 12.46
23510 - Locksmith 19.80
23530 - Machinery Maintenance Mechanic 22.06
23550 - Machinist Maintenance 20.94
23580 - Maintenance Trades Helper 14.21
23591 - Metrology Technician I 20.99
23592 - Metrology Technician II 22.11
23593 - Metrology Technician III 23.23
23640 - Millwright 20.02
23710 - Office Appliance Repairer 18.96
23760 - Painter Maintenance 17.49
23790 - Pipefitter Maintenance 20.27
23810 - Plumber Maintenance 19.11
23820 - Pneudraulic Systems Mechanic 20.99
23850 - Rigger 20.13
23870 - Scale Mechanic 18.63
23890 - Sheet-Metal Worker Maintenance 18.72
23910 - Small Engine Mechanic 18.63
23931 - Telecommunications Mechanic I 24.33

23932 - Telecommunications Mechanic II 25.64
23950 - Telephone Lineman 22.01
23960 - Welder Combination Maintenance 18.10
23965 - Well Driller 20.99
23970 - Woodcraft Worker 20.99
23980 - Woodworker 16.09
24000 - Personal Needs Occupations
24550 - Case Manager 12.45
24570 - Child Care Attendant 11.22
24580 - Child Care Center Clerk 14.11
24610 - Chore Aide 9.28
24620 - Family Readiness And Support Services Coordinator 12.45
24630 - Homemaker 16.62
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.36
25040 - Sewage Plant Operator 20.18
25070 - Stationary Engineer 23.36
25190 - Ventilation Equipment Tender 15.83
25210 - Water Treatment Plant Operator 20.18
27000 - Protective Service Occupations
27004 - Alarm Monitor 13.59
27007 - Baggage Inspector 10.51
27008 - Corrections Officer 19.23
27010 - Court Security Officer 18.53
27030 - Detection Dog Handler 12.35
27040 - Detention Officer 19.23
27070 - Firefighter 16.97
27101 - Guard I 10.25
27102 - Guard II 12.35
27131 - Police Officer I 21.51
27132 - Police Officer II 22.53
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.29
28042 - Carnival Equipment Repairer 14.40
28043 - Carnival Worker 9.92
28210 - Gate Attendant/Gate Tender 14.03
28310 - Lifeguard 12.06
28350 - Park Attendant (Aide) 15.70
28510 - Recreation Aide/Health Facility Attendant 11.46
28515 - Recreation Specialist 17.72
28630 - Sports Official 12.50
28690 - Swimming Pool Operator 16.68
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.05
29020 - Hatch Tender 20.05
29030 - Line Handler 20.05
29041 - Stevedore I 18.69
29042 - Stevedore II 21.31
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.99
30022 - Archeological Technician II 19.01
30023 - Archeological Technician III 23.55
30030 - Cartographic Technician 23.55
30040 - Civil Engineering Technician 20.36
30051 - Cryogenic Technician I 25.48
30052 - Cryogenic Technician II 28.14
30061 - Drafter/CAD Operator I 16.99
30062 - Drafter/CAD Operator II 19.01
30063 - Drafter/CAD Operator III 21.20
30064 - Drafter/CAD Operator IV 26.08
30081 - Engineering Technician I 17.14
30082 - Engineering Technician II 18.54
30083 - Engineering Technician III 21.52
30084 - Engineering Technician IV 25.66
30085 - Engineering Technician V 30.95
30086 - Engineering Technician VI 37.45
30090 - Environmental Technician 23.24
30095 - Evidence Control Specialist 23.00
30210 - Laboratory Technician 23.77
30221 - Latent Fingerprint Technician I 25.48
30222 - Latent Fingerprint Technician II 28.14
30240 - Mathematical Technician 23.55
30361 - Paralegal/Legal Assistant I 18.81
30362 - Paralegal/Legal Assistant II 22.31
30363 - Paralegal/Legal Assistant III 27.20
30364 - Paralegal/Legal Assistant IV 33.01
30375 - Petroleum Supply Specialist 28.14
30390 - Photo-Optics Technician 22.93
30395 - Radiation Control Technician 28.14
30461 - Technical Writer I 23.55
30462 - Technical Writer II 28.81
30463 - Technical Writer III 34.85
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.08
30502 - Weather Forecaster II 31.73
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.20
30621 - Weather Observer Senior (see 2) 23.55
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.67
31030 - Bus Driver 16.73

31043 - Driver Courier	13.90
31260 - Parking and Lot Attendant	11.91
31290 - Shuttle Bus Driver	15.09
31310 - Taxi Driver	10.04
31361 - Truckdriver Light	15.09
31362 - Truckdriver Medium	16.28
31363 - Truckdriver Heavy	20.33
31364 - Truckdriver Tractor-Trailer	20.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.04
99050 - Desk Clerk	9.68
99095 - Embalmer	24.65
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.95
99252 - Laboratory Animal Caretaker II	13.40
99260 - Marketing Analyst	24.81
99310 - Mortician	24.65
99410 - Pest Controller	18.72
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.49
99711 - Recycling Specialist	17.59
99730 - Refuse Collector	13.79
99810 - Sales Clerk	11.81
99820 - School Crossing Guard	13.10
99830 - Survey Party Chief	22.78
99831 - Surveying Aide	14.93
99832 - Surveying Technician	20.44
99840 - Vending Machine Attendant	17.05
99841 - Vending Machine Repairer	21.43
99842 - Vending Machine Repairer Helper	17.05

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5161
Revision No.: 16
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Bolivar Carroll Coahoma Grenada Leflore Montgomery Panola Quitman Sunflower Tallahatchie Washington Yalobusha

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.04
01012 - Accounting Clerk II		15.75
01013 - Accounting Clerk III		17.63
01020 - Administrative Assistant		19.34
01035 - Court Reporter		15.46
01041 - Customer Service Representative I		12.08
01042 - Customer Service Representative II		13.59
01043 - Customer Service Representative III		14.82
01051 - Data Entry Operator I		11.97
01052 - Data Entry Operator II		13.06
01060 - Dispatcher Motor Vehicle		20.24
01070 - Document Preparation Clerk		12.31
01090 - Duplicating Machine Operator		12.31
01111 - General Clerk I		12.30

01112 - General Clerk II	13.42
01113 - General Clerk III	15.07
01120 - Housing Referral Assistant	17.23
01141 - Messenger Courier	11.20
01191 - Order Clerk I	16.06
01192 - Order Clerk II	17.52
01261 - Personnel Assistant (Employment) I	15.36
01262 - Personnel Assistant (Employment) II	17.18
01263 - Personnel Assistant (Employment) III	19.15
01270 - Production Control Clerk	18.64
01290 - Rental Clerk	11.72
01300 - Scheduler Maintenance	13.82
01311 - Secretary I	13.82
01312 - Secretary II	15.46
01313 - Secretary III	17.23
01320 - Service Order Dispatcher	18.09
01410 - Supply Technician	19.34
01420 - Survey Worker	13.91
01460 - Switchboard Operator/Receptionist	11.99
01531 - Travel Clerk I	11.90
01532 - Travel Clerk II	12.56
01533 - Travel Clerk III	13.20
01611 - Word Processor I	12.31
01612 - Word Processor II	13.82
01613 - Word Processor III	15.46
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.31
05010 - Automotive Electrician	16.28
05040 - Automotive Glass Installer	15.34
05070 - Automotive Worker	15.34
05110 - Mobile Equipment Servicer	13.61
05130 - Motor Equipment Metal Mechanic	17.27
05160 - Motor Equipment Metal Worker	15.34
05190 - Motor Vehicle Mechanic	17.27
05220 - Motor Vehicle Mechanic Helper	12.88
05250 - Motor Vehicle Upholstery Worker	14.29
05280 - Motor Vehicle Wrecker	15.34
05310 - Painter Automotive	16.28
05340 - Radiator Repair Specialist	15.34
05370 - Tire Repairer	13.77
05400 - Transmission Repair Specialist	17.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.41
07041 - Cook I	9.35
07042 - Cook II	10.58
07070 - Dishwasher	8.95
07130 - Food Service Worker	9.07
07210 - Meat Cutter	13.83
07260 - Waiter/Waitress	9.45
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 14.95
09040 - Furniture Handler 10.91
09080 - Furniture Refinisher 14.95
09090 - Furniture Refinisher Helper 12.27
09110 - Furniture Repairer Minor 13.59
09130 - Upholsterer 14.95
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.22
11060 - Elevator Operator 11.22
11090 - Gardener 13.69
11122 - Housekeeping Aide 9.99
11150 - Janitor 9.99
11210 - Laborer Grounds Maintenance 10.46
11240 - Maid or Houseman 9.02
11260 - Pruner 10.99
11270 - Tractor Operator 12.62
11330 - Trail Maintenance Worker 10.46
11360 - Window Cleaner 11.10
12000 - Health Occupations
12010 - Ambulance Driver 16.54
12011 - Breath Alcohol Technician 18.18
12012 - Certified Occupational Therapist Assistant 24.94
12015 - Certified Physical Therapist Assistant 25.07
12020 - Dental Assistant 16.13
12025 - Dental Hygienist 30.39
12030 - EKG Technician 27.03
12035 - Electroneurodiagnostic Technologist 27.03
12040 - Emergency Medical Technician 16.54
12071 - Licensed Practical Nurse I 16.25
12072 - Licensed Practical Nurse II 18.18
12073 - Licensed Practical Nurse III 20.27
12100 - Medical Assistant 14.13
12130 - Medical Laboratory Technician 21.89
12160 - Medical Record Clerk 13.94
12190 - Medical Record Technician 15.60
12195 - Medical Transcriptionist 16.25
12210 - Nuclear Medicine Technologist 39.95
12221 - Nursing Assistant I 10.40
12222 - Nursing Assistant II 11.69
12223 - Nursing Assistant III 12.76
12224 - Nursing Assistant IV 14.32
12235 - Optical Dispenser 14.79
12236 - Optical Technician 16.25
12250 - Pharmacy Technician 14.95
12280 - Phlebotomist 13.20
12305 - Radiologic Technologist 21.84
12311 - Registered Nurse I 23.62
12312 - Registered Nurse II 28.90
12313 - Registered Nurse II Specialist 28.90
12314 - Registered Nurse III 34.97

12315 - Registered Nurse III Anesthetist		34.97
12316 - Registered Nurse IV		41.91
12317 - Scheduler (Drug and Alcohol Testing)		22.52
12320 - Substance Abuse Treatment Counselor		16.96
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.38
13012 - Exhibits Specialist II		20.29
13013 - Exhibits Specialist III		24.82
13041 - Illustrator I		16.38
13042 - Illustrator II		20.29
13043 - Illustrator III		24.82
13047 - Librarian		22.47
13050 - Library Aide/Clerk		10.26
13054 - Library Information Technology Systems Administrator		20.29
13058 - Library Technician		12.66
13061 - Media Specialist I		14.64
13062 - Media Specialist II		16.38
13063 - Media Specialist III		18.25
13071 - Photographer I		14.64
13072 - Photographer II		16.38
13073 - Photographer III		20.29
13074 - Photographer IV		24.82
13075 - Photographer V		30.02
13090 - Technical Order Library Clerk		12.60
13110 - Video Teleconference Technician		15.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.17
14042 - Computer Operator II		19.21
14043 - Computer Operator III		21.41
14044 - Computer Operator IV		23.78
14045 - Computer Operator V		26.35
14071 - Computer Programmer I	(see 1)	19.22
14072 - Computer Programmer II	(see 1)	23.80
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.13
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.17
14160 - Personal Computer Support Technician		23.78
14170 - System Support Specialist		24.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.13
15020 - Aircrew Training Devices Instructor (Rated)		32.82
15030 - Air Crew Training Devices Instructor (Pilot)		39.34
15050 - Computer Based Training Specialist / Instructor		27.13
15060 - Educational Technologist		27.93
15070 - Flight Instructor (Pilot)		39.34
15080 - Graphic Artist		20.28

15085 - Maintenance Test Pilot Fixed Jet/Prop 39.34
15086 - Maintenance Test Pilot Rotary Wing 39.34
15088 - Non-Maintenance Test/Co-Pilot 39.34
15090 - Technical Instructor 17.43
15095 - Technical Instructor/Course Developer 21.32
15110 - Test Proctor 14.07
15120 - Tutor 14.07
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.34
16030 - Counter Attendant 9.34
16040 - Dry Cleaner 10.90
16070 - Finisher Flatwork Machine 9.34
16090 - Presser Hand 9.34
16110 - Presser Machine Drycleaning 9.34
16130 - Presser Machine Shirts 9.34
16160 - Presser Machine Wearing Apparel Laundry 9.34
16190 - Sewing Machine Operator 11.45
16220 - Tailor 11.97
16250 - Washer Machine 9.85
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.14
19040 - Tool And Die Maker 23.52
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.92
21030 - Material Coordinator 18.64
21040 - Material Expediter 18.64
21050 - Material Handling Laborer 11.13
21071 - Order Filler 11.76
21080 - Production Line Worker (Food Processing) 15.92
21110 - Shipping Packer 13.64
21130 - Shipping/Receiving Clerk 13.64
21140 - Store Worker I 11.64
21150 - Stock Clerk 16.11
21210 - Tools And Parts Attendant 15.92
21410 - Warehouse Specialist 15.92
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.21
23019 - Aircraft Logs and Records Technician 20.12
23021 - Aircraft Mechanic I 23.19
23022 - Aircraft Mechanic II 24.21
23023 - Aircraft Mechanic III 25.23
23040 - Aircraft Mechanic Helper 17.21
23050 - Aircraft Painter 21.90
23060 - Aircraft Servicer 20.12
23070 - Aircraft Survival Flight Equipment Technician 21.90
23080 - Aircraft Worker 21.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.25
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.19

23110 - Appliance Mechanic 18.66
23120 - Bicycle Repairer 15.16
23125 - Cable Splicer 30.06
23130 - Carpenter Maintenance 16.69
23140 - Carpet Layer 17.56
23160 - Electrician Maintenance 21.87
23181 - Electronics Technician Maintenance I 18.05
23182 - Electronics Technician Maintenance II 18.98
23183 - Electronics Technician Maintenance III 19.86
23260 - Fabric Worker 16.36
23290 - Fire Alarm System Mechanic 19.78
23310 - Fire Extinguisher Repairer 15.16
23311 - Fuel Distribution System Mechanic 23.68
23312 - Fuel Distribution System Operator 18.41
23370 - General Maintenance Worker 15.02
23380 - Ground Support Equipment Mechanic 23.19
23381 - Ground Support Equipment Servicer 20.12
23382 - Ground Support Equipment Worker 21.25
23391 - Gunsmith I 15.16
23392 - Gunsmith II 17.56
23393 - Gunsmith III 19.78
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.63
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.63
23430 - Heavy Equipment Mechanic 20.22
23440 - Heavy Equipment Operator 17.03
23460 - Instrument Mechanic 19.78
23465 - Laboratory/Shelter Mechanic 18.66
23470 - Laborer 10.02
23510 - Locksmith 18.66
23530 - Machinery Maintenance Mechanic 20.63
23550 - Machinist Maintenance 20.56
23580 - Maintenance Trades Helper 12.31
23591 - Metrology Technician I 19.78
23592 - Metrology Technician II 20.84
23593 - Metrology Technician III 21.89
23640 - Millwright 19.58
23710 - Office Appliance Repairer 19.08
23760 - Painter Maintenance 16.32
23790 - Pipefitter Maintenance 23.11
23810 - Plumber Maintenance 21.88
23820 - Pneudraulic Systems Mechanic 19.78
23850 - Rigger 19.78
23870 - Scale Mechanic 17.56
23890 - Sheet-Metal Worker Maintenance 18.36
23910 - Small Engine Mechanic 17.56
23931 - Telecommunications Mechanic I 29.95
23932 - Telecommunications Mechanic II 31.56
23950 - Telephone Lineman 19.99

23960 - Welder Combination Maintenance		16.60
23965 - Well Driller		19.78
23970 - Woodcraft Worker		19.78
23980 - Woodworker		15.16
24000 - Personal Needs Occupations		
24550 - Case Manager		13.04
24570 - Child Care Attendant		9.15
24580 - Child Care Center Clerk		12.91
24610 - Chore Aide		9.33
24620 - Family Readiness And Support Services Coordinator		13.04
24630 - Homemaker		14.95
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		19.78
25040 - Sewage Plant Operator		16.02
25070 - Stationary Engineer		19.78
25190 - Ventilation Equipment Tender		13.97
25210 - Water Treatment Plant Operator		16.02
27000 - Protective Service Occupations		
27004 - Alarm Monitor		11.59
27007 - Baggage Inspector		10.77
27008 - Corrections Officer		13.92
27010 - Court Security Officer		14.37
27030 - Detection Dog Handler		13.10
27040 - Detention Officer		13.92
27070 - Firefighter		13.62
27101 - Guard I		10.77
27102 - Guard II		13.10
27131 - Police Officer I		16.01
27132 - Police Officer II		17.80
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.16
28042 - Carnival Equipment Repairer		16.36
28043 - Carnival Worker		11.35
28210 - Gate Attendant/Gate Tender		13.69
28310 - Lifeguard		12.20
28350 - Park Attendant (Aide)		15.32
28510 - Recreation Aide/Health Facility Attendant		11.18
28515 - Recreation Specialist		18.97
28630 - Sports Official		12.20
28690 - Swimming Pool Operator		19.03
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.58
29020 - Hatch Tender		21.15
29030 - Line Handler		21.15
29041 - Stevedore I		20.31
29042 - Stevedore II		22.35
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.19
30022 - Archeological Technician II 19.24
30023 - Archeological Technician III 23.83
30030 - Cartographic Technician 23.83
30040 - Civil Engineering Technician 17.72
30051 - Cryogenic Technician I 26.40
30052 - Cryogenic Technician II 29.15
30061 - Drafter/CAD Operator I 17.19
30062 - Drafter/CAD Operator II 19.24
30063 - Drafter/CAD Operator III 21.45
30064 - Drafter/CAD Operator IV 26.39
30081 - Engineering Technician I 15.32
30082 - Engineering Technician II 17.19
30083 - Engineering Technician III 19.24
30084 - Engineering Technician IV 23.83
30085 - Engineering Technician V 29.15
30086 - Engineering Technician VI 35.27
30090 - Environmental Technician 23.83
30095 - Evidence Control Specialist 23.84
30210 - Laboratory Technician 21.45
30221 - Latent Fingerprint Technician I 26.40
30222 - Latent Fingerprint Technician II 29.15
30240 - Mathematical Technician 23.83
30361 - Paralegal/Legal Assistant I 16.34
30362 - Paralegal/Legal Assistant II 20.24
30363 - Paralegal/Legal Assistant III 24.76
30364 - Paralegal/Legal Assistant IV 29.95
30375 - Petroleum Supply Specialist 29.15
30390 - Photo-Optics Technician 23.83
30395 - Radiation Control Technician 29.15
30461 - Technical Writer I 23.83
30462 - Technical Writer II 29.15
30463 - Technical Writer III 35.27
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.40
30502 - Weather Forecaster II 32.11
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.45
30621 - Weather Observer Senior (see 2) 23.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.88
31030 - Bus Driver 16.81
31043 - Driver Courier 14.36
31260 - Parking and Lot Attendant 10.69

31290 - Shuttle Bus Driver	15.58
31310 - Taxi Driver	9.98
31361 - Truckdriver Light	15.58
31362 - Truckdriver Medium	16.81
31363 - Truckdriver Heavy	18.33
31364 - Truckdriver Tractor-Trailer	18.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.19
99050 - Desk Clerk	9.05
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.92
99252 - Laboratory Animal Caretaker II	16.18
99260 - Marketing Analyst	21.97
99310 - Mortician	25.35
99410 - Pest Controller	16.98
99510 - Photofinishing Worker	15.84
99710 - Recycling Laborer	12.54
99711 - Recycling Specialist	15.15
99730 - Refuse Collector	11.28
99810 - Sales Clerk	10.87
99820 - School Crossing Guard	10.61
99830 - Survey Party Chief	22.98
99831 - Surveying Aide	15.48
99832 - Surveying Technician	21.20
99840 - Vending Machine Attendant	17.59
99841 - Vending Machine Repairer	22.10
99842 - Vending Machine Repairer Helper	17.59

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5162
Revision No.: 16
Date Of Last Revision: 05/22/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Bolivar Carroll Coahoma Grenada Leflore Montgomery Panola Quitman Sunflower Tallahatchie Washington Yalobusha

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.04
01012 - Accounting Clerk II		15.75
01013 - Accounting Clerk III		17.63
01020 - Administrative Assistant		19.34
01035 - Court Reporter		15.46
01041 - Customer Service Representative I		12.08
01042 - Customer Service Representative II		13.59
01043 - Customer Service Representative III		14.82
01051 - Data Entry Operator I		11.97
01052 - Data Entry Operator II		13.06
01060 - Dispatcher Motor Vehicle		20.24

01070 - Document Preparation Clerk	12.31
01090 - Duplicating Machine Operator	12.31
01111 - General Clerk I	12.30
01112 - General Clerk II	13.42
01113 - General Clerk III	15.07
01120 - Housing Referral Assistant	17.23
01141 - Messenger Courier	11.20
01191 - Order Clerk I	16.06
01192 - Order Clerk II	17.52
01261 - Personnel Assistant (Employment) I	15.36
01262 - Personnel Assistant (Employment) II	17.18
01263 - Personnel Assistant (Employment) III	19.15
01270 - Production Control Clerk	18.64
01290 - Rental Clerk	11.72
01300 - Scheduler Maintenance	13.82
01311 - Secretary I	13.82
01312 - Secretary II	15.46
01313 - Secretary III	17.23
01320 - Service Order Dispatcher	18.09
01410 - Supply Technician	19.34
01420 - Survey Worker	13.91
01460 - Switchboard Operator/Receptionist	11.99
01531 - Travel Clerk I	11.90
01532 - Travel Clerk II	12.56
01533 - Travel Clerk III	13.20
01611 - Word Processor I	12.31
01612 - Word Processor II	13.82
01613 - Word Processor III	15.46
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.31
05010 - Automotive Electrician	16.28
05040 - Automotive Glass Installer	15.34
05070 - Automotive Worker	15.34
05110 - Mobile Equipment Servicer	13.61
05130 - Motor Equipment Metal Mechanic	17.27
05160 - Motor Equipment Metal Worker	15.34
05190 - Motor Vehicle Mechanic	17.27
05220 - Motor Vehicle Mechanic Helper	12.88
05250 - Motor Vehicle Upholstery Worker	14.29
05280 - Motor Vehicle Wrecker	15.34
05310 - Painter Automotive	16.28
05340 - Radiator Repair Specialist	15.34
05370 - Tire Repairer	13.77
05400 - Transmission Repair Specialist	17.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.41
07041 - Cook I	9.35
07042 - Cook II	10.58
07070 - Dishwasher	8.95
07130 - Food Service Worker	9.07

07210 - Meat Cutter	13.83
07260 - Waiter/Waitress	9.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.95
09040 - Furniture Handler	10.91
09080 - Furniture Refinisher	14.95
09090 - Furniture Refinisher Helper	12.27
09110 - Furniture Repairer Minor	13.59
09130 - Upholsterer	14.95
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.22
11060 - Elevator Operator	11.22
11090 - Gardener	13.69
11122 - Housekeeping Aide	9.99
11150 - Janitor	9.99
11210 - Laborer Grounds Maintenance	10.46
11240 - Maid or Houseman	9.02
11260 - Pruner	10.99
11270 - Tractor Operator	12.62
11330 - Trail Maintenance Worker	10.46
11360 - Window Cleaner	11.10
12000 - Health Occupations	
12010 - Ambulance Driver	16.54
12011 - Breath Alcohol Technician	18.18
12012 - Certified Occupational Therapist Assistant	24.94
12015 - Certified Physical Therapist Assistant	25.07
12020 - Dental Assistant	16.13
12025 - Dental Hygienist	30.39
12030 - EKG Technician	27.03
12035 - Electroneurodiagnostic Technologist	27.03
12040 - Emergency Medical Technician	16.54
12071 - Licensed Practical Nurse I	16.25
12072 - Licensed Practical Nurse II	18.18
12073 - Licensed Practical Nurse III	20.27
12100 - Medical Assistant	14.13
12130 - Medical Laboratory Technician	21.89
12160 - Medical Record Clerk	13.94
12190 - Medical Record Technician	15.60
12195 - Medical Transcriptionist	16.25
12210 - Nuclear Medicine Technologist	39.95
12221 - Nursing Assistant I	10.40
12222 - Nursing Assistant II	11.69
12223 - Nursing Assistant III	12.76
12224 - Nursing Assistant IV	14.32
12235 - Optical Dispenser	14.79
12236 - Optical Technician	16.25
12250 - Pharmacy Technician	14.95
12280 - Phlebotomist	13.20
12305 - Radiologic Technologist	21.84
12311 - Registered Nurse I	23.62

12312 - Registered Nurse II		28.90
12313 - Registered Nurse II Specialist		28.90
12314 - Registered Nurse III		34.97
12315 - Registered Nurse III Anesthetist		34.97
12316 - Registered Nurse IV		41.91
12317 - Scheduler (Drug and Alcohol Testing)		22.52
12320 - Substance Abuse Treatment Counselor		16.96
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.38
13012 - Exhibits Specialist II		20.29
13013 - Exhibits Specialist III		24.82
13041 - Illustrator I		16.38
13042 - Illustrator II		20.29
13043 - Illustrator III		24.82
13047 - Librarian		22.47
13050 - Library Aide/Clerk		10.26
13054 - Library Information Technology Systems Administrator		20.29
13058 - Library Technician		12.66
13061 - Media Specialist I		14.64
13062 - Media Specialist II		16.38
13063 - Media Specialist III		18.25
13071 - Photographer I		14.64
13072 - Photographer II		16.38
13073 - Photographer III		20.29
13074 - Photographer IV		24.82
13075 - Photographer V		30.02
13090 - Technical Order Library Clerk		12.60
13110 - Video Teleconference Technician		15.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.17
14042 - Computer Operator II		19.21
14043 - Computer Operator III		21.41
14044 - Computer Operator IV		23.78
14045 - Computer Operator V		26.35
14071 - Computer Programmer I	(see 1)	19.22
14072 - Computer Programmer II	(see 1)	23.80
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.13
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.17
14160 - Personal Computer Support Technician		23.78
14170 - System Support Specialist		24.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.13
15020 - Aircrew Training Devices Instructor (Rated)		32.82
15030 - Air Crew Training Devices Instructor (Pilot)		39.34
15050 - Computer Based Training Specialist / Instructor		27.13

15060 - Educational Technologist 27.93
15070 - Flight Instructor (Pilot) 39.34
15080 - Graphic Artist 20.28
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.34
15086 - Maintenance Test Pilot Rotary Wing 39.34
15088 - Non-Maintenance Test/Co-Pilot 39.34
15090 - Technical Instructor 17.43
15095 - Technical Instructor/Course Developer 21.32
15110 - Test Proctor 14.07
15120 - Tutor 14.07
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.34
16030 - Counter Attendant 9.34
16040 - Dry Cleaner 10.90
16070 - Finisher Flatwork Machine 9.34
16090 - Presser Hand 9.34
16110 - Presser Machine Drycleaning 9.34
16130 - Presser Machine Shirts 9.34
16160 - Presser Machine Wearing Apparel Laundry 9.34
16190 - Sewing Machine Operator 11.45
16220 - Tailor 11.97
16250 - Washer Machine 9.85
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.14
19040 - Tool And Die Maker 23.52
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.92
21030 - Material Coordinator 18.64
21040 - Material Expediter 18.64
21050 - Material Handling Laborer 11.13
21071 - Order Filler 11.76
21080 - Production Line Worker (Food Processing) 15.92
21110 - Shipping Packer 13.64
21130 - Shipping/Receiving Clerk 13.64
21140 - Store Worker I 11.64
21150 - Stock Clerk 16.11
21210 - Tools And Parts Attendant 15.92
21410 - Warehouse Specialist 15.92
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.21
23019 - Aircraft Logs and Records Technician 20.12
23021 - Aircraft Mechanic I 23.19
23022 - Aircraft Mechanic II 24.21
23023 - Aircraft Mechanic III 25.23
23040 - Aircraft Mechanic Helper 17.21
23050 - Aircraft Painter 21.90
23060 - Aircraft Servicer 20.12
23070 - Aircraft Survival Flight Equipment Technician 21.90
23080 - Aircraft Worker 21.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 21.25

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 23.19
II
23110 - Appliance Mechanic 18.66
23120 - Bicycle Repairer 15.16
23125 - Cable Splicer 30.06
23130 - Carpenter Maintenance 16.69
23140 - Carpet Layer 17.56
23160 - Electrician Maintenance 21.87
23181 - Electronics Technician Maintenance I 18.05
23182 - Electronics Technician Maintenance II 18.98
23183 - Electronics Technician Maintenance III 19.86
23260 - Fabric Worker 16.36
23290 - Fire Alarm System Mechanic 19.78
23310 - Fire Extinguisher Repairer 15.16
23311 - Fuel Distribution System Mechanic 23.68
23312 - Fuel Distribution System Operator 18.41
23370 - General Maintenance Worker 15.02
23380 - Ground Support Equipment Mechanic 23.19
23381 - Ground Support Equipment Servicer 20.12
23382 - Ground Support Equipment Worker 21.25
23391 - Gunsmith I 15.16
23392 - Gunsmith II 17.56
23393 - Gunsmith III 19.78
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.63
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.63
23430 - Heavy Equipment Mechanic 20.22
23440 - Heavy Equipment Operator 17.03
23460 - Instrument Mechanic 19.78
23465 - Laboratory/Shelter Mechanic 18.66
23470 - Laborer 10.02
23510 - Locksmith 18.66
23530 - Machinery Maintenance Mechanic 20.63
23550 - Machinist Maintenance 20.56
23580 - Maintenance Trades Helper 12.31
23591 - Metrology Technician I 19.78
23592 - Metrology Technician II 20.84
23593 - Metrology Technician III 21.89
23640 - Millwright 19.58
23710 - Office Appliance Repairer 19.08
23760 - Painter Maintenance 16.32
23790 - Pipefitter Maintenance 23.11
23810 - Plumber Maintenance 21.88
23820 - Pneudraulic Systems Mechanic 19.78
23850 - Rigger 19.78
23870 - Scale Mechanic 17.56
23890 - Sheet-Metal Worker Maintenance 18.36
23910 - Small Engine Mechanic 17.56

23931 - Telecommunications Mechanic I	29.95
23932 - Telecommunications Mechanic II	31.56
23950 - Telephone Lineman	19.99
23960 - Welder Combination Maintenance	16.60
23965 - Well Driller	19.78
23970 - Woodcraft Worker	19.78
23980 - Woodworker	15.16
24000 - Personal Needs Occupations	
24550 - Case Manager	13.04
24570 - Child Care Attendant	9.15
24580 - Child Care Center Clerk	12.91
24610 - Chore Aide	9.33
24620 - Family Readiness And Support Services Coordinator	13.04
24630 - Homemaker	14.95
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.78
25040 - Sewage Plant Operator	16.02
25070 - Stationary Engineer	19.78
25190 - Ventilation Equipment Tender	13.97
25210 - Water Treatment Plant Operator	16.02
27000 - Protective Service Occupations	
27004 - Alarm Monitor	11.59
27007 - Baggage Inspector	10.77
27008 - Corrections Officer	13.92
27010 - Court Security Officer	14.37
27030 - Detection Dog Handler	13.10
27040 - Detention Officer	13.92
27070 - Firefighter	13.62
27101 - Guard I	10.77
27102 - Guard II	13.10
27131 - Police Officer I	16.01
27132 - Police Officer II	17.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.16
28042 - Carnival Equipment Repairer	16.36
28043 - Carnival Worker	11.35
28210 - Gate Attendant/Gate Tender	13.69
28310 - Lifeguard	12.20
28350 - Park Attendant (Aide)	15.32
28510 - Recreation Aide/Health Facility Attendant	11.18
28515 - Recreation Specialist	18.97
28630 - Sports Official	12.20
28690 - Swimming Pool Operator	19.03
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.58
29020 - Hatch Tender	21.15
29030 - Line Handler	21.15
29041 - Stevedore I	20.31
29042 - Stevedore II	22.35

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		17.19
30022 - Archeological Technician II		19.24
30023 - Archeological Technician III		23.83
30030 - Cartographic Technician		23.83
30040 - Civil Engineering Technician		17.72
30051 - Cryogenic Technician I		26.40
30052 - Cryogenic Technician II		29.15
30061 - Drafter/CAD Operator I		17.19
30062 - Drafter/CAD Operator II		19.24
30063 - Drafter/CAD Operator III		21.45
30064 - Drafter/CAD Operator IV		26.39
30081 - Engineering Technician I		15.32
30082 - Engineering Technician II		17.19
30083 - Engineering Technician III		19.24
30084 - Engineering Technician IV		23.83
30085 - Engineering Technician V		29.15
30086 - Engineering Technician VI		35.27
30090 - Environmental Technician		23.83
30095 - Evidence Control Specialist		23.84
30210 - Laboratory Technician		21.45
30221 - Latent Fingerprint Technician I		26.40
30222 - Latent Fingerprint Technician II		29.15
30240 - Mathematical Technician		23.83
30361 - Paralegal/Legal Assistant I		16.34
30362 - Paralegal/Legal Assistant II		20.24
30363 - Paralegal/Legal Assistant III		24.76
30364 - Paralegal/Legal Assistant IV		29.95
30375 - Petroleum Supply Specialist		29.15
30390 - Photo-Optics Technician		23.83
30395 - Radiation Control Technician		29.15
30461 - Technical Writer I		23.83
30462 - Technical Writer II		29.15
30463 - Technical Writer III		35.27
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.40
30502 - Weather Forecaster II		32.11
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.45
30621 - Weather Observer Senior	(see 2)	23.83

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.88

31030 - Bus Driver	16.81
31043 - Driver Courier	14.36
31260 - Parking and Lot Attendant	10.69
31290 - Shuttle Bus Driver	15.58
31310 - Taxi Driver	9.98
31361 - Truckdriver Light	15.58
31362 - Truckdriver Medium	16.81
31363 - Truckdriver Heavy	18.33
31364 - Truckdriver Tractor-Trailer	18.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.19
99050 - Desk Clerk	9.05
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.92
99252 - Laboratory Animal Caretaker II	16.18
99260 - Marketing Analyst	21.97
99310 - Mortician	25.35
99410 - Pest Controller	16.98
99510 - Photofinishing Worker	15.84
99710 - Recycling Laborer	12.54
99711 - Recycling Specialist	15.15
99730 - Refuse Collector	11.28
99810 - Sales Clerk	10.87
99820 - School Crossing Guard	10.61
99830 - Survey Party Chief	22.98
99831 - Surveying Aide	15.48
99832 - Surveying Technician	21.20
99840 - Vending Machine Attendant	17.59
99841 - Vending Machine Repairer	22.10
99842 - Vending Machine Repairer Helper	17.59

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5163
Revision No.: 16
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Holmes Humphreys Issaquena Sharkey

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.04
01012 - Accounting Clerk II		15.75
01013 - Accounting Clerk III		17.63
01020 - Administrative Assistant		21.51
01035 - Court Reporter		17.17
01041 - Customer Service Representative I		12.08
01042 - Customer Service Representative II		13.59
01043 - Customer Service Representative III		14.82
01051 - Data Entry Operator I		12.06
01052 - Data Entry Operator II		13.16
01060 - Dispatcher Motor Vehicle		20.24
01070 - Document Preparation Clerk		12.31
01090 - Duplicating Machine Operator		12.31
01111 - General Clerk I		12.30
01112 - General Clerk II		13.42

01113 - General Clerk III 15.07
01120 - Housing Referral Assistant 17.23
01141 - Messenger Courier 11.32
01191 - Order Clerk I 16.06
01192 - Order Clerk II 17.52
01261 - Personnel Assistant (Employment) I 15.58
01262 - Personnel Assistant (Employment) II 17.44
01263 - Personnel Assistant (Employment) III 19.44
01270 - Production Control Clerk 19.50
01290 - Rental Clerk 12.00
01300 - Scheduler Maintenance 13.82
01311 - Secretary I 13.82
01312 - Secretary II 15.46
01313 - Secretary III 17.23
01320 - Service Order Dispatcher 18.09
01410 - Supply Technician 21.51
01420 - Survey Worker 13.91
01460 - Switchboard Operator/Receptionist 11.99
01531 - Travel Clerk I 11.90
01532 - Travel Clerk II 12.56
01533 - Travel Clerk III 13.20
01611 - Word Processor I 12.31
01612 - Word Processor II 13.82
01613 - Word Processor III 15.46
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.56
05010 - Automotive Electrician 17.13
05040 - Automotive Glass Installer 16.21
05070 - Automotive Worker 16.21
05110 - Mobile Equipment Servicer 14.24
05130 - Motor Equipment Metal Mechanic 18.03
05160 - Motor Equipment Metal Worker 16.21
05190 - Motor Vehicle Mechanic 17.35
05220 - Motor Vehicle Mechanic Helper 13.16
05250 - Motor Vehicle Upholstery Worker 15.14
05280 - Motor Vehicle Wrecker 16.21
05310 - Painter Automotive 17.13
05340 - Radiator Repair Specialist 16.21
05370 - Tire Repairer 14.14
05400 - Transmission Repair Specialist 18.03
07000 - Food Preparation And Service Occupations
07010 - Baker 11.13
07041 - Cook I 9.14
07042 - Cook II 10.58
07070 - Dishwasher 8.95
07130 - Food Service Worker 9.07
07210 - Meat Cutter 13.83
07260 - Waiter/Waitress 9.45
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.01

09040 - Furniture Handler 9.68
09080 - Furniture Refinisher 16.01
09090 - Furniture Refinisher Helper 11.79
09110 - Furniture Repairer Minor 13.92
09130 - Upholsterer 16.01
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.22
11060 - Elevator Operator 11.22
11090 - Gardener 14.95
11122 - Housekeeping Aide 9.99
11150 - Janitor 9.99
11210 - Laborer Grounds Maintenance 10.46
11240 - Maid or Houseman 9.02
11260 - Pruner 9.42
11270 - Tractor Operator 13.53
11330 - Trail Maintenance Worker 10.46
11360 - Window Cleaner 11.10
12000 - Health Occupations
12010 - Ambulance Driver 16.21
12011 - Breath Alcohol Technician 18.18
12012 - Certified Occupational Therapist Assistant 24.94
12015 - Certified Physical Therapist Assistant 24.93
12020 - Dental Assistant 16.42
12025 - Dental Hygienist 32.53
12030 - EKG Technician 27.55
12035 - Electroneurodiagnostic Technologist 27.55
12040 - Emergency Medical Technician 16.21
12071 - Licensed Practical Nurse I 16.25
12072 - Licensed Practical Nurse II 18.18
12073 - Licensed Practical Nurse III 20.27
12100 - Medical Assistant 14.13
12130 - Medical Laboratory Technician 21.89
12160 - Medical Record Clerk 13.94
12190 - Medical Record Technician 15.60
12195 - Medical Transcriptionist 16.25
12210 - Nuclear Medicine Technologist 39.95
12221 - Nursing Assistant I 10.40
12222 - Nursing Assistant II 11.69
12223 - Nursing Assistant III 12.76
12224 - Nursing Assistant IV 14.32
12235 - Optical Dispenser 16.26
12236 - Optical Technician 16.25
12250 - Pharmacy Technician 14.95
12280 - Phlebotomist 13.84
12305 - Radiologic Technologist 22.41
12311 - Registered Nurse I 23.62
12312 - Registered Nurse II 28.90
12313 - Registered Nurse II Specialist 28.90
12314 - Registered Nurse III 34.97
12315 - Registered Nurse III Anesthetist 34.97

12316 - Registered Nurse IV		41.91
12317 - Scheduler (Drug and Alcohol Testing)		22.52
12320 - Substance Abuse Treatment Counselor		16.96
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.38
13012 - Exhibits Specialist II		20.29
13013 - Exhibits Specialist III		24.82
13041 - Illustrator I		16.38
13042 - Illustrator II		20.29
13043 - Illustrator III		24.82
13047 - Librarian		22.47
13050 - Library Aide/Clerk		10.39
13054 - Library Information Technology Systems Administrator		20.29
13058 - Library Technician		12.56
13061 - Media Specialist I		14.64
13062 - Media Specialist II		16.38
13063 - Media Specialist III		18.25
13071 - Photographer I		14.64
13072 - Photographer II		16.38
13073 - Photographer III		20.29
13074 - Photographer IV		24.82
13075 - Photographer V		30.02
13090 - Technical Order Library Clerk		12.60
13110 - Video Teleconference Technician		15.48
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.24
14042 - Computer Operator II		20.41
14043 - Computer Operator III		23.25
14044 - Computer Operator IV		27.01
14045 - Computer Operator V		29.79
14071 - Computer Programmer I	(see 1)	20.08
14072 - Computer Programmer II	(see 1)	24.87
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		18.24
14160 - Personal Computer Support Technician		27.01
14170 - System Support Specialist		24.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.64
15050 - Computer Based Training Specialist / Instructor		28.72
15060 - Educational Technologist		27.76
15070 - Flight Instructor (Pilot)		41.64
15080 - Graphic Artist		22.34
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.64

15086 - Maintenance Test Pilot Rotary Wing 41.64
15088 - Non-Maintenance Test/Co-Pilot 41.64
15090 - Technical Instructor 19.44
15095 - Technical Instructor/Course Developer 23.57
15110 - Test Proctor 15.32
15120 - Tutor 15.32
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.34
16030 - Counter Attendant 9.34
16040 - Dry Cleaner 10.90
16070 - Finisher Flatwork Machine 9.34
16090 - Presser Hand 9.34
16110 - Presser Machine Drycleaning 9.34
16130 - Presser Machine Shirts 9.34
16160 - Presser Machine Wearing Apparel Laundry 9.34
16190 - Sewing Machine Operator 11.45
16220 - Tailor 11.97
16250 - Washer Machine 9.85
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.39
19040 - Tool And Die Maker 24.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.92
21030 - Material Coordinator 19.50
21040 - Material Expediter 19.50
21050 - Material Handling Laborer 11.88
21071 - Order Filler 11.82
21080 - Production Line Worker (Food Processing) 15.92
21110 - Shipping Packer 13.64
21130 - Shipping/Receiving Clerk 13.64
21140 - Store Worker I 11.64
21150 - Stock Clerk 16.11
21210 - Tools And Parts Attendant 15.92
21410 - Warehouse Specialist 15.92
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.17
23019 - Aircraft Logs and Records Technician 18.46
23021 - Aircraft Mechanic I 21.98
23022 - Aircraft Mechanic II 23.17
23023 - Aircraft Mechanic III 24.27
23040 - Aircraft Mechanic Helper 16.04
23050 - Aircraft Painter 19.97
23060 - Aircraft Servicer 18.46
23070 - Aircraft Survival Flight Equipment Technician 19.97
23080 - Aircraft Worker 19.78
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.78
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.98
23110 - Appliance Mechanic 18.66

23120 - Bicycle Repairer 15.16
23125 - Cable Splicer 30.06
23130 - Carpenter Maintenance 16.69
23140 - Carpet Layer 17.56
23160 - Electrician Maintenance 22.67
23181 - Electronics Technician Maintenance I 17.56
23182 - Electronics Technician Maintenance II 18.66
23183 - Electronics Technician Maintenance III 19.78
23260 - Fabric Worker 16.36
23290 - Fire Alarm System Mechanic 19.78
23310 - Fire Extinguisher Repairer 15.16
23311 - Fuel Distribution System Mechanic 21.46
23312 - Fuel Distribution System Operator 16.93
23370 - General Maintenance Worker 14.93
23380 - Ground Support Equipment Mechanic 21.98
23381 - Ground Support Equipment Servicer 18.46
23382 - Ground Support Equipment Worker 19.78
23391 - Gunsmith I 15.16
23392 - Gunsmith II 17.56
23393 - Gunsmith III 19.78
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.63
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.63
23430 - Heavy Equipment Mechanic 20.22
23440 - Heavy Equipment Operator 17.03
23460 - Instrument Mechanic 19.78
23465 - Laboratory/Shelter Mechanic 18.66
23470 - Laborer 11.28
23510 - Locksmith 18.66
23530 - Machinery Maintenance Mechanic 21.48
23550 - Machinist Maintenance 20.56
23580 - Maintenance Trades Helper 12.26
23591 - Metrology Technician I 19.78
23592 - Metrology Technician II 20.84
23593 - Metrology Technician III 21.89
23640 - Millwright 19.55
23710 - Office Appliance Repairer 19.75
23760 - Painter Maintenance 16.32
23790 - Pipefitter Maintenance 23.20
23810 - Plumber Maintenance 21.88
23820 - Pneudraulic Systems Mechanic 19.78
23850 - Rigger 19.78
23870 - Scale Mechanic 17.56
23890 - Sheet-Metal Worker Maintenance 18.36
23910 - Small Engine Mechanic 17.56
23931 - Telecommunications Mechanic I 29.95
23932 - Telecommunications Mechanic II 31.56
23950 - Telephone Lineman 19.78
23960 - Welder Combination Maintenance 16.60

23965 - Well Driller	19.78
23970 - Woodcraft Worker	19.78
23980 - Woodworker	15.16
24000 - Personal Needs Occupations	
24550 - Case Manager	13.04
24570 - Child Care Attendant	8.78
24580 - Child Care Center Clerk	11.19
24610 - Chore Aide	9.91
24620 - Family Readiness And Support Services Coordinator	13.04
24630 - Homemaker	13.04
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.78
25040 - Sewage Plant Operator	16.05
25070 - Stationary Engineer	19.78
25190 - Ventilation Equipment Tender	13.97
25210 - Water Treatment Plant Operator	16.05
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.19
27007 - Baggage Inspector	10.77
27008 - Corrections Officer	12.61
27010 - Court Security Officer	14.69
27030 - Detection Dog Handler	12.31
27040 - Detention Officer	12.61
27070 - Firefighter	16.94
27101 - Guard I	10.77
27102 - Guard II	12.31
27131 - Police Officer I	16.87
27132 - Police Officer II	18.75
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.74
28042 - Carnival Equipment Repairer	15.97
28043 - Carnival Worker	11.07
28210 - Gate Attendant/Gate Tender	13.81
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	15.45
28510 - Recreation Aide/Health Facility Attendant	11.28
28515 - Recreation Specialist	18.97
28630 - Sports Official	12.31
28690 - Swimming Pool Operator	18.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.41
29020 - Hatch Tender	20.41
29030 - Line Handler	20.41
29041 - Stevedore I	18.87
29042 - Stevedore II	21.69
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I 17.20
30022 - Archeological Technician II 19.25
30023 - Archeological Technician III 23.84
30030 - Cartographic Technician 23.84
30040 - Civil Engineering Technician 18.16
30051 - Cryogenic Technician I 26.40
30052 - Cryogenic Technician II 29.15
30061 - Drafter/CAD Operator I 17.20
30062 - Drafter/CAD Operator II 19.25
30063 - Drafter/CAD Operator III 21.92
30064 - Drafter/CAD Operator IV 26.40
30081 - Engineering Technician I 15.32
30082 - Engineering Technician II 17.19
30083 - Engineering Technician III 19.24
30084 - Engineering Technician IV 23.83
30085 - Engineering Technician V 29.15
30086 - Engineering Technician VI 35.27
30090 - Environmental Technician 23.84
30095 - Evidence Control Specialist 23.84
30210 - Laboratory Technician 21.45
30221 - Latent Fingerprint Technician I 26.40
30222 - Latent Fingerprint Technician II 29.15
30240 - Mathematical Technician 23.84
30361 - Paralegal/Legal Assistant I 18.76
30362 - Paralegal/Legal Assistant II 23.25
30363 - Paralegal/Legal Assistant III 28.44
30364 - Paralegal/Legal Assistant IV 33.85
30375 - Petroleum Supply Specialist 29.15
30390 - Photo-Optics Technician 23.84
30395 - Radiation Control Technician 29.15
30461 - Technical Writer I 23.84
30462 - Technical Writer II 29.15
30463 - Technical Writer III 35.28
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.40
30502 - Weather Forecaster II 32.11
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.92
30621 - Weather Observer Senior (see 2) 23.84
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.88
31030 - Bus Driver 16.81
31043 - Driver Courier 14.36
31260 - Parking and Lot Attendant 10.69
31290 - Shuttle Bus Driver 15.58

31310 - Taxi Driver	10.24
31361 - Truckdriver Light	15.58
31362 - Truckdriver Medium	16.81
31363 - Truckdriver Heavy	20.22
31364 - Truckdriver Tractor-Trailer	20.22
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.19
99050 - Desk Clerk	9.05
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.92
99252 - Laboratory Animal Caretaker II	16.18
99260 - Marketing Analyst	21.97
99310 - Mortician	25.35
99410 - Pest Controller	16.98
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	12.69
99711 - Recycling Specialist	15.76
99730 - Refuse Collector	11.28
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	10.61
99830 - Survey Party Chief	23.33
99831 - Surveying Aide	16.97
99832 - Surveying Technician	21.20
99840 - Vending Machine Attendant	17.59
99841 - Vending Machine Repairer	22.10
99842 - Vending Machine Repairer Helper	17.59

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5164
Revision No.: 16
Date Of Last Revision: 05/22/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Holmes Humphreys Issaquena Sharkey

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.04
01012 - Accounting Clerk II		15.75
01013 - Accounting Clerk III		17.63
01020 - Administrative Assistant		21.51
01035 - Court Reporter		17.17
01041 - Customer Service Representative I		12.08
01042 - Customer Service Representative II		13.59
01043 - Customer Service Representative III		14.82
01051 - Data Entry Operator I		12.06
01052 - Data Entry Operator II		13.16
01060 - Dispatcher Motor Vehicle		20.24
01070 - Document Preparation Clerk		12.31

01090 - Duplicating Machine Operator 12.31
01111 - General Clerk I 12.30
01112 - General Clerk II 13.42
01113 - General Clerk III 15.07
01120 - Housing Referral Assistant 17.23
01141 - Messenger Courier 11.32
01191 - Order Clerk I 16.06
01192 - Order Clerk II 17.52
01261 - Personnel Assistant (Employment) I 15.58
01262 - Personnel Assistant (Employment) II 17.44
01263 - Personnel Assistant (Employment) III 19.44
01270 - Production Control Clerk 19.50
01290 - Rental Clerk 12.00
01300 - Scheduler Maintenance 13.82
01311 - Secretary I 13.82
01312 - Secretary II 15.46
01313 - Secretary III 17.23
01320 - Service Order Dispatcher 18.09
01410 - Supply Technician 21.51
01420 - Survey Worker 13.91
01460 - Switchboard Operator/Receptionist 11.99
01531 - Travel Clerk I 11.90
01532 - Travel Clerk II 12.56
01533 - Travel Clerk III 13.20
01611 - Word Processor I 12.31
01612 - Word Processor II 13.82
01613 - Word Processor III 15.46
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.56
05010 - Automotive Electrician 17.13
05040 - Automotive Glass Installer 16.21
05070 - Automotive Worker 16.21
05110 - Mobile Equipment Servicer 14.24
05130 - Motor Equipment Metal Mechanic 18.03
05160 - Motor Equipment Metal Worker 16.21
05190 - Motor Vehicle Mechanic 17.35
05220 - Motor Vehicle Mechanic Helper 13.16
05250 - Motor Vehicle Upholstery Worker 15.14
05280 - Motor Vehicle Wrecker 16.21
05310 - Painter Automotive 17.13
05340 - Radiator Repair Specialist 16.21
05370 - Tire Repairer 14.14
05400 - Transmission Repair Specialist 18.03
07000 - Food Preparation And Service Occupations
07010 - Baker 11.13
07041 - Cook I 9.14
07042 - Cook II 10.58
07070 - Dishwasher 8.95
07130 - Food Service Worker 9.07
07210 - Meat Cutter 13.83

07260 - Waiter/Waitress	9.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.01
09040 - Furniture Handler	9.68
09080 - Furniture Refinisher	16.01
09090 - Furniture Refinisher Helper	11.79
09110 - Furniture Repairer Minor	13.92
09130 - Upholsterer	16.01
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.22
11060 - Elevator Operator	11.22
11090 - Gardener	14.95
11122 - Housekeeping Aide	9.99
11150 - Janitor	9.99
11210 - Laborer Grounds Maintenance	10.46
11240 - Maid or Houseman	9.02
11260 - Pruner	9.42
11270 - Tractor Operator	13.53
11330 - Trail Maintenance Worker	10.46
11360 - Window Cleaner	11.10
12000 - Health Occupations	
12010 - Ambulance Driver	16.21
12011 - Breath Alcohol Technician	18.18
12012 - Certified Occupational Therapist Assistant	24.94
12015 - Certified Physical Therapist Assistant	24.93
12020 - Dental Assistant	16.42
12025 - Dental Hygienist	32.53
12030 - EKG Technician	27.55
12035 - Electroneurodiagnostic Technologist	27.55
12040 - Emergency Medical Technician	16.21
12071 - Licensed Practical Nurse I	16.25
12072 - Licensed Practical Nurse II	18.18
12073 - Licensed Practical Nurse III	20.27
12100 - Medical Assistant	14.13
12130 - Medical Laboratory Technician	21.89
12160 - Medical Record Clerk	13.94
12190 - Medical Record Technician	15.60
12195 - Medical Transcriptionist	16.25
12210 - Nuclear Medicine Technologist	39.95
12221 - Nursing Assistant I	10.40
12222 - Nursing Assistant II	11.69
12223 - Nursing Assistant III	12.76
12224 - Nursing Assistant IV	14.32
12235 - Optical Dispenser	16.26
12236 - Optical Technician	16.25
12250 - Pharmacy Technician	14.95
12280 - Phlebotomist	13.84
12305 - Radiologic Technologist	22.41
12311 - Registered Nurse I	23.62
12312 - Registered Nurse II	28.90

12313 - Registered Nurse II Specialist		28.90
12314 - Registered Nurse III		34.97
12315 - Registered Nurse III Anesthetist		34.97
12316 - Registered Nurse IV		41.91
12317 - Scheduler (Drug and Alcohol Testing)		22.52
12320 - Substance Abuse Treatment Counselor		16.96
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.38
13012 - Exhibits Specialist II		20.29
13013 - Exhibits Specialist III		24.82
13041 - Illustrator I		16.38
13042 - Illustrator II		20.29
13043 - Illustrator III		24.82
13047 - Librarian		22.47
13050 - Library Aide/Clerk		10.39
13054 - Library Information Technology Systems Administrator		20.29
13058 - Library Technician		12.56
13061 - Media Specialist I		14.64
13062 - Media Specialist II		16.38
13063 - Media Specialist III		18.25
13071 - Photographer I		14.64
13072 - Photographer II		16.38
13073 - Photographer III		20.29
13074 - Photographer IV		24.82
13075 - Photographer V		30.02
13090 - Technical Order Library Clerk		12.60
13110 - Video Teleconference Technician		15.48
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.24
14042 - Computer Operator II		20.41
14043 - Computer Operator III		23.25
14044 - Computer Operator IV		27.01
14045 - Computer Operator V		29.79
14071 - Computer Programmer I	(see 1)	20.08
14072 - Computer Programmer II	(see 1)	24.87
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		18.24
14160 - Personal Computer Support Technician		27.01
14170 - System Support Specialist		24.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.64
15050 - Computer Based Training Specialist / Instructor		28.72
15060 - Educational Technologist		27.76

15070 - Flight Instructor (Pilot) 41.64
15080 - Graphic Artist 22.34
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.64
15086 - Maintenance Test Pilot Rotary Wing 41.64
15088 - Non-Maintenance Test/Co-Pilot 41.64
15090 - Technical Instructor 19.44
15095 - Technical Instructor/Course Developer 23.57
15110 - Test Proctor 15.32
15120 - Tutor 15.32
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.34
16030 - Counter Attendant 9.34
16040 - Dry Cleaner 10.90
16070 - Finisher Flatwork Machine 9.34
16090 - Presser Hand 9.34
16110 - Presser Machine Drycleaning 9.34
16130 - Presser Machine Shirts 9.34
16160 - Presser Machine Wearing Apparel Laundry 9.34
16190 - Sewing Machine Operator 11.45
16220 - Tailor 11.97
16250 - Washer Machine 9.85
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.39
19040 - Tool And Die Maker 24.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.92
21030 - Material Coordinator 19.50
21040 - Material Expediter 19.50
21050 - Material Handling Laborer 11.88
21071 - Order Filler 11.82
21080 - Production Line Worker (Food Processing) 15.92
21110 - Shipping Packer 13.64
21130 - Shipping/Receiving Clerk 13.64
21140 - Store Worker I 11.64
21150 - Stock Clerk 16.11
21210 - Tools And Parts Attendant 15.92
21410 - Warehouse Specialist 15.92
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.17
23019 - Aircraft Logs and Records Technician 18.46
23021 - Aircraft Mechanic I 21.98
23022 - Aircraft Mechanic II 23.17
23023 - Aircraft Mechanic III 24.27
23040 - Aircraft Mechanic Helper 16.04
23050 - Aircraft Painter 19.97
23060 - Aircraft Servicer 18.46
23070 - Aircraft Survival Flight Equipment Technician 19.97
23080 - Aircraft Worker 19.78
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.78

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.98
23110 - Appliance Mechanic 18.66
23120 - Bicycle Repairer 15.16
23125 - Cable Splicer 30.06
23130 - Carpenter Maintenance 16.69
23140 - Carpet Layer 17.56
23160 - Electrician Maintenance 22.67
23181 - Electronics Technician Maintenance I 17.56
23182 - Electronics Technician Maintenance II 18.66
23183 - Electronics Technician Maintenance III 19.78
23260 - Fabric Worker 16.36
23290 - Fire Alarm System Mechanic 19.78
23310 - Fire Extinguisher Repairer 15.16
23311 - Fuel Distribution System Mechanic 21.46
23312 - Fuel Distribution System Operator 16.93
23370 - General Maintenance Worker 14.93
23380 - Ground Support Equipment Mechanic 21.98
23381 - Ground Support Equipment Servicer 18.46
23382 - Ground Support Equipment Worker 19.78
23391 - Gunsmith I 15.16
23392 - Gunsmith II 17.56
23393 - Gunsmith III 19.78
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.63
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.63
23430 - Heavy Equipment Mechanic 20.22
23440 - Heavy Equipment Operator 17.03
23460 - Instrument Mechanic 19.78
23465 - Laboratory/Shelter Mechanic 18.66
23470 - Laborer 11.28
23510 - Locksmith 18.66
23530 - Machinery Maintenance Mechanic 21.48
23550 - Machinist Maintenance 20.56
23580 - Maintenance Trades Helper 12.26
23591 - Metrology Technician I 19.78
23592 - Metrology Technician II 20.84
23593 - Metrology Technician III 21.89
23640 - Millwright 19.55
23710 - Office Appliance Repairer 19.75
23760 - Painter Maintenance 16.32
23790 - Pipefitter Maintenance 23.20
23810 - Plumber Maintenance 21.88
23820 - Pneudraulic Systems Mechanic 19.78
23850 - Rigger 19.78
23870 - Scale Mechanic 17.56
23890 - Sheet-Metal Worker Maintenance 18.36
23910 - Small Engine Mechanic 17.56
23931 - Telecommunications Mechanic I 29.95

23932 - Telecommunications Mechanic II 31.56
23950 - Telephone Lineman 19.78
23960 - Welder Combination Maintenance 16.60
23965 - Well Driller 19.78
23970 - Woodcraft Worker 19.78
23980 - Woodworker 15.16
24000 - Personal Needs Occupations
24550 - Case Manager 13.04
24570 - Child Care Attendant 8.78
24580 - Child Care Center Clerk 11.19
24610 - Chore Aide 9.91
24620 - Family Readiness And Support Services Coordinator 13.04
24630 - Homemaker 13.04
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 19.78
25040 - Sewage Plant Operator 16.05
25070 - Stationary Engineer 19.78
25190 - Ventilation Equipment Tender 13.97
25210 - Water Treatment Plant Operator 16.05
27000 - Protective Service Occupations
27004 - Alarm Monitor 12.19
27007 - Baggage Inspector 10.77
27008 - Corrections Officer 12.61
27010 - Court Security Officer 14.69
27030 - Detection Dog Handler 12.31
27040 - Detention Officer 12.61
27070 - Firefighter 16.94
27101 - Guard I 10.77
27102 - Guard II 12.31
27131 - Police Officer I 16.87
27132 - Police Officer II 18.75
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.74
28042 - Carnival Equipment Repairer 15.97
28043 - Carnival Worker 11.07
28210 - Gate Attendant/Gate Tender 13.81
28310 - Lifeguard 12.11
28350 - Park Attendant (Aide) 15.45
28510 - Recreation Aide/Health Facility Attendant 11.28
28515 - Recreation Specialist 18.97
28630 - Sports Official 12.31
28690 - Swimming Pool Operator 18.46
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.41
29020 - Hatch Tender 20.41
29030 - Line Handler 20.41
29041 - Stevedore I 18.87
29042 - Stevedore II 21.69
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.20
30022 - Archeological Technician II 19.25
30023 - Archeological Technician III 23.84
30030 - Cartographic Technician 23.84
30040 - Civil Engineering Technician 18.16
30051 - Cryogenic Technician I 26.40
30052 - Cryogenic Technician II 29.15
30061 - Drafter/CAD Operator I 17.20
30062 - Drafter/CAD Operator II 19.25
30063 - Drafter/CAD Operator III 21.92
30064 - Drafter/CAD Operator IV 26.40
30081 - Engineering Technician I 15.32
30082 - Engineering Technician II 17.19
30083 - Engineering Technician III 19.24
30084 - Engineering Technician IV 23.83
30085 - Engineering Technician V 29.15
30086 - Engineering Technician VI 35.27
30090 - Environmental Technician 23.84
30095 - Evidence Control Specialist 23.84
30210 - Laboratory Technician 21.45
30221 - Latent Fingerprint Technician I 26.40
30222 - Latent Fingerprint Technician II 29.15
30240 - Mathematical Technician 23.84
30361 - Paralegal/Legal Assistant I 18.76
30362 - Paralegal/Legal Assistant II 23.25
30363 - Paralegal/Legal Assistant III 28.44
30364 - Paralegal/Legal Assistant IV 33.85
30375 - Petroleum Supply Specialist 29.15
30390 - Photo-Optics Technician 23.84
30395 - Radiation Control Technician 29.15
30461 - Technical Writer I 23.84
30462 - Technical Writer II 29.15
30463 - Technical Writer III 35.28
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.40
30502 - Weather Forecaster II 32.11
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.92
30621 - Weather Observer Senior (see 2) 23.84
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.88
31030 - Bus Driver 16.81

31043 - Driver Courier	14.36
31260 - Parking and Lot Attendant	10.69
31290 - Shuttle Bus Driver	15.58
31310 - Taxi Driver	10.24
31361 - Truckdriver Light	15.58
31362 - Truckdriver Medium	16.81
31363 - Truckdriver Heavy	20.22
31364 - Truckdriver Tractor-Trailer	20.22
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.19
99050 - Desk Clerk	9.05
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.92
99252 - Laboratory Animal Caretaker II	16.18
99260 - Marketing Analyst	21.97
99310 - Mortician	25.35
99410 - Pest Controller	16.98
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	12.69
99711 - Recycling Specialist	15.76
99730 - Refuse Collector	11.28
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	10.61
99830 - Survey Party Chief	23.33
99831 - Surveying Aide	16.97
99832 - Surveying Technician	21.20
99840 - Vending Machine Attendant	17.59
99841 - Vending Machine Repairer	22.10
99842 - Vending Machine Repairer Helper	17.59

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5167
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Covington Jefferson Davis Leake Marion Scott Smith

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.16
01012 - Accounting Clerk II		14.77
01013 - Accounting Clerk III		16.68
01020 - Administrative Assistant		19.90
01035 - Court Reporter		17.17
01041 - Customer Service Representative I		11.10
01042 - Customer Service Representative II		12.49
01043 - Customer Service Representative III		13.62
01051 - Data Entry Operator I		13.77
01052 - Data Entry Operator II		15.02
01060 - Dispatcher Motor Vehicle		18.44
01070 - Document Preparation Clerk		12.68
01090 - Duplicating Machine Operator		12.68
01111 - General Clerk I		11.96

01112 - General Clerk II	13.05
01113 - General Clerk III	14.65
01120 - Housing Referral Assistant	17.75
01141 - Messenger Courier	12.13
01191 - Order Clerk I	12.61
01192 - Order Clerk II	13.84
01261 - Personnel Assistant (Employment) I	14.88
01262 - Personnel Assistant (Employment) II	16.65
01263 - Personnel Assistant (Employment) III	18.55
01270 - Production Control Clerk	21.17
01290 - Rental Clerk	12.83
01300 - Scheduler Maintenance	14.23
01311 - Secretary I	14.23
01312 - Secretary II	15.92
01313 - Secretary III	17.75
01320 - Service Order Dispatcher	16.48
01410 - Supply Technician	19.90
01420 - Survey Worker	12.43
01460 - Switchboard Operator/Receptionist	12.05
01531 - Travel Clerk I	11.90
01532 - Travel Clerk II	12.56
01533 - Travel Clerk III	13.20
01611 - Word Processor I	12.68
01612 - Word Processor II	14.23
01613 - Word Processor III	15.92
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.56
05010 - Automotive Electrician	17.13
05040 - Automotive Glass Installer	16.21
05070 - Automotive Worker	16.21
05110 - Mobile Equipment Servicer	14.24
05130 - Motor Equipment Metal Mechanic	18.03
05160 - Motor Equipment Metal Worker	16.21
05190 - Motor Vehicle Mechanic	17.88
05220 - Motor Vehicle Mechanic Helper	13.16
05250 - Motor Vehicle Upholstery Worker	15.14
05280 - Motor Vehicle Wrecker	16.21
05310 - Painter Automotive	17.13
05340 - Radiator Repair Specialist	16.21
05370 - Tire Repairer	15.07
05400 - Transmission Repair Specialist	18.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.12
07041 - Cook I	9.27
07042 - Cook II	10.59
07070 - Dishwasher	8.87
07130 - Food Service Worker	8.90
07210 - Meat Cutter	12.48
07260 - Waiter/Waitress	9.00
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 20.61
09040 - Furniture Handler 13.29
09080 - Furniture Refinisher 20.61
09090 - Furniture Refinisher Helper 15.73
09110 - Furniture Repairer Minor 18.12
09130 - Upholsterer 20.61
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.44
11060 - Elevator Operator 11.40
11090 - Gardener 15.31
11122 - Housekeeping Aide 9.67
11150 - Janitor 9.67
11210 - Laborer Grounds Maintenance 12.00
11240 - Maid or Houseman 9.68
11260 - Pruner 10.90
11270 - Tractor Operator 14.23
11330 - Trail Maintenance Worker 12.00
11360 - Window Cleaner 10.85
12000 - Health Occupations
12010 - Ambulance Driver 14.50
12011 - Breath Alcohol Technician 17.41
12012 - Certified Occupational Therapist Assistant 29.98
12015 - Certified Physical Therapist Assistant 26.42
12020 - Dental Assistant 15.77
12025 - Dental Hygienist 30.04
12030 - EKG Technician 21.41
12035 - Electroneurodiagnostic Technologist 21.41
12040 - Emergency Medical Technician 14.50
12071 - Licensed Practical Nurse I 15.56
12072 - Licensed Practical Nurse II 17.41
12073 - Licensed Practical Nurse III 19.41
12100 - Medical Assistant 13.39
12130 - Medical Laboratory Technician 18.05
12160 - Medical Record Clerk 14.26
12190 - Medical Record Technician 15.96
12195 - Medical Transcriptionist 15.22
12210 - Nuclear Medicine Technologist 38.25
12221 - Nursing Assistant I 10.55
12222 - Nursing Assistant II 11.86
12223 - Nursing Assistant III 12.94
12224 - Nursing Assistant IV 14.52
12235 - Optical Dispenser 15.92
12236 - Optical Technician 15.56
12250 - Pharmacy Technician 15.50
12280 - Phlebotomist 13.84
12305 - Radiologic Technologist 22.41
12311 - Registered Nurse I 23.01
12312 - Registered Nurse II 28.15
12313 - Registered Nurse II Specialist 28.15
12314 - Registered Nurse III 34.05

12315 - Registered Nurse III Anesthetist		34.05
12316 - Registered Nurse IV		40.81
12317 - Scheduler (Drug and Alcohol Testing)		21.56
12320 - Substance Abuse Treatment Counselor		18.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.82
13012 - Exhibits Specialist II		20.83
13013 - Exhibits Specialist III		25.48
13041 - Illustrator I		16.82
13042 - Illustrator II		20.83
13043 - Illustrator III		25.48
13047 - Librarian		23.07
13050 - Library Aide/Clerk		11.43
13054 - Library Information Technology Systems Administrator		20.83
13058 - Library Technician		13.82
13061 - Media Specialist I		15.03
13062 - Media Specialist II		16.82
13063 - Media Specialist III		18.75
13071 - Photographer I		15.03
13072 - Photographer II		16.82
13073 - Photographer III		20.83
13074 - Photographer IV		25.48
13075 - Photographer V		30.83
13090 - Technical Order Library Clerk		16.82
13110 - Video Teleconference Technician		16.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.58
14042 - Computer Operator II		18.55
14043 - Computer Operator III		21.14
14044 - Computer Operator IV		27.01
14045 - Computer Operator V		27.20
14071 - Computer Programmer I	(see 1)	20.08
14072 - Computer Programmer II	(see 1)	24.87
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		16.58
14160 - Personal Computer Support Technician		27.01
14170 - System Support Specialist		24.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.86
15020 - Aircrew Training Devices Instructor (Rated)		34.91
15030 - Air Crew Training Devices Instructor (Pilot)		41.84
15050 - Computer Based Training Specialist / Instructor		28.86
15060 - Educational Technologist		28.83
15070 - Flight Instructor (Pilot)		41.84
15080 - Graphic Artist		20.31

15085 - Maintenance Test Pilot Fixed Jet/Prop 41.84
15086 - Maintenance Test Pilot Rotary Wing 41.84
15088 - Non-Maintenance Test/Co-Pilot 41.84
15090 - Technical Instructor 20.71
15095 - Technical Instructor/Course Developer 25.33
15110 - Test Proctor 16.72
15120 - Tutor 16.72
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.34
16030 - Counter Attendant 9.34
16040 - Dry Cleaner 10.90
16070 - Finisher Flatwork Machine 9.34
16090 - Presser Hand 9.34
16110 - Presser Machine Drycleaning 9.34
16130 - Presser Machine Shirts 9.34
16160 - Presser Machine Wearing Apparel Laundry 9.34
16190 - Sewing Machine Operator 11.45
16220 - Tailor 11.97
16250 - Washer Machine 9.85
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.39
19040 - Tool And Die Maker 24.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.30
21030 - Material Coordinator 21.17
21040 - Material Expediter 21.17
21050 - Material Handling Laborer 11.88
21071 - Order Filler 11.27
21080 - Production Line Worker (Food Processing) 14.30
21110 - Shipping Packer 14.44
21130 - Shipping/Receiving Clerk 14.44
21140 - Store Worker I 12.85
21150 - Stock Clerk 17.14
21210 - Tools And Parts Attendant 14.30
21410 - Warehouse Specialist 14.30
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.84
23019 - Aircraft Logs and Records Technician 24.57
23021 - Aircraft Mechanic I 29.26
23022 - Aircraft Mechanic II 30.84
23023 - Aircraft Mechanic III 32.31
23040 - Aircraft Mechanic Helper 21.34
23050 - Aircraft Painter 26.59
23060 - Aircraft Servicer 24.57
23070 - Aircraft Survival Flight Equipment Technician 26.59
23080 - Aircraft Worker 26.33
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.33
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.26

23110 - Appliance Mechanic 20.33
23120 - Bicycle Repairer 16.83
23125 - Cable Splicer 32.18
23130 - Carpenter Maintenance 18.10
23140 - Carpet Layer 19.22
23160 - Electrician Maintenance 25.99
23181 - Electronics Technician Maintenance I 26.02
23182 - Electronics Technician Maintenance II 27.62
23183 - Electronics Technician Maintenance III 29.14
23260 - Fabric Worker 18.02
23290 - Fire Alarm System Mechanic 20.69
23310 - Fire Extinguisher Repairer 16.83
23311 - Fuel Distribution System Mechanic 16.59
23312 - Fuel Distribution System Operator 13.99
23370 - General Maintenance Worker 14.93
23380 - Ground Support Equipment Mechanic 29.26
23381 - Ground Support Equipment Servicer 24.57
23382 - Ground Support Equipment Worker 26.33
23391 - Gunsmith I 16.83
23392 - Gunsmith II 19.22
23393 - Gunsmith III 21.44
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.04
23430 - Heavy Equipment Mechanic 20.89
23440 - Heavy Equipment Operator 17.75
23460 - Instrument Mechanic 21.44
23465 - Laboratory/Shelter Mechanic 20.33
23470 - Laborer 11.56
23510 - Locksmith 20.33
23530 - Machinery Maintenance Mechanic 21.48
23550 - Machinist Maintenance 19.68
23580 - Maintenance Trades Helper 13.30
23591 - Metrology Technician I 21.44
23592 - Metrology Technician II 22.49
23593 - Metrology Technician III 23.49
23640 - Millwright 23.81
23710 - Office Appliance Repairer 19.75
23760 - Painter Maintenance 15.62
23790 - Pipefitter Maintenance 20.52
23810 - Plumber Maintenance 19.44
23820 - Pneudraulic Systems Mechanic 21.44
23850 - Rigger 21.44
23870 - Scale Mechanic 19.22
23890 - Sheet-Metal Worker Maintenance 16.88
23910 - Small Engine Mechanic 19.22
23931 - Telecommunications Mechanic I 31.31
23932 - Telecommunications Mechanic II 32.84
23950 - Telephone Lineman 21.79

23960 - Welder Combination Maintenance		18.43
23965 - Well Driller		22.26
23970 - Woodcraft Worker		21.44
23980 - Woodworker		16.83
24000 - Personal Needs Occupations		
24550 - Case Manager		12.96
24570 - Child Care Attendant		8.97
24580 - Child Care Center Clerk		11.19
24610 - Chore Aide		9.91
24620 - Family Readiness And Support Services Coordinator		12.96
24630 - Homemaker		12.96
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.44
25040 - Sewage Plant Operator		17.94
25070 - Stationary Engineer		21.44
25190 - Ventilation Equipment Tender		15.65
25210 - Water Treatment Plant Operator		17.94
27000 - Protective Service Occupations		
27004 - Alarm Monitor		12.19
27007 - Baggage Inspector		12.23
27008 - Corrections Officer		13.86
27010 - Court Security Officer		15.34
27030 - Detection Dog Handler		14.13
27040 - Detention Officer		13.86
27070 - Firefighter		16.94
27101 - Guard I		12.23
27102 - Guard II		14.13
27131 - Police Officer I		16.87
27132 - Police Officer II		18.75
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.65
28042 - Carnival Equipment Repairer		14.69
28043 - Carnival Worker		10.49
28210 - Gate Attendant/Gate Tender		13.81
28310 - Lifeguard		11.77
28350 - Park Attendant (Aide)		15.45
28510 - Recreation Aide/Health Facility Attendant		11.28
28515 - Recreation Specialist		18.31
28630 - Sports Official		12.31
28690 - Swimming Pool Operator		19.95
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.62
29020 - Hatch Tender		19.62
29030 - Line Handler		19.62
29041 - Stevedore I		18.39
29042 - Stevedore II		20.75
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.65
30022 - Archeological Technician II 19.14
30023 - Archeological Technician III 22.70
30030 - Cartographic Technician 23.21
30040 - Civil Engineering Technician 19.98
30051 - Cryogenic Technician I 25.14
30052 - Cryogenic Technician II 27.77
30061 - Drafter/CAD Operator I 16.65
30062 - Drafter/CAD Operator II 19.14
30063 - Drafter/CAD Operator III 21.92
30064 - Drafter/CAD Operator IV 25.70
30081 - Engineering Technician I 15.77
30082 - Engineering Technician II 17.69
30083 - Engineering Technician III 19.80
30084 - Engineering Technician IV 24.52
30085 - Engineering Technician V 30.00
30086 - Engineering Technician VI 36.30
30090 - Environmental Technician 23.21
30095 - Evidence Control Specialist 22.70
30210 - Laboratory Technician 22.98
30221 - Latent Fingerprint Technician I 25.14
30222 - Latent Fingerprint Technician II 27.77
30240 - Mathematical Technician 23.21
30361 - Paralegal/Legal Assistant I 18.76
30362 - Paralegal/Legal Assistant II 23.25
30363 - Paralegal/Legal Assistant III 28.44
30364 - Paralegal/Legal Assistant IV 33.85
30375 - Petroleum Supply Specialist 27.77
30390 - Photo-Optics Technician 23.21
30395 - Radiation Control Technician 27.77
30461 - Technical Writer I 22.85
30462 - Technical Writer II 27.94
30463 - Technical Writer III 33.80
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.14
30502 - Weather Forecaster II 30.58
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.92
30621 - Weather Observer Senior (see 2) 23.21
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.23
31030 - Bus Driver 16.65
31043 - Driver Courier 12.60
31260 - Parking and Lot Attendant 12.16

31290 - Shuttle Bus Driver	13.84
31310 - Taxi Driver	12.73
31361 - Truckdriver Light	13.84
31362 - Truckdriver Medium	15.12
31363 - Truckdriver Heavy	19.34
31364 - Truckdriver Tractor-Trailer	19.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.39
99050 - Desk Clerk	9.21
99095 - Embalmer	22.79
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.21
99252 - Laboratory Animal Caretaker II	14.21
99260 - Marketing Analyst	28.68
99310 - Mortician	22.79
99410 - Pest Controller	16.93
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.29
99711 - Recycling Specialist	15.76
99730 - Refuse Collector	12.07
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	14.26
99830 - Survey Party Chief	18.37
99831 - Surveying Aide	13.37
99832 - Surveying Technician	16.70
99840 - Vending Machine Attendant	12.31
99841 - Vending Machine Repairer	15.13
99842 - Vending Machine Repairer Helper	12.31

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5168
Revision No.: 13
Date Of Last Revision: 05/22/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Covington Jefferson Davis Leake Marion Scott Smith

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.16
01012 - Accounting Clerk II		14.77
01013 - Accounting Clerk III		16.68
01020 - Administrative Assistant		19.90
01035 - Court Reporter		17.17
01041 - Customer Service Representative I		11.10
01042 - Customer Service Representative II		12.49
01043 - Customer Service Representative III		13.62
01051 - Data Entry Operator I		13.77
01052 - Data Entry Operator II		15.02
01060 - Dispatcher Motor Vehicle		18.44

01070 - Document Preparation Clerk 12.68
01090 - Duplicating Machine Operator 12.68
01111 - General Clerk I 11.96
01112 - General Clerk II 13.05
01113 - General Clerk III 14.65
01120 - Housing Referral Assistant 17.75
01141 - Messenger Courier 12.13
01191 - Order Clerk I 12.61
01192 - Order Clerk II 13.84
01261 - Personnel Assistant (Employment) I 14.88
01262 - Personnel Assistant (Employment) II 16.65
01263 - Personnel Assistant (Employment) III 18.55
01270 - Production Control Clerk 21.17
01290 - Rental Clerk 12.83
01300 - Scheduler Maintenance 14.23
01311 - Secretary I 14.23
01312 - Secretary II 15.92
01313 - Secretary III 17.75
01320 - Service Order Dispatcher 16.48
01410 - Supply Technician 19.90
01420 - Survey Worker 12.43
01460 - Switchboard Operator/Receptionist 12.05
01531 - Travel Clerk I 11.90
01532 - Travel Clerk II 12.56
01533 - Travel Clerk III 13.20
01611 - Word Processor I 12.68
01612 - Word Processor II 14.23
01613 - Word Processor III 15.92
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.56
05010 - Automotive Electrician 17.13
05040 - Automotive Glass Installer 16.21
05070 - Automotive Worker 16.21
05110 - Mobile Equipment Servicer 14.24
05130 - Motor Equipment Metal Mechanic 18.03
05160 - Motor Equipment Metal Worker 16.21
05190 - Motor Vehicle Mechanic 17.88
05220 - Motor Vehicle Mechanic Helper 13.16
05250 - Motor Vehicle Upholstery Worker 15.14
05280 - Motor Vehicle Wrecker 16.21
05310 - Painter Automotive 17.13
05340 - Radiator Repair Specialist 16.21
05370 - Tire Repairer 15.07
05400 - Transmission Repair Specialist 18.03
07000 - Food Preparation And Service Occupations
07010 - Baker 11.12
07041 - Cook I 9.27
07042 - Cook II 10.59
07070 - Dishwasher 8.87
07130 - Food Service Worker 8.90

07210 - Meat Cutter	12.48
07260 - Waiter/Waitress	9.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.61
09040 - Furniture Handler	13.29
09080 - Furniture Refinisher	20.61
09090 - Furniture Refinisher Helper	15.73
09110 - Furniture Repairer Minor	18.12
09130 - Upholsterer	20.61
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.44
11060 - Elevator Operator	11.40
11090 - Gardener	15.31
11122 - Housekeeping Aide	9.67
11150 - Janitor	9.67
11210 - Laborer Grounds Maintenance	12.00
11240 - Maid or Houseman	9.68
11260 - Pruner	10.90
11270 - Tractor Operator	14.23
11330 - Trail Maintenance Worker	12.00
11360 - Window Cleaner	10.85
12000 - Health Occupations	
12010 - Ambulance Driver	14.50
12011 - Breath Alcohol Technician	17.41
12012 - Certified Occupational Therapist Assistant	29.98
12015 - Certified Physical Therapist Assistant	26.42
12020 - Dental Assistant	15.77
12025 - Dental Hygienist	30.04
12030 - EKG Technician	21.41
12035 - Electroneurodiagnostic Technologist	21.41
12040 - Emergency Medical Technician	14.50
12071 - Licensed Practical Nurse I	15.56
12072 - Licensed Practical Nurse II	17.41
12073 - Licensed Practical Nurse III	19.41
12100 - Medical Assistant	13.39
12130 - Medical Laboratory Technician	18.05
12160 - Medical Record Clerk	14.26
12190 - Medical Record Technician	15.96
12195 - Medical Transcriptionist	15.22
12210 - Nuclear Medicine Technologist	38.25
12221 - Nursing Assistant I	10.55
12222 - Nursing Assistant II	11.86
12223 - Nursing Assistant III	12.94
12224 - Nursing Assistant IV	14.52
12235 - Optical Dispenser	15.92
12236 - Optical Technician	15.56
12250 - Pharmacy Technician	15.50
12280 - Phlebotomist	13.84
12305 - Radiologic Technologist	22.41
12311 - Registered Nurse I	23.01

12312 - Registered Nurse II		28.15
12313 - Registered Nurse II Specialist		28.15
12314 - Registered Nurse III		34.05
12315 - Registered Nurse III Anesthetist		34.05
12316 - Registered Nurse IV		40.81
12317 - Scheduler (Drug and Alcohol Testing)		21.56
12320 - Substance Abuse Treatment Counselor		18.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.82
13012 - Exhibits Specialist II		20.83
13013 - Exhibits Specialist III		25.48
13041 - Illustrator I		16.82
13042 - Illustrator II		20.83
13043 - Illustrator III		25.48
13047 - Librarian		23.07
13050 - Library Aide/Clerk		11.43
13054 - Library Information Technology Systems Administrator		20.83
13058 - Library Technician		13.82
13061 - Media Specialist I		15.03
13062 - Media Specialist II		16.82
13063 - Media Specialist III		18.75
13071 - Photographer I		15.03
13072 - Photographer II		16.82
13073 - Photographer III		20.83
13074 - Photographer IV		25.48
13075 - Photographer V		30.83
13090 - Technical Order Library Clerk		16.82
13110 - Video Teleconference Technician		16.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.58
14042 - Computer Operator II		18.55
14043 - Computer Operator III		21.14
14044 - Computer Operator IV		27.01
14045 - Computer Operator V		27.20
14071 - Computer Programmer I	(see 1)	20.08
14072 - Computer Programmer II	(see 1)	24.87
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		16.58
14160 - Personal Computer Support Technician		27.01
14170 - System Support Specialist		24.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.86
15020 - Aircrew Training Devices Instructor (Rated)		34.91
15030 - Air Crew Training Devices Instructor (Pilot)		41.84
15050 - Computer Based Training Specialist / Instructor		28.86

15060 - Educational Technologist 28.83
15070 - Flight Instructor (Pilot) 41.84
15080 - Graphic Artist 20.31
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.84
15086 - Maintenance Test Pilot Rotary Wing 41.84
15088 - Non-Maintenance Test/Co-Pilot 41.84
15090 - Technical Instructor 20.71
15095 - Technical Instructor/Course Developer 25.33
15110 - Test Proctor 16.72
15120 - Tutor 16.72
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.34
16030 - Counter Attendant 9.34
16040 - Dry Cleaner 10.90
16070 - Finisher Flatwork Machine 9.34
16090 - Presser Hand 9.34
16110 - Presser Machine Drycleaning 9.34
16130 - Presser Machine Shirts 9.34
16160 - Presser Machine Wearing Apparel Laundry 9.34
16190 - Sewing Machine Operator 11.45
16220 - Tailor 11.97
16250 - Washer Machine 9.85
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.39
19040 - Tool And Die Maker 24.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.30
21030 - Material Coordinator 21.17
21040 - Material Expediter 21.17
21050 - Material Handling Laborer 11.88
21071 - Order Filler 11.27
21080 - Production Line Worker (Food Processing) 14.30
21110 - Shipping Packer 14.44
21130 - Shipping/Receiving Clerk 14.44
21140 - Store Worker I 12.85
21150 - Stock Clerk 17.14
21210 - Tools And Parts Attendant 14.30
21410 - Warehouse Specialist 14.30
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.84
23019 - Aircraft Logs and Records Technician 24.57
23021 - Aircraft Mechanic I 29.26
23022 - Aircraft Mechanic II 30.84
23023 - Aircraft Mechanic III 32.31
23040 - Aircraft Mechanic Helper 21.34
23050 - Aircraft Painter 26.59
23060 - Aircraft Servicer 24.57
23070 - Aircraft Survival Flight Equipment Technician 26.59
23080 - Aircraft Worker 26.33
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 26.33

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 29.26
II
23110 - Appliance Mechanic 20.33
23120 - Bicycle Repairer 16.83
23125 - Cable Splicer 32.18
23130 - Carpenter Maintenance 18.10
23140 - Carpet Layer 19.22
23160 - Electrician Maintenance 25.99
23181 - Electronics Technician Maintenance I 26.02
23182 - Electronics Technician Maintenance II 27.62
23183 - Electronics Technician Maintenance III 29.14
23260 - Fabric Worker 18.02
23290 - Fire Alarm System Mechanic 20.69
23310 - Fire Extinguisher Repairer 16.83
23311 - Fuel Distribution System Mechanic 16.59
23312 - Fuel Distribution System Operator 13.99
23370 - General Maintenance Worker 14.93
23380 - Ground Support Equipment Mechanic 29.26
23381 - Ground Support Equipment Servicer 24.57
23382 - Ground Support Equipment Worker 26.33
23391 - Gunsmith I 16.83
23392 - Gunsmith II 19.22
23393 - Gunsmith III 21.44
23410 - Heating Ventilation And Air-Conditioning 19.10
Mechanic
23411 - Heating Ventilation And Air Contidioning 20.04
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 20.89
23440 - Heavy Equipment Operator 17.75
23460 - Instrument Mechanic 21.44
23465 - Laboratory/Shelter Mechanic 20.33
23470 - Laborer 11.56
23510 - Locksmith 20.33
23530 - Machinery Maintenance Mechanic 21.48
23550 - Machinist Maintenance 19.68
23580 - Maintenance Trades Helper 13.30
23591 - Metrology Technician I 21.44
23592 - Metrology Technician II 22.49
23593 - Metrology Technician III 23.49
23640 - Millwright 23.81
23710 - Office Appliance Repairer 19.75
23760 - Painter Maintenance 15.62
23790 - Pipefitter Maintenance 20.52
23810 - Plumber Maintenance 19.44
23820 - Pneudraulic Systems Mechanic 21.44
23850 - Rigger 21.44
23870 - Scale Mechanic 19.22
23890 - Sheet-Metal Worker Maintenance 16.88
23910 - Small Engine Mechanic 19.22

23931 - Telecommunications Mechanic I	31.31
23932 - Telecommunications Mechanic II	32.84
23950 - Telephone Lineman	21.79
23960 - Welder Combination Maintenance	18.43
23965 - Well Driller	22.26
23970 - Woodcraft Worker	21.44
23980 - Woodworker	16.83
24000 - Personal Needs Occupations	
24550 - Case Manager	12.96
24570 - Child Care Attendant	8.97
24580 - Child Care Center Clerk	11.19
24610 - Chore Aide	9.91
24620 - Family Readiness And Support Services Coordinator	12.96
24630 - Homemaker	12.96
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.44
25040 - Sewage Plant Operator	17.94
25070 - Stationary Engineer	21.44
25190 - Ventilation Equipment Tender	15.65
25210 - Water Treatment Plant Operator	17.94
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.19
27007 - Baggage Inspector	12.23
27008 - Corrections Officer	13.86
27010 - Court Security Officer	15.34
27030 - Detection Dog Handler	14.13
27040 - Detention Officer	13.86
27070 - Firefighter	16.94
27101 - Guard I	12.23
27102 - Guard II	14.13
27131 - Police Officer I	16.87
27132 - Police Officer II	18.75
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.65
28042 - Carnival Equipment Repairer	14.69
28043 - Carnival Worker	10.49
28210 - Gate Attendant/Gate Tender	13.81
28310 - Lifeguard	11.77
28350 - Park Attendant (Aide)	15.45
28510 - Recreation Aide/Health Facility Attendant	11.28
28515 - Recreation Specialist	18.31
28630 - Sports Official	12.31
28690 - Swimming Pool Operator	19.95
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.62
29020 - Hatch Tender	19.62
29030 - Line Handler	19.62
29041 - Stevedore I	18.39
29042 - Stevedore II	20.75

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		16.65
30022 - Archeological Technician II		19.14
30023 - Archeological Technician III		22.70
30030 - Cartographic Technician		23.21
30040 - Civil Engineering Technician		19.98
30051 - Cryogenic Technician I		25.14
30052 - Cryogenic Technician II		27.77
30061 - Drafter/CAD Operator I		16.65
30062 - Drafter/CAD Operator II		19.14
30063 - Drafter/CAD Operator III		21.92
30064 - Drafter/CAD Operator IV		25.70
30081 - Engineering Technician I		15.77
30082 - Engineering Technician II		17.69
30083 - Engineering Technician III		19.80
30084 - Engineering Technician IV		24.52
30085 - Engineering Technician V		30.00
30086 - Engineering Technician VI		36.30
30090 - Environmental Technician		23.21
30095 - Evidence Control Specialist		22.70
30210 - Laboratory Technician		22.98
30221 - Latent Fingerprint Technician I		25.14
30222 - Latent Fingerprint Technician II		27.77
30240 - Mathematical Technician		23.21
30361 - Paralegal/Legal Assistant I		18.76
30362 - Paralegal/Legal Assistant II		23.25
30363 - Paralegal/Legal Assistant III		28.44
30364 - Paralegal/Legal Assistant IV		33.85
30375 - Petroleum Supply Specialist		27.77
30390 - Photo-Optics Technician		23.21
30395 - Radiation Control Technician		27.77
30461 - Technical Writer I		22.85
30462 - Technical Writer II		27.94
30463 - Technical Writer III		33.80
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.14
30502 - Weather Forecaster II		30.58
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.92
30621 - Weather Observer Senior	(see 2)	23.21

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.23

31030 - Bus Driver	16.65
31043 - Driver Courier	12.60
31260 - Parking and Lot Attendant	12.16
31290 - Shuttle Bus Driver	13.84
31310 - Taxi Driver	12.73
31361 - Truckdriver Light	13.84
31362 - Truckdriver Medium	15.12
31363 - Truckdriver Heavy	19.34
31364 - Truckdriver Tractor-Trailer	19.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.39
99050 - Desk Clerk	9.21
99095 - Embalmer	22.79
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.21
99252 - Laboratory Animal Caretaker II	14.21
99260 - Marketing Analyst	28.68
99310 - Mortician	22.79
99410 - Pest Controller	16.93
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.29
99711 - Recycling Specialist	15.76
99730 - Refuse Collector	12.07
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	14.26
99830 - Survey Party Chief	18.37
99831 - Surveying Aide	13.37
99832 - Surveying Technician	16.70
99840 - Vending Machine Attendant	12.31
99841 - Vending Machine Repairer	15.13
99842 - Vending Machine Repairer Helper	12.31

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5169
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Clarke Greene Jasper Jones Kemper Lauderdale Neshoba Newton Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.97
01012 - Accounting Clerk II		14.57
01013 - Accounting Clerk III		16.30
01020 - Administrative Assistant		18.22
01035 - Court Reporter		15.92
01041 - Customer Service Representative I		10.79
01042 - Customer Service Representative II		12.13
01043 - Customer Service Representative III		13.24
01051 - Data Entry Operator I		13.77
01052 - Data Entry Operator II		15.02
01060 - Dispatcher Motor Vehicle		18.44
01070 - Document Preparation Clerk		12.68
01090 - Duplicating Machine Operator		12.68
01111 - General Clerk I		11.96

01112 - General Clerk II	13.05
01113 - General Clerk III	14.65
01120 - Housing Referral Assistant	17.75
01141 - Messenger Courier	12.13
01191 - Order Clerk I	12.61
01192 - Order Clerk II	13.75
01261 - Personnel Assistant (Employment) I	14.88
01262 - Personnel Assistant (Employment) II	16.64
01263 - Personnel Assistant (Employment) III	18.55
01270 - Production Control Clerk	20.87
01290 - Rental Clerk	12.83
01300 - Scheduler Maintenance	14.23
01311 - Secretary I	14.23
01312 - Secretary II	15.92
01313 - Secretary III	17.75
01320 - Service Order Dispatcher	16.48
01410 - Supply Technician	18.22
01420 - Survey Worker	13.12
01460 - Switchboard Operator/Receptionist	12.05
01531 - Travel Clerk I	11.90
01532 - Travel Clerk II	12.56
01533 - Travel Clerk III	13.20
01611 - Word Processor I	12.68
01612 - Word Processor II	14.23
01613 - Word Processor III	15.92
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	17.84
05010 - Automotive Electrician	16.95
05040 - Automotive Glass Installer	16.02
05070 - Automotive Worker	16.02
05110 - Mobile Equipment Servicer	14.03
05130 - Motor Equipment Metal Mechanic	17.88
05160 - Motor Equipment Metal Worker	16.02
05190 - Motor Vehicle Mechanic	17.88
05220 - Motor Vehicle Mechanic Helper	13.11
05250 - Motor Vehicle Upholstery Worker	15.02
05280 - Motor Vehicle Wrecker	16.02
05310 - Painter Automotive	16.95
05340 - Radiator Repair Specialist	16.02
05370 - Tire Repairer	15.07
05400 - Transmission Repair Specialist	17.88
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.12
07041 - Cook I	9.27
07042 - Cook II	10.59
07070 - Dishwasher	8.87
07130 - Food Service Worker	8.90
07210 - Meat Cutter	12.22
07260 - Waiter/Waitress	9.00
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 20.44
09040 - Furniture Handler 13.48
09080 - Furniture Refinisher 20.44
09090 - Furniture Refinisher Helper 15.73
09110 - Furniture Repairer Minor 18.12
09130 - Upholsterer 20.44
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.44
11060 - Elevator Operator 11.24
11090 - Gardener 15.31
11122 - Housekeeping Aide 9.67
11150 - Janitor 9.67
11210 - Laborer Grounds Maintenance 12.00
11240 - Maid or Houseman 9.68
11260 - Pruner 10.90
11270 - Tractor Operator 14.23
11330 - Trail Maintenance Worker 12.00
11360 - Window Cleaner 10.65
12000 - Health Occupations
12010 - Ambulance Driver 15.20
12011 - Breath Alcohol Technician 17.41
12012 - Certified Occupational Therapist Assistant 29.98
12015 - Certified Physical Therapist Assistant 26.42
12020 - Dental Assistant 14.83
12025 - Dental Hygienist 27.86
12030 - EKG Technician 20.95
12035 - Electroneurodiagnostic Technologist 20.95
12040 - Emergency Medical Technician 15.20
12071 - Licensed Practical Nurse I 15.56
12072 - Licensed Practical Nurse II 17.41
12073 - Licensed Practical Nurse III 19.41
12100 - Medical Assistant 13.39
12130 - Medical Laboratory Technician 18.05
12160 - Medical Record Clerk 14.26
12190 - Medical Record Technician 15.96
12195 - Medical Transcriptionist 14.58
12210 - Nuclear Medicine Technologist 38.25
12221 - Nursing Assistant I 10.55
12222 - Nursing Assistant II 11.86
12223 - Nursing Assistant III 12.94
12224 - Nursing Assistant IV 14.52
12235 - Optical Dispenser 14.97
12236 - Optical Technician 15.56
12250 - Pharmacy Technician 15.50
12280 - Phlebotomist 12.54
12305 - Radiologic Technologist 21.09
12311 - Registered Nurse I 22.34
12312 - Registered Nurse II 27.33
12313 - Registered Nurse II Specialist 27.33
12314 - Registered Nurse III 33.07

12315 - Registered Nurse III Anesthetist		33.07
12316 - Registered Nurse IV		39.64
12317 - Scheduler (Drug and Alcohol Testing)		21.56
12320 - Substance Abuse Treatment Counselor		18.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.82
13012 - Exhibits Specialist II		20.83
13013 - Exhibits Specialist III		25.48
13041 - Illustrator I		16.82
13042 - Illustrator II		20.83
13043 - Illustrator III		25.48
13047 - Librarian		23.07
13050 - Library Aide/Clerk		13.39
13054 - Library Information Technology Systems Administrator		20.83
13058 - Library Technician		16.28
13061 - Media Specialist I		15.03
13062 - Media Specialist II		16.82
13063 - Media Specialist III		18.75
13071 - Photographer I		15.03
13072 - Photographer II		16.82
13073 - Photographer III		20.83
13074 - Photographer IV		25.48
13075 - Photographer V		30.83
13090 - Technical Order Library Clerk		16.82
13110 - Video Teleconference Technician		15.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.86
14042 - Computer Operator II		16.36
14043 - Computer Operator III		19.55
14044 - Computer Operator IV		21.73
14045 - Computer Operator V		24.07
14071 - Computer Programmer I	(see 1)	19.15
14072 - Computer Programmer II	(see 1)	23.73
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.86
14160 - Personal Computer Support Technician		21.73
14170 - System Support Specialist		23.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.86
15020 - Aircrew Training Devices Instructor (Rated)		34.91
15030 - Air Crew Training Devices Instructor (Pilot)		41.84
15050 - Computer Based Training Specialist / Instructor		28.86
15060 - Educational Technologist		28.83
15070 - Flight Instructor (Pilot)		41.84
15080 - Graphic Artist		17.31

15085 - Maintenance Test Pilot Fixed Jet/Prop 41.84
15086 - Maintenance Test Pilot Rotary Wing 41.84
15088 - Non-Maintenance Test/Co-Pilot 41.84
15090 - Technical Instructor 20.71
15095 - Technical Instructor/Course Developer 25.33
15110 - Test Proctor 16.72
15120 - Tutor 16.72
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.34
16030 - Counter Attendant 9.34
16040 - Dry Cleaner 10.90
16070 - Finisher Flatwork Machine 9.34
16090 - Presser Hand 9.34
16110 - Presser Machine Drycleaning 9.34
16130 - Presser Machine Shirts 9.34
16160 - Presser Machine Wearing Apparel Laundry 9.34
16190 - Sewing Machine Operator 11.45
16220 - Tailor 11.97
16250 - Washer Machine 9.85
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.81
19040 - Tool And Die Maker 22.63
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.67
21030 - Material Coordinator 20.87
21040 - Material Expediter 20.87
21050 - Material Handling Laborer 11.47
21071 - Order Filler 11.27
21080 - Production Line Worker (Food Processing) 14.67
21110 - Shipping Packer 14.44
21130 - Shipping/Receiving Clerk 14.44
21140 - Store Worker I 12.85
21150 - Stock Clerk 17.14
21210 - Tools And Parts Attendant 14.67
21410 - Warehouse Specialist 14.67
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.60
23019 - Aircraft Logs and Records Technician 22.06
23021 - Aircraft Mechanic I 26.29
23022 - Aircraft Mechanic II 27.60
23023 - Aircraft Mechanic III 28.99
23040 - Aircraft Mechanic Helper 19.33
23050 - Aircraft Painter 24.77
23060 - Aircraft Servicer 22.06
23070 - Aircraft Survival Flight Equipment Technician 24.77
23080 - Aircraft Worker 23.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.29

23110 - Appliance Mechanic 20.33
23120 - Bicycle Repairer 16.83
23125 - Cable Splicer 33.78
23130 - Carpenter Maintenance 18.10
23140 - Carpet Layer 19.22
23160 - Electrician Maintenance 25.97
23181 - Electronics Technician Maintenance I 26.02
23182 - Electronics Technician Maintenance II 27.62
23183 - Electronics Technician Maintenance III 29.14
23260 - Fabric Worker 18.02
23290 - Fire Alarm System Mechanic 20.69
23310 - Fire Extinguisher Repairer 16.83
23311 - Fuel Distribution System Mechanic 16.99
23312 - Fuel Distribution System Operator 13.34
23370 - General Maintenance Worker 15.18
23380 - Ground Support Equipment Mechanic 26.29
23381 - Ground Support Equipment Servicer 22.06
23382 - Ground Support Equipment Worker 23.47
23391 - Gunsmith I 16.83
23392 - Gunsmith II 19.22
23393 - Gunsmith III 21.44
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.04
23430 - Heavy Equipment Mechanic 20.89
23440 - Heavy Equipment Operator 17.55
23460 - Instrument Mechanic 21.44
23465 - Laboratory/Shelter Mechanic 20.33
23470 - Laborer 11.47
23510 - Locksmith 20.33
23530 - Machinery Maintenance Mechanic 20.86
23550 - Machinist Maintenance 19.68
23580 - Maintenance Trades Helper 13.30
23591 - Metrology Technician I 21.44
23592 - Metrology Technician II 22.49
23593 - Metrology Technician III 23.49
23640 - Millwright 23.81
23710 - Office Appliance Repairer 18.81
23760 - Painter Maintenance 16.08
23790 - Pipefitter Maintenance 20.56
23810 - Plumber Maintenance 19.46
23820 - Pneudraulic Systems Mechanic 21.44
23850 - Rigger 21.44
23870 - Scale Mechanic 19.22
23890 - Sheet-Metal Worker Maintenance 16.99
23910 - Small Engine Mechanic 19.22
23931 - Telecommunications Mechanic I 31.31
23932 - Telecommunications Mechanic II 32.84
23950 - Telephone Lineman 22.62

23960 - Welder Combination Maintenance		18.43
23965 - Well Driller		22.26
23970 - Woodcraft Worker		21.44
23980 - Woodworker		16.83
24000 - Personal Needs Occupations		
24550 - Case Manager		12.96
24570 - Child Care Attendant		8.97
24580 - Child Care Center Clerk		11.19
24610 - Chore Aide		10.63
24620 - Family Readiness And Support Services Coordinator		12.96
24630 - Homemaker		12.96
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.44
25040 - Sewage Plant Operator		17.94
25070 - Stationary Engineer		21.44
25190 - Ventilation Equipment Tender		15.65
25210 - Water Treatment Plant Operator		17.94
27000 - Protective Service Occupations		
27004 - Alarm Monitor		11.45
27007 - Baggage Inspector		12.58
27008 - Corrections Officer		12.77
27010 - Court Security Officer		14.16
27030 - Detection Dog Handler		14.08
27040 - Detention Officer		12.77
27070 - Firefighter		14.65
27101 - Guard I		12.58
27102 - Guard II		14.08
27131 - Police Officer I		15.46
27132 - Police Officer II		17.18
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.35
28042 - Carnival Equipment Repairer		14.69
28043 - Carnival Worker		10.30
28210 - Gate Attendant/Gate Tender		13.21
28310 - Lifeguard		11.77
28350 - Park Attendant (Aide)		14.78
28510 - Recreation Aide/Health Facility Attendant		10.79
28515 - Recreation Specialist		18.31
28630 - Sports Official		11.77
28690 - Swimming Pool Operator		20.92
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.62
29020 - Hatch Tender		19.62
29030 - Line Handler		19.62
29041 - Stevedore I		18.39
29042 - Stevedore II		20.75
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.38
30022 - Archeological Technician II 18.33
30023 - Archeological Technician III 22.70
30030 - Cartographic Technician 22.70
30040 - Civil Engineering Technician 18.87
30051 - Cryogenic Technician I 25.14
30052 - Cryogenic Technician II 27.77
30061 - Drafter/CAD Operator I 16.38
30062 - Drafter/CAD Operator II 18.33
30063 - Drafter/CAD Operator III 20.43
30064 - Drafter/CAD Operator IV 25.14
30081 - Engineering Technician I 15.77
30082 - Engineering Technician II 17.69
30083 - Engineering Technician III 19.80
30084 - Engineering Technician IV 24.52
30085 - Engineering Technician V 30.00
30086 - Engineering Technician VI 36.30
30090 - Environmental Technician 23.03
30095 - Evidence Control Specialist 22.70
30210 - Laboratory Technician 21.05
30221 - Latent Fingerprint Technician I 25.14
30222 - Latent Fingerprint Technician II 27.77
30240 - Mathematical Technician 22.70
30361 - Paralegal/Legal Assistant I 16.45
30362 - Paralegal/Legal Assistant II 21.07
30363 - Paralegal/Legal Assistant III 22.77
30364 - Paralegal/Legal Assistant IV 27.56
30375 - Petroleum Supply Specialist 27.77
30390 - Photo-Optics Technician 23.03
30395 - Radiation Control Technician 27.77
30461 - Technical Writer I 22.70
30462 - Technical Writer II 27.77
30463 - Technical Writer III 33.60
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.14
30502 - Weather Forecaster II 30.58
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.43
30621 - Weather Observer Senior (see 2) 23.03
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.45
31030 - Bus Driver 16.98
31043 - Driver Courier 13.98
31260 - Parking and Lot Attendant 12.16

31290 - Shuttle Bus Driver	15.20
31310 - Taxi Driver	13.89
31361 - Truckdriver Light	15.20
31362 - Truckdriver Medium	15.97
31363 - Truckdriver Heavy	19.34
31364 - Truckdriver Tractor-Trailer	19.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.39
99050 - Desk Clerk	9.21
99095 - Embalmer	22.74
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.21
99252 - Laboratory Animal Caretaker II	14.21
99260 - Marketing Analyst	28.68
99310 - Mortician	22.74
99410 - Pest Controller	14.89
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.29
99711 - Recycling Specialist	15.76
99730 - Refuse Collector	12.07
99810 - Sales Clerk	12.08
99820 - School Crossing Guard	14.26
99830 - Survey Party Chief	18.37
99831 - Surveying Aide	11.95
99832 - Surveying Technician	16.70
99840 - Vending Machine Attendant	16.07
99841 - Vending Machine Repairer	20.36
99842 - Vending Machine Repairer Helper	16.07

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5170
Revision No.: 13
Date Of Last Revision: 05/22/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Clarke Greene Jasper Jones Kemper Lauderdale Neshoba Newton Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.97
01012 - Accounting Clerk II		14.57
01013 - Accounting Clerk III		16.30
01020 - Administrative Assistant		18.22
01035 - Court Reporter		15.92
01041 - Customer Service Representative I		10.79
01042 - Customer Service Representative II		12.13
01043 - Customer Service Representative III		13.24
01051 - Data Entry Operator I		13.77
01052 - Data Entry Operator II		15.02
01060 - Dispatcher Motor Vehicle		18.44

01070 - Document Preparation Clerk 12.68
01090 - Duplicating Machine Operator 12.68
01111 - General Clerk I 11.96
01112 - General Clerk II 13.05
01113 - General Clerk III 14.65
01120 - Housing Referral Assistant 17.75
01141 - Messenger Courier 12.13
01191 - Order Clerk I 12.61
01192 - Order Clerk II 13.75
01261 - Personnel Assistant (Employment) I 14.88
01262 - Personnel Assistant (Employment) II 16.64
01263 - Personnel Assistant (Employment) III 18.55
01270 - Production Control Clerk 20.87
01290 - Rental Clerk 12.83
01300 - Scheduler Maintenance 14.23
01311 - Secretary I 14.23
01312 - Secretary II 15.92
01313 - Secretary III 17.75
01320 - Service Order Dispatcher 16.48
01410 - Supply Technician 18.22
01420 - Survey Worker 13.12
01460 - Switchboard Operator/Receptionist 12.05
01531 - Travel Clerk I 11.90
01532 - Travel Clerk II 12.56
01533 - Travel Clerk III 13.20
01611 - Word Processor I 12.68
01612 - Word Processor II 14.23
01613 - Word Processor III 15.92
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 17.84
05010 - Automotive Electrician 16.95
05040 - Automotive Glass Installer 16.02
05070 - Automotive Worker 16.02
05110 - Mobile Equipment Servicer 14.03
05130 - Motor Equipment Metal Mechanic 17.88
05160 - Motor Equipment Metal Worker 16.02
05190 - Motor Vehicle Mechanic 17.88
05220 - Motor Vehicle Mechanic Helper 13.11
05250 - Motor Vehicle Upholstery Worker 15.02
05280 - Motor Vehicle Wrecker 16.02
05310 - Painter Automotive 16.95
05340 - Radiator Repair Specialist 16.02
05370 - Tire Repairer 15.07
05400 - Transmission Repair Specialist 17.88
07000 - Food Preparation And Service Occupations
07010 - Baker 11.12
07041 - Cook I 9.27
07042 - Cook II 10.59
07070 - Dishwasher 8.87
07130 - Food Service Worker 8.90

07210 - Meat Cutter	12.22
07260 - Waiter/Waitress	9.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.44
09040 - Furniture Handler	13.48
09080 - Furniture Refinisher	20.44
09090 - Furniture Refinisher Helper	15.73
09110 - Furniture Repairer Minor	18.12
09130 - Upholsterer	20.44
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.44
11060 - Elevator Operator	11.24
11090 - Gardener	15.31
11122 - Housekeeping Aide	9.67
11150 - Janitor	9.67
11210 - Laborer Grounds Maintenance	12.00
11240 - Maid or Houseman	9.68
11260 - Pruner	10.90
11270 - Tractor Operator	14.23
11330 - Trail Maintenance Worker	12.00
11360 - Window Cleaner	10.65
12000 - Health Occupations	
12010 - Ambulance Driver	15.20
12011 - Breath Alcohol Technician	17.41
12012 - Certified Occupational Therapist Assistant	29.98
12015 - Certified Physical Therapist Assistant	26.42
12020 - Dental Assistant	14.83
12025 - Dental Hygienist	27.86
12030 - EKG Technician	20.95
12035 - Electroneurodiagnostic Technologist	20.95
12040 - Emergency Medical Technician	15.20
12071 - Licensed Practical Nurse I	15.56
12072 - Licensed Practical Nurse II	17.41
12073 - Licensed Practical Nurse III	19.41
12100 - Medical Assistant	13.39
12130 - Medical Laboratory Technician	18.05
12160 - Medical Record Clerk	14.26
12190 - Medical Record Technician	15.96
12195 - Medical Transcriptionist	14.58
12210 - Nuclear Medicine Technologist	38.25
12221 - Nursing Assistant I	10.55
12222 - Nursing Assistant II	11.86
12223 - Nursing Assistant III	12.94
12224 - Nursing Assistant IV	14.52
12235 - Optical Dispenser	14.97
12236 - Optical Technician	15.56
12250 - Pharmacy Technician	15.50
12280 - Phlebotomist	12.54
12305 - Radiologic Technologist	21.09
12311 - Registered Nurse I	22.34

12312 - Registered Nurse II		27.33
12313 - Registered Nurse II Specialist		27.33
12314 - Registered Nurse III		33.07
12315 - Registered Nurse III Anesthetist		33.07
12316 - Registered Nurse IV		39.64
12317 - Scheduler (Drug and Alcohol Testing)		21.56
12320 - Substance Abuse Treatment Counselor		18.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.82
13012 - Exhibits Specialist II		20.83
13013 - Exhibits Specialist III		25.48
13041 - Illustrator I		16.82
13042 - Illustrator II		20.83
13043 - Illustrator III		25.48
13047 - Librarian		23.07
13050 - Library Aide/Clerk		13.39
13054 - Library Information Technology Systems Administrator		20.83
13058 - Library Technician		16.28
13061 - Media Specialist I		15.03
13062 - Media Specialist II		16.82
13063 - Media Specialist III		18.75
13071 - Photographer I		15.03
13072 - Photographer II		16.82
13073 - Photographer III		20.83
13074 - Photographer IV		25.48
13075 - Photographer V		30.83
13090 - Technical Order Library Clerk		16.82
13110 - Video Teleconference Technician		15.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.86
14042 - Computer Operator II		16.36
14043 - Computer Operator III		19.55
14044 - Computer Operator IV		21.73
14045 - Computer Operator V		24.07
14071 - Computer Programmer I	(see 1)	19.15
14072 - Computer Programmer II	(see 1)	23.73
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.86
14160 - Personal Computer Support Technician		21.73
14170 - System Support Specialist		23.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.86
15020 - Aircrew Training Devices Instructor (Rated)		34.91
15030 - Air Crew Training Devices Instructor (Pilot)		41.84
15050 - Computer Based Training Specialist / Instructor		28.86

15060 - Educational Technologist 28.83
15070 - Flight Instructor (Pilot) 41.84
15080 - Graphic Artist 17.31
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.84
15086 - Maintenance Test Pilot Rotary Wing 41.84
15088 - Non-Maintenance Test/Co-Pilot 41.84
15090 - Technical Instructor 20.71
15095 - Technical Instructor/Course Developer 25.33
15110 - Test Proctor 16.72
15120 - Tutor 16.72
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.34
16030 - Counter Attendant 9.34
16040 - Dry Cleaner 10.90
16070 - Finisher Flatwork Machine 9.34
16090 - Presser Hand 9.34
16110 - Presser Machine Drycleaning 9.34
16130 - Presser Machine Shirts 9.34
16160 - Presser Machine Wearing Apparel Laundry 9.34
16190 - Sewing Machine Operator 11.45
16220 - Tailor 11.97
16250 - Washer Machine 9.85
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.81
19040 - Tool And Die Maker 22.63
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.67
21030 - Material Coordinator 20.87
21040 - Material Expediter 20.87
21050 - Material Handling Laborer 11.47
21071 - Order Filler 11.27
21080 - Production Line Worker (Food Processing) 14.67
21110 - Shipping Packer 14.44
21130 - Shipping/Receiving Clerk 14.44
21140 - Store Worker I 12.85
21150 - Stock Clerk 17.14
21210 - Tools And Parts Attendant 14.67
21410 - Warehouse Specialist 14.67
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.60
23019 - Aircraft Logs and Records Technician 22.06
23021 - Aircraft Mechanic I 26.29
23022 - Aircraft Mechanic II 27.60
23023 - Aircraft Mechanic III 28.99
23040 - Aircraft Mechanic Helper 19.33
23050 - Aircraft Painter 24.77
23060 - Aircraft Servicer 22.06
23070 - Aircraft Survival Flight Equipment Technician 24.77
23080 - Aircraft Worker 23.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 23.47

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 26.29
II
23110 - Appliance Mechanic 20.33
23120 - Bicycle Repairer 16.83
23125 - Cable Splicer 33.78
23130 - Carpenter Maintenance 18.10
23140 - Carpet Layer 19.22
23160 - Electrician Maintenance 25.97
23181 - Electronics Technician Maintenance I 26.02
23182 - Electronics Technician Maintenance II 27.62
23183 - Electronics Technician Maintenance III 29.14
23260 - Fabric Worker 18.02
23290 - Fire Alarm System Mechanic 20.69
23310 - Fire Extinguisher Repairer 16.83
23311 - Fuel Distribution System Mechanic 16.99
23312 - Fuel Distribution System Operator 13.34
23370 - General Maintenance Worker 15.18
23380 - Ground Support Equipment Mechanic 26.29
23381 - Ground Support Equipment Servicer 22.06
23382 - Ground Support Equipment Worker 23.47
23391 - Gunsmith I 16.83
23392 - Gunsmith II 19.22
23393 - Gunsmith III 21.44
23410 - Heating Ventilation And Air-Conditioning 19.10
Mechanic
23411 - Heating Ventilation And Air Contidioning 20.04
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 20.89
23440 - Heavy Equipment Operator 17.55
23460 - Instrument Mechanic 21.44
23465 - Laboratory/Shelter Mechanic 20.33
23470 - Laborer 11.47
23510 - Locksmith 20.33
23530 - Machinery Maintenance Mechanic 20.86
23550 - Machinist Maintenance 19.68
23580 - Maintenance Trades Helper 13.30
23591 - Metrology Technician I 21.44
23592 - Metrology Technician II 22.49
23593 - Metrology Technician III 23.49
23640 - Millwright 23.81
23710 - Office Appliance Repairer 18.81
23760 - Painter Maintenance 16.08
23790 - Pipefitter Maintenance 20.56
23810 - Plumber Maintenance 19.46
23820 - Pneudraulic Systems Mechanic 21.44
23850 - Rigger 21.44
23870 - Scale Mechanic 19.22
23890 - Sheet-Metal Worker Maintenance 16.99
23910 - Small Engine Mechanic 19.22

23931 - Telecommunications Mechanic I	31.31
23932 - Telecommunications Mechanic II	32.84
23950 - Telephone Lineman	22.62
23960 - Welder Combination Maintenance	18.43
23965 - Well Driller	22.26
23970 - Woodcraft Worker	21.44
23980 - Woodworker	16.83
24000 - Personal Needs Occupations	
24550 - Case Manager	12.96
24570 - Child Care Attendant	8.97
24580 - Child Care Center Clerk	11.19
24610 - Chore Aide	10.63
24620 - Family Readiness And Support Services Coordinator	12.96
24630 - Homemaker	12.96
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.44
25040 - Sewage Plant Operator	17.94
25070 - Stationary Engineer	21.44
25190 - Ventilation Equipment Tender	15.65
25210 - Water Treatment Plant Operator	17.94
27000 - Protective Service Occupations	
27004 - Alarm Monitor	11.45
27007 - Baggage Inspector	12.58
27008 - Corrections Officer	12.77
27010 - Court Security Officer	14.16
27030 - Detection Dog Handler	14.08
27040 - Detention Officer	12.77
27070 - Firefighter	14.65
27101 - Guard I	12.58
27102 - Guard II	14.08
27131 - Police Officer I	15.46
27132 - Police Officer II	17.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.35
28042 - Carnival Equipment Repairer	14.69
28043 - Carnival Worker	10.30
28210 - Gate Attendant/Gate Tender	13.21
28310 - Lifeguard	11.77
28350 - Park Attendant (Aide)	14.78
28510 - Recreation Aide/Health Facility Attendant	10.79
28515 - Recreation Specialist	18.31
28630 - Sports Official	11.77
28690 - Swimming Pool Operator	20.92
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.62
29020 - Hatch Tender	19.62
29030 - Line Handler	19.62
29041 - Stevedore I	18.39
29042 - Stevedore II	20.75

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		16.38
30022 - Archeological Technician II		18.33
30023 - Archeological Technician III		22.70
30030 - Cartographic Technician		22.70
30040 - Civil Engineering Technician		18.87
30051 - Cryogenic Technician I		25.14
30052 - Cryogenic Technician II		27.77
30061 - Drafter/CAD Operator I		16.38
30062 - Drafter/CAD Operator II		18.33
30063 - Drafter/CAD Operator III		20.43
30064 - Drafter/CAD Operator IV		25.14
30081 - Engineering Technician I		15.77
30082 - Engineering Technician II		17.69
30083 - Engineering Technician III		19.80
30084 - Engineering Technician IV		24.52
30085 - Engineering Technician V		30.00
30086 - Engineering Technician VI		36.30
30090 - Environmental Technician		23.03
30095 - Evidence Control Specialist		22.70
30210 - Laboratory Technician		21.05
30221 - Latent Fingerprint Technician I		25.14
30222 - Latent Fingerprint Technician II		27.77
30240 - Mathematical Technician		22.70
30361 - Paralegal/Legal Assistant I		16.45
30362 - Paralegal/Legal Assistant II		21.07
30363 - Paralegal/Legal Assistant III		22.77
30364 - Paralegal/Legal Assistant IV		27.56
30375 - Petroleum Supply Specialist		27.77
30390 - Photo-Optics Technician		23.03
30395 - Radiation Control Technician		27.77
30461 - Technical Writer I		22.70
30462 - Technical Writer II		27.77
30463 - Technical Writer III		33.60
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.14
30502 - Weather Forecaster II		30.58
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.43
30621 - Weather Observer Senior	(see 2)	23.03

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.45

31030 - Bus Driver	16.98
31043 - Driver Courier	13.98
31260 - Parking and Lot Attendant	12.16
31290 - Shuttle Bus Driver	15.20
31310 - Taxi Driver	13.89
31361 - Truckdriver Light	15.20
31362 - Truckdriver Medium	15.97
31363 - Truckdriver Heavy	19.34
31364 - Truckdriver Tractor-Trailer	19.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.39
99050 - Desk Clerk	9.21
99095 - Embalmer	22.74
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.21
99252 - Laboratory Animal Caretaker II	14.21
99260 - Marketing Analyst	28.68
99310 - Mortician	22.74
99410 - Pest Controller	14.89
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.29
99711 - Recycling Specialist	15.76
99730 - Refuse Collector	12.07
99810 - Sales Clerk	12.08
99820 - School Crossing Guard	14.26
99830 - Survey Party Chief	18.37
99831 - Surveying Aide	11.95
99832 - Surveying Technician	16.70
99840 - Vending Machine Attendant	16.07
99841 - Vending Machine Repairer	20.36
99842 - Vending Machine Repairer Helper	16.07

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5171
Revision No.: 13
Date Of Last Revision: 12/21/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of George Pearl River Stone

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.97
01012 - Accounting Clerk II		15.08
01013 - Accounting Clerk III		16.77
01020 - Administrative Assistant		18.76
01035 - Court Reporter		15.92
01041 - Customer Service Representative I		10.79
01042 - Customer Service Representative II		12.13
01043 - Customer Service Representative III		13.24
01051 - Data Entry Operator I		13.77
01052 - Data Entry Operator II		15.02
01060 - Dispatcher Motor Vehicle		18.44
01070 - Document Preparation Clerk		12.68
01090 - Duplicating Machine Operator		12.68
01111 - General Clerk I		11.96
01112 - General Clerk II		13.05

01113 - General Clerk III 14.65
01120 - Housing Referral Assistant 17.75
01141 - Messenger Courier 12.13
01191 - Order Clerk I 12.61
01192 - Order Clerk II 14.67
01261 - Personnel Assistant (Employment) I 14.88
01262 - Personnel Assistant (Employment) II 16.65
01263 - Personnel Assistant (Employment) III 18.55
01270 - Production Control Clerk 20.87
01290 - Rental Clerk 12.83
01300 - Scheduler Maintenance 14.23
01311 - Secretary I 14.23
01312 - Secretary II 15.92
01313 - Secretary III 17.75
01320 - Service Order Dispatcher 16.48
01410 - Supply Technician 18.76
01420 - Survey Worker 13.80
01460 - Switchboard Operator/Receptionist 12.05
01531 - Travel Clerk I 11.90
01532 - Travel Clerk II 12.56
01533 - Travel Clerk III 13.20
01611 - Word Processor I 13.29
01612 - Word Processor II 14.92
01613 - Word Processor III 16.69
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.73
05010 - Automotive Electrician 17.59
05040 - Automotive Glass Installer 16.90
05070 - Automotive Worker 16.90
05110 - Mobile Equipment Servicer 15.49
05130 - Motor Equipment Metal Mechanic 18.27
05160 - Motor Equipment Metal Worker 16.90
05190 - Motor Vehicle Mechanic 19.39
05220 - Motor Vehicle Mechanic Helper 14.84
05250 - Motor Vehicle Upholstery Worker 16.20
05280 - Motor Vehicle Wrecker 16.90
05310 - Painter Automotive 17.59
05340 - Radiator Repair Specialist 16.90
05370 - Tire Repairer 14.96
05400 - Transmission Repair Specialist 18.27
07000 - Food Preparation And Service Occupations
07010 - Baker 11.15
07041 - Cook I 10.34
07042 - Cook II 11.28
07070 - Dishwasher 8.87
07130 - Food Service Worker 8.90
07210 - Meat Cutter 13.16
07260 - Waiter/Waitress 9.00
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.44

09040 - Furniture Handler 13.73
09080 - Furniture Refinisher 20.44
09090 - Furniture Refinisher Helper 16.29
09110 - Furniture Repairer Minor 18.39
09130 - Upholsterer 20.44
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.44
11060 - Elevator Operator 11.58
11090 - Gardener 15.31
11122 - Housekeeping Aide 10.53
11150 - Janitor 10.53
11210 - Laborer Grounds Maintenance 12.00
11240 - Maid or Houseman 9.68
11260 - Pruner 10.90
11270 - Tractor Operator 14.23
11330 - Trail Maintenance Worker 12.00
11360 - Window Cleaner 11.11
12000 - Health Occupations
12010 - Ambulance Driver 15.98
12011 - Breath Alcohol Technician 17.41
12012 - Certified Occupational Therapist Assistant 29.47
12015 - Certified Physical Therapist Assistant 26.42
12020 - Dental Assistant 15.00
12025 - Dental Hygienist 27.86
12030 - EKG Technician 24.24
12035 - Electroneurodiagnostic Technologist 24.24
12040 - Emergency Medical Technician 15.98
12071 - Licensed Practical Nurse I 15.56
12072 - Licensed Practical Nurse II 17.41
12073 - Licensed Practical Nurse III 19.41
12100 - Medical Assistant 13.39
12130 - Medical Laboratory Technician 18.05
12160 - Medical Record Clerk 14.26
12190 - Medical Record Technician 15.96
12195 - Medical Transcriptionist 14.58
12210 - Nuclear Medicine Technologist 38.25
12221 - Nursing Assistant I 10.55
12222 - Nursing Assistant II 11.86
12223 - Nursing Assistant III 12.94
12224 - Nursing Assistant IV 14.52
12235 - Optical Dispenser 15.66
12236 - Optical Technician 15.56
12250 - Pharmacy Technician 15.50
12280 - Phlebotomist 13.52
12305 - Radiologic Technologist 21.09
12311 - Registered Nurse I 22.23
12312 - Registered Nurse II 25.94
12313 - Registered Nurse II Specialist 27.19
12314 - Registered Nurse III 32.89
12315 - Registered Nurse III Anesthetist 32.89

12316 - Registered Nurse IV		39.42
12317 - Scheduler (Drug and Alcohol Testing)		21.56
12320 - Substance Abuse Treatment Counselor		18.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.83
13012 - Exhibits Specialist II		20.86
13013 - Exhibits Specialist III		25.61
13041 - Illustrator I		16.83
13042 - Illustrator II		20.86
13043 - Illustrator III		25.61
13047 - Librarian		23.09
13050 - Library Aide/Clerk		11.24
13054 - Library Information Technology Systems Administrator		20.86
13058 - Library Technician		14.06
13061 - Media Specialist I		15.05
13062 - Media Specialist II		16.83
13063 - Media Specialist III		18.77
13071 - Photographer I		15.03
13072 - Photographer II		16.82
13073 - Photographer III		20.83
13074 - Photographer IV		25.48
13075 - Photographer V		30.83
13090 - Technical Order Library Clerk		16.82
13110 - Video Teleconference Technician		15.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.86
14042 - Computer Operator II		17.74
14043 - Computer Operator III		19.78
14044 - Computer Operator IV		21.97
14045 - Computer Operator V		24.34
14071 - Computer Programmer I	(see 1)	20.43
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.86
14160 - Personal Computer Support Technician		21.97
14170 - System Support Specialist		23.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.86
15020 - Aircrew Training Devices Instructor (Rated)		34.91
15030 - Air Crew Training Devices Instructor (Pilot)		41.84
15050 - Computer Based Training Specialist / Instructor		28.86
15060 - Educational Technologist		34.22
15070 - Flight Instructor (Pilot)		41.84
15080 - Graphic Artist		19.42
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.84

15086 - Maintenance Test Pilot Rotary Wing 41.84
15088 - Non-Maintenance Test/Co-Pilot 41.84
15090 - Technical Instructor 20.71
15095 - Technical Instructor/Course Developer 25.33
15110 - Test Proctor 16.72
15120 - Tutor 16.72
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.34
16030 - Counter Attendant 9.34
16040 - Dry Cleaner 10.90
16070 - Finisher Flatwork Machine 9.34
16090 - Presser Hand 9.34
16110 - Presser Machine Drycleaning 9.34
16130 - Presser Machine Shirts 9.34
16160 - Presser Machine Wearing Apparel Laundry 9.34
16190 - Sewing Machine Operator 11.45
16220 - Tailor 11.97
16250 - Washer Machine 9.85
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.81
19040 - Tool And Die Maker 22.63
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.50
21030 - Material Coordinator 20.87
21040 - Material Expediter 20.87
21050 - Material Handling Laborer 11.47
21071 - Order Filler 11.80
21080 - Production Line Worker (Food Processing) 15.50
21110 - Shipping Packer 14.44
21130 - Shipping/Receiving Clerk 14.44
21140 - Store Worker I 14.79
21150 - Stock Clerk 17.14
21210 - Tools And Parts Attendant 15.50
21410 - Warehouse Specialist 15.50
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.57
23019 - Aircraft Logs and Records Technician 27.01
23021 - Aircraft Mechanic I 31.00
23022 - Aircraft Mechanic II 32.57
23023 - Aircraft Mechanic III 34.19
23040 - Aircraft Mechanic Helper 23.46
23050 - Aircraft Painter 29.37
23060 - Aircraft Servicer 27.01
23070 - Aircraft Survival Flight Equipment Technician 29.37
23080 - Aircraft Worker 28.39
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.39
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.00
23110 - Appliance Mechanic 20.33

23120 - Bicycle Repairer 16.83
23125 - Cable Splicer 33.78
23130 - Carpenter Maintenance 18.10
23140 - Carpet Layer 19.22
23160 - Electrician Maintenance 25.99
23181 - Electronics Technician Maintenance I 26.11
23182 - Electronics Technician Maintenance II 27.62
23183 - Electronics Technician Maintenance III 29.14
23260 - Fabric Worker 18.02
23290 - Fire Alarm System Mechanic 20.69
23310 - Fire Extinguisher Repairer 16.83
23311 - Fuel Distribution System Mechanic 21.51
23312 - Fuel Distribution System Operator 16.76
23370 - General Maintenance Worker 14.91
23380 - Ground Support Equipment Mechanic 31.00
23381 - Ground Support Equipment Servicer 27.01
23382 - Ground Support Equipment Worker 28.39
23391 - Gunsmith I 16.83
23392 - Gunsmith II 19.22
23393 - Gunsmith III 21.44
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.04
23430 - Heavy Equipment Mechanic 20.89
23440 - Heavy Equipment Operator 17.55
23460 - Instrument Mechanic 21.44
23465 - Laboratory/Shelter Mechanic 20.33
23470 - Laborer 11.47
23510 - Locksmith 20.33
23530 - Machinery Maintenance Mechanic 20.86
23550 - Machinist Maintenance 19.68
23580 - Maintenance Trades Helper 15.22
23591 - Metrology Technician I 21.44
23592 - Metrology Technician II 22.49
23593 - Metrology Technician III 23.49
23640 - Millwright 23.81
23710 - Office Appliance Repairer 18.81
23760 - Painter Maintenance 15.62
23790 - Pipefitter Maintenance 21.02
23810 - Plumber Maintenance 19.92
23820 - Pneudraulic Systems Mechanic 21.44
23850 - Rigger 21.44
23870 - Scale Mechanic 19.22
23890 - Sheet-Metal Worker Maintenance 18.08
23910 - Small Engine Mechanic 19.22
23931 - Telecommunications Mechanic I 31.31
23932 - Telecommunications Mechanic II 32.88
23950 - Telephone Lineman 23.37
23960 - Welder Combination Maintenance 18.43

23965 - Well Driller		22.26
23970 - Woodcraft Worker		21.44
23980 - Woodworker		17.07
24000 - Personal Needs Occupations		
24550 - Case Manager		15.82
24570 - Child Care Attendant		8.97
24580 - Child Care Center Clerk		11.40
24610 - Chore Aide		11.01
24620 - Family Readiness And Support Services Coordinator		15.82
24630 - Homemaker		15.82
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.56
25040 - Sewage Plant Operator		17.94
25070 - Stationary Engineer		21.56
25190 - Ventilation Equipment Tender		15.98
25210 - Water Treatment Plant Operator		17.94
27000 - Protective Service Occupations		
27004 - Alarm Monitor		13.21
27007 - Baggage Inspector		12.63
27008 - Corrections Officer		12.80
27010 - Court Security Officer		15.40
27030 - Detection Dog Handler		15.38
27040 - Detention Officer		12.80
27070 - Firefighter		17.64
27101 - Guard I		12.63
27102 - Guard II		15.38
27131 - Police Officer I		15.75
27132 - Police Officer II		17.50
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.48
28042 - Carnival Equipment Repairer		14.69
28043 - Carnival Worker		10.56
28210 - Gate Attendant/Gate Tender		14.28
28310 - Lifeguard		12.19
28350 - Park Attendant (Aide)		15.97
28510 - Recreation Aide/Health Facility Attendant		11.66
28515 - Recreation Specialist		19.61
28630 - Sports Official		12.72
28690 - Swimming Pool Operator		20.05
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.56
29020 - Hatch Tender		19.81
29030 - Line Handler		19.81
29041 - Stevedore I		19.70
29042 - Stevedore II		21.36
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		18.63
30022 - Archeological Technician II		21.06
30023 - Archeological Technician III		24.82
30030 - Cartographic Technician		26.10
30040 - Civil Engineering Technician		20.19
30051 - Cryogenic Technician I		25.14
30052 - Cryogenic Technician II		27.77
30061 - Drafter/CAD Operator I		18.63
30062 - Drafter/CAD Operator II		21.06
30063 - Drafter/CAD Operator III		23.45
30064 - Drafter/CAD Operator IV		28.86
30081 - Engineering Technician I		16.25
30082 - Engineering Technician II		18.24
30083 - Engineering Technician III		20.44
30084 - Engineering Technician IV		25.28
30085 - Engineering Technician V		31.68
30086 - Engineering Technician VI		37.41
30090 - Environmental Technician		23.70
30095 - Evidence Control Specialist		22.70
30210 - Laboratory Technician		21.89
30221 - Latent Fingerprint Technician I		25.14
30222 - Latent Fingerprint Technician II		27.77
30240 - Mathematical Technician		25.12
30361 - Paralegal/Legal Assistant I		15.93
30362 - Paralegal/Legal Assistant II		19.73
30363 - Paralegal/Legal Assistant III		24.13
30364 - Paralegal/Legal Assistant IV		29.20
30375 - Petroleum Supply Specialist		27.77
30390 - Photo-Optics Technician		25.12
30395 - Radiation Control Technician		27.77
30461 - Technical Writer I		24.33
30462 - Technical Writer II		27.77
30463 - Technical Writer III		33.60
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.86
30502 - Weather Forecaster II		35.10
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.45
30621 - Weather Observer Senior	(see 2)	25.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.45
31030 - Bus Driver		16.98
31043 - Driver Courier		12.79
31260 - Parking and Lot Attendant		12.16
31290 - Shuttle Bus Driver		13.55

31310 - Taxi Driver	12.73
31361 - Truckdriver Light	13.55
31362 - Truckdriver Medium	15.35
31363 - Truckdriver Heavy	19.34
31364 - Truckdriver Tractor-Trailer	19.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.39
99050 - Desk Clerk	9.43
99095 - Embalmer	22.74
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.56
99252 - Laboratory Animal Caretaker II	13.95
99260 - Marketing Analyst	28.68
99310 - Mortician	22.74
99410 - Pest Controller	14.89
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.77
99711 - Recycling Specialist	16.34
99730 - Refuse Collector	13.46
99810 - Sales Clerk	11.54
99820 - School Crossing Guard	14.26
99830 - Survey Party Chief	18.38
99831 - Surveying Aide	12.16
99832 - Surveying Technician	16.70
99840 - Vending Machine Attendant	13.25
99841 - Vending Machine Repairer	15.13
99842 - Vending Machine Repairer Helper	12.35

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5172
Revision No.: 13
Date Of Last Revision: 05/22/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of George Pearl River Stone

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.97
01012 - Accounting Clerk II		15.08
01013 - Accounting Clerk III		16.77
01020 - Administrative Assistant		18.76
01035 - Court Reporter		15.92
01041 - Customer Service Representative I		10.79
01042 - Customer Service Representative II		12.13
01043 - Customer Service Representative III		13.24
01051 - Data Entry Operator I		13.77
01052 - Data Entry Operator II		15.02
01060 - Dispatcher Motor Vehicle		18.44
01070 - Document Preparation Clerk		12.68

01090 - Duplicating Machine Operator 12.68
01111 - General Clerk I 11.96
01112 - General Clerk II 13.05
01113 - General Clerk III 14.65
01120 - Housing Referral Assistant 17.75
01141 - Messenger Courier 12.13
01191 - Order Clerk I 12.61
01192 - Order Clerk II 14.67
01261 - Personnel Assistant (Employment) I 14.88
01262 - Personnel Assistant (Employment) II 16.65
01263 - Personnel Assistant (Employment) III 18.55
01270 - Production Control Clerk 20.87
01290 - Rental Clerk 12.83
01300 - Scheduler Maintenance 14.23
01311 - Secretary I 14.23
01312 - Secretary II 15.92
01313 - Secretary III 17.75
01320 - Service Order Dispatcher 16.48
01410 - Supply Technician 18.76
01420 - Survey Worker 13.80
01460 - Switchboard Operator/Receptionist 12.05
01531 - Travel Clerk I 11.90
01532 - Travel Clerk II 12.56
01533 - Travel Clerk III 13.20
01611 - Word Processor I 13.29
01612 - Word Processor II 14.92
01613 - Word Processor III 16.69
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.73
05010 - Automotive Electrician 17.59
05040 - Automotive Glass Installer 16.90
05070 - Automotive Worker 16.90
05110 - Mobile Equipment Servicer 15.49
05130 - Motor Equipment Metal Mechanic 18.27
05160 - Motor Equipment Metal Worker 16.90
05190 - Motor Vehicle Mechanic 19.39
05220 - Motor Vehicle Mechanic Helper 14.84
05250 - Motor Vehicle Upholstery Worker 16.20
05280 - Motor Vehicle Wrecker 16.90
05310 - Painter Automotive 17.59
05340 - Radiator Repair Specialist 16.90
05370 - Tire Repairer 14.96
05400 - Transmission Repair Specialist 18.27
07000 - Food Preparation And Service Occupations
07010 - Baker 11.15
07041 - Cook I 10.34
07042 - Cook II 11.28
07070 - Dishwasher 8.87
07130 - Food Service Worker 8.90
07210 - Meat Cutter 13.16

07260 - Waiter/Waitress	9.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.44
09040 - Furniture Handler	13.73
09080 - Furniture Refinisher	20.44
09090 - Furniture Refinisher Helper	16.29
09110 - Furniture Repairer Minor	18.39
09130 - Upholsterer	20.44
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.44
11060 - Elevator Operator	11.58
11090 - Gardener	15.31
11122 - Housekeeping Aide	10.53
11150 - Janitor	10.53
11210 - Laborer Grounds Maintenance	12.00
11240 - Maid or Houseman	9.68
11260 - Pruner	10.90
11270 - Tractor Operator	14.23
11330 - Trail Maintenance Worker	12.00
11360 - Window Cleaner	11.11
12000 - Health Occupations	
12010 - Ambulance Driver	15.98
12011 - Breath Alcohol Technician	17.41
12012 - Certified Occupational Therapist Assistant	29.47
12015 - Certified Physical Therapist Assistant	26.42
12020 - Dental Assistant	15.00
12025 - Dental Hygienist	27.86
12030 - EKG Technician	24.24
12035 - Electroneurodiagnostic Technologist	24.24
12040 - Emergency Medical Technician	15.98
12071 - Licensed Practical Nurse I	15.56
12072 - Licensed Practical Nurse II	17.41
12073 - Licensed Practical Nurse III	19.41
12100 - Medical Assistant	13.39
12130 - Medical Laboratory Technician	18.05
12160 - Medical Record Clerk	14.26
12190 - Medical Record Technician	15.96
12195 - Medical Transcriptionist	14.58
12210 - Nuclear Medicine Technologist	38.25
12221 - Nursing Assistant I	10.55
12222 - Nursing Assistant II	11.86
12223 - Nursing Assistant III	12.94
12224 - Nursing Assistant IV	14.52
12235 - Optical Dispenser	15.66
12236 - Optical Technician	15.56
12250 - Pharmacy Technician	15.50
12280 - Phlebotomist	13.52
12305 - Radiologic Technologist	21.09
12311 - Registered Nurse I	22.23
12312 - Registered Nurse II	25.94

12313 - Registered Nurse II Specialist		27.19
12314 - Registered Nurse III		32.89
12315 - Registered Nurse III Anesthetist		32.89
12316 - Registered Nurse IV		39.42
12317 - Scheduler (Drug and Alcohol Testing)		21.56
12320 - Substance Abuse Treatment Counselor		18.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.83
13012 - Exhibits Specialist II		20.86
13013 - Exhibits Specialist III		25.61
13041 - Illustrator I		16.83
13042 - Illustrator II		20.86
13043 - Illustrator III		25.61
13047 - Librarian		23.09
13050 - Library Aide/Clerk		11.24
13054 - Library Information Technology Systems Administrator		20.86
13058 - Library Technician		14.06
13061 - Media Specialist I		15.05
13062 - Media Specialist II		16.83
13063 - Media Specialist III		18.77
13071 - Photographer I		15.03
13072 - Photographer II		16.82
13073 - Photographer III		20.83
13074 - Photographer IV		25.48
13075 - Photographer V		30.83
13090 - Technical Order Library Clerk		16.82
13110 - Video Teleconference Technician		15.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.86
14042 - Computer Operator II		17.74
14043 - Computer Operator III		19.78
14044 - Computer Operator IV		21.97
14045 - Computer Operator V		24.34
14071 - Computer Programmer I	(see 1)	20.43
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.86
14160 - Personal Computer Support Technician		21.97
14170 - System Support Specialist		23.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.86
15020 - Aircrew Training Devices Instructor (Rated)		34.91
15030 - Air Crew Training Devices Instructor (Pilot)		41.84
15050 - Computer Based Training Specialist / Instructor		28.86
15060 - Educational Technologist		34.22

15070 - Flight Instructor (Pilot) 41.84
15080 - Graphic Artist 19.42
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.84
15086 - Maintenance Test Pilot Rotary Wing 41.84
15088 - Non-Maintenance Test/Co-Pilot 41.84
15090 - Technical Instructor 20.71
15095 - Technical Instructor/Course Developer 25.33
15110 - Test Proctor 16.72
15120 - Tutor 16.72
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.34
16030 - Counter Attendant 9.34
16040 - Dry Cleaner 10.90
16070 - Finisher Flatwork Machine 9.34
16090 - Presser Hand 9.34
16110 - Presser Machine Drycleaning 9.34
16130 - Presser Machine Shirts 9.34
16160 - Presser Machine Wearing Apparel Laundry 9.34
16190 - Sewing Machine Operator 11.45
16220 - Tailor 11.97
16250 - Washer Machine 9.85
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.81
19040 - Tool And Die Maker 22.63
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.50
21030 - Material Coordinator 20.87
21040 - Material Expediter 20.87
21050 - Material Handling Laborer 11.47
21071 - Order Filler 11.80
21080 - Production Line Worker (Food Processing) 15.50
21110 - Shipping Packer 14.44
21130 - Shipping/Receiving Clerk 14.44
21140 - Store Worker I 14.79
21150 - Stock Clerk 17.14
21210 - Tools And Parts Attendant 15.50
21410 - Warehouse Specialist 15.50
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.57
23019 - Aircraft Logs and Records Technician 27.01
23021 - Aircraft Mechanic I 31.00
23022 - Aircraft Mechanic II 32.57
23023 - Aircraft Mechanic III 34.19
23040 - Aircraft Mechanic Helper 23.46
23050 - Aircraft Painter 29.37
23060 - Aircraft Servicer 27.01
23070 - Aircraft Survival Flight Equipment Technician 29.37
23080 - Aircraft Worker 28.39
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.39

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.00
23110 - Appliance Mechanic 20.33
23120 - Bicycle Repairer 16.83
23125 - Cable Splicer 33.78
23130 - Carpenter Maintenance 18.10
23140 - Carpet Layer 19.22
23160 - Electrician Maintenance 25.99
23181 - Electronics Technician Maintenance I 26.11
23182 - Electronics Technician Maintenance II 27.62
23183 - Electronics Technician Maintenance III 29.14
23260 - Fabric Worker 18.02
23290 - Fire Alarm System Mechanic 20.69
23310 - Fire Extinguisher Repairer 16.83
23311 - Fuel Distribution System Mechanic 21.51
23312 - Fuel Distribution System Operator 16.76
23370 - General Maintenance Worker 14.91
23380 - Ground Support Equipment Mechanic 31.00
23381 - Ground Support Equipment Servicer 27.01
23382 - Ground Support Equipment Worker 28.39
23391 - Gunsmith I 16.83
23392 - Gunsmith II 19.22
23393 - Gunsmith III 21.44
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.04
23430 - Heavy Equipment Mechanic 20.89
23440 - Heavy Equipment Operator 17.55
23460 - Instrument Mechanic 21.44
23465 - Laboratory/Shelter Mechanic 20.33
23470 - Laborer 11.47
23510 - Locksmith 20.33
23530 - Machinery Maintenance Mechanic 20.86
23550 - Machinist Maintenance 19.68
23580 - Maintenance Trades Helper 15.22
23591 - Metrology Technician I 21.44
23592 - Metrology Technician II 22.49
23593 - Metrology Technician III 23.49
23640 - Millwright 23.81
23710 - Office Appliance Repairer 18.81
23760 - Painter Maintenance 15.62
23790 - Pipefitter Maintenance 21.02
23810 - Plumber Maintenance 19.92
23820 - Pneudraulic Systems Mechanic 21.44
23850 - Rigger 21.44
23870 - Scale Mechanic 19.22
23890 - Sheet-Metal Worker Maintenance 18.08
23910 - Small Engine Mechanic 19.22
23931 - Telecommunications Mechanic I 31.31

23932 - Telecommunications Mechanic II 32.88
23950 - Telephone Lineman 23.37
23960 - Welder Combination Maintenance 18.43
23965 - Well Driller 22.26
23970 - Woodcraft Worker 21.44
23980 - Woodworker 17.07
24000 - Personal Needs Occupations
24550 - Case Manager 15.82
24570 - Child Care Attendant 8.97
24580 - Child Care Center Clerk 11.40
24610 - Chore Aide 11.01
24620 - Family Readiness And Support Services Coordinator 15.82
24630 - Homemaker 15.82
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.56
25040 - Sewage Plant Operator 17.94
25070 - Stationary Engineer 21.56
25190 - Ventilation Equipment Tender 15.98
25210 - Water Treatment Plant Operator 17.94
27000 - Protective Service Occupations
27004 - Alarm Monitor 13.21
27007 - Baggage Inspector 12.63
27008 - Corrections Officer 12.80
27010 - Court Security Officer 15.40
27030 - Detection Dog Handler 15.38
27040 - Detention Officer 12.80
27070 - Firefighter 17.64
27101 - Guard I 12.63
27102 - Guard II 15.38
27131 - Police Officer I 15.75
27132 - Police Officer II 17.50
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.48
28042 - Carnival Equipment Repairer 14.69
28043 - Carnival Worker 10.56
28210 - Gate Attendant/Gate Tender 14.28
28310 - Lifeguard 12.19
28350 - Park Attendant (Aide) 15.97
28510 - Recreation Aide/Health Facility Attendant 11.66
28515 - Recreation Specialist 19.61
28630 - Sports Official 12.72
28690 - Swimming Pool Operator 20.05
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.56
29020 - Hatch Tender 19.81
29030 - Line Handler 19.81
29041 - Stevedore I 19.70
29042 - Stevedore II 21.36
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.63
30022 - Archeological Technician II 21.06
30023 - Archeological Technician III 24.82
30030 - Cartographic Technician 26.10
30040 - Civil Engineering Technician 20.19
30051 - Cryogenic Technician I 25.14
30052 - Cryogenic Technician II 27.77
30061 - Drafter/CAD Operator I 18.63
30062 - Drafter/CAD Operator II 21.06
30063 - Drafter/CAD Operator III 23.45
30064 - Drafter/CAD Operator IV 28.86
30081 - Engineering Technician I 16.25
30082 - Engineering Technician II 18.24
30083 - Engineering Technician III 20.44
30084 - Engineering Technician IV 25.28
30085 - Engineering Technician V 31.68
30086 - Engineering Technician VI 37.41
30090 - Environmental Technician 23.70
30095 - Evidence Control Specialist 22.70
30210 - Laboratory Technician 21.89
30221 - Latent Fingerprint Technician I 25.14
30222 - Latent Fingerprint Technician II 27.77
30240 - Mathematical Technician 25.12
30361 - Paralegal/Legal Assistant I 15.93
30362 - Paralegal/Legal Assistant II 19.73
30363 - Paralegal/Legal Assistant III 24.13
30364 - Paralegal/Legal Assistant IV 29.20
30375 - Petroleum Supply Specialist 27.77
30390 - Photo-Optics Technician 25.12
30395 - Radiation Control Technician 27.77
30461 - Technical Writer I 24.33
30462 - Technical Writer II 27.77
30463 - Technical Writer III 33.60
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.86
30502 - Weather Forecaster II 35.10
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.45
30621 - Weather Observer Senior (see 2) 25.12
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.45
31030 - Bus Driver 16.98

31043 - Driver Courier	12.79
31260 - Parking and Lot Attendant	12.16
31290 - Shuttle Bus Driver	13.55
31310 - Taxi Driver	12.73
31361 - Truckdriver Light	13.55
31362 - Truckdriver Medium	15.35
31363 - Truckdriver Heavy	19.34
31364 - Truckdriver Tractor-Trailer	19.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.39
99050 - Desk Clerk	9.43
99095 - Embalmer	22.74
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.56
99252 - Laboratory Animal Caretaker II	13.95
99260 - Marketing Analyst	28.68
99310 - Mortician	22.74
99410 - Pest Controller	14.89
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.77
99711 - Recycling Specialist	16.34
99730 - Refuse Collector	13.46
99810 - Sales Clerk	11.54
99820 - School Crossing Guard	14.26
99830 - Survey Party Chief	18.38
99831 - Surveying Aide	12.16
99832 - Surveying Technician	16.70
99840 - Vending Machine Attendant	13.25
99841 - Vending Machine Repairer	15.13
99842 - Vending Machine Repairer Helper	12.35

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5173
Revision No.: 16
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Adams Amite Claiborne Franklin Jefferson Lawrence Lincoln Pike Walthall Warren Wilkinson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.03
01012 - Accounting Clerk II		15.75
01013 - Accounting Clerk III		17.62
01020 - Administrative Assistant		19.90
01035 - Court Reporter		17.17
01041 - Customer Service Representative I		11.10
01042 - Customer Service Representative II		12.49
01043 - Customer Service Representative III		13.62
01051 - Data Entry Operator I		11.56
01052 - Data Entry Operator II		12.61
01060 - Dispatcher Motor Vehicle		23.14
01070 - Document Preparation Clerk		12.61
01090 - Duplicating Machine Operator		12.61
01111 - General Clerk I		11.64

01112 - General Clerk II	12.70
01113 - General Clerk III	14.25
01120 - Housing Referral Assistant	17.65
01141 - Messenger Courier	10.28
01191 - Order Clerk I	11.73
01192 - Order Clerk II	13.84
01261 - Personnel Assistant (Employment) I	14.80
01262 - Personnel Assistant (Employment) II	16.56
01263 - Personnel Assistant (Employment) III	18.47
01270 - Production Control Clerk	21.92
01290 - Rental Clerk	14.52
01300 - Scheduler Maintenance	14.15
01311 - Secretary I	14.15
01312 - Secretary II	15.83
01313 - Secretary III	17.65
01320 - Service Order Dispatcher	20.45
01410 - Supply Technician	19.90
01420 - Survey Worker	12.43
01460 - Switchboard Operator/Receptionist	13.16
01531 - Travel Clerk I	11.90
01532 - Travel Clerk II	12.56
01533 - Travel Clerk III	13.20
01611 - Word Processor I	12.61
01612 - Word Processor II	14.15
01613 - Word Processor III	15.83
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.56
05010 - Automotive Electrician	17.13
05040 - Automotive Glass Installer	16.21
05070 - Automotive Worker	16.21
05110 - Mobile Equipment Servicer	14.24
05130 - Motor Equipment Metal Mechanic	18.03
05160 - Motor Equipment Metal Worker	16.21
05190 - Motor Vehicle Mechanic	17.45
05220 - Motor Vehicle Mechanic Helper	13.16
05250 - Motor Vehicle Upholstery Worker	15.14
05280 - Motor Vehicle Wrecker	16.21
05310 - Painter Automotive	17.13
05340 - Radiator Repair Specialist	16.21
05370 - Tire Repairer	12.92
05400 - Transmission Repair Specialist	18.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.31
07041 - Cook I	9.83
07042 - Cook II	11.57
07070 - Dishwasher	8.98
07130 - Food Service Worker	9.07
07210 - Meat Cutter	13.12
07260 - Waiter/Waitress	8.98
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 18.82
09040 - Furniture Handler 11.08
09080 - Furniture Refinisher 18.82
09090 - Furniture Refinisher Helper 13.77
09110 - Furniture Repairer Minor 16.47
09130 - Upholsterer 18.82
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.11
11060 - Elevator Operator 11.11
11090 - Gardener 14.95
11122 - Housekeeping Aide 9.55
11150 - Janitor 9.55
11210 - Laborer Grounds Maintenance 10.78
11240 - Maid or Houseman 9.26
11260 - Pruner 9.48
11270 - Tractor Operator 13.53
11330 - Trail Maintenance Worker 10.78
11360 - Window Cleaner 10.85
12000 - Health Occupations
12010 - Ambulance Driver 16.94
12011 - Breath Alcohol Technician 18.47
12012 - Certified Occupational Therapist Assistant 27.03
12015 - Certified Physical Therapist Assistant 24.94
12020 - Dental Assistant 16.09
12025 - Dental Hygienist 30.04
12030 - EKG Technician 27.99
12035 - Electroneurodiagnostic Technologist 27.99
12040 - Emergency Medical Technician 16.94
12071 - Licensed Practical Nurse I 16.50
12072 - Licensed Practical Nurse II 18.47
12073 - Licensed Practical Nurse III 20.59
12100 - Medical Assistant 14.07
12130 - Medical Laboratory Technician 22.26
12160 - Medical Record Clerk 13.95
12190 - Medical Record Technician 15.60
12195 - Medical Transcriptionist 16.50
12210 - Nuclear Medicine Technologist 40.58
12221 - Nursing Assistant I 10.77
12222 - Nursing Assistant II 12.11
12223 - Nursing Assistant III 13.21
12224 - Nursing Assistant IV 14.83
12235 - Optical Dispenser 18.47
12236 - Optical Technician 16.50
12250 - Pharmacy Technician 14.41
12280 - Phlebotomist 13.84
12305 - Radiologic Technologist 22.41
12311 - Registered Nurse I 23.01
12312 - Registered Nurse II 28.15
12313 - Registered Nurse II Specialist 28.15
12314 - Registered Nurse III 34.05

12315 - Registered Nurse III Anesthetist		34.05
12316 - Registered Nurse IV		40.81
12317 - Scheduler (Drug and Alcohol Testing)		22.38
12320 - Substance Abuse Treatment Counselor		14.78
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.60
13012 - Exhibits Specialist II		21.79
13013 - Exhibits Specialist III		26.67
13041 - Illustrator I		17.60
13042 - Illustrator II		21.79
13043 - Illustrator III		26.67
13047 - Librarian		24.14
13050 - Library Aide/Clerk		12.91
13054 - Library Information Technology Systems Administrator		21.79
13058 - Library Technician		13.82
13061 - Media Specialist I		15.73
13062 - Media Specialist II		17.60
13063 - Media Specialist III		19.61
13071 - Photographer I		15.78
13072 - Photographer II		17.65
13073 - Photographer III		21.86
13074 - Photographer IV		26.74
13075 - Photographer V		32.35
13090 - Technical Order Library Clerk		16.22
13110 - Video Teleconference Technician		16.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.24
14042 - Computer Operator II		20.41
14043 - Computer Operator III		23.25
14044 - Computer Operator IV		29.71
14045 - Computer Operator V		29.92
14071 - Computer Programmer I	(see 1)	20.08
14072 - Computer Programmer II	(see 1)	24.87
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		18.24
14160 - Personal Computer Support Technician		29.71
14170 - System Support Specialist		23.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.64
15050 - Computer Based Training Specialist / Instructor		28.72
15060 - Educational Technologist		27.65
15070 - Flight Instructor (Pilot)		41.64
15080 - Graphic Artist		31.81

15085 - Maintenance Test Pilot Fixed Jet/Prop 40.82
15086 - Maintenance Test Pilot Rotary Wing 40.82
15088 - Non-Maintenance Test/Co-Pilot 40.82
15090 - Technical Instructor 25.99
15095 - Technical Instructor/Course Developer 31.81
15110 - Test Proctor 21.00
15120 - Tutor 21.00
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.34
16030 - Counter Attendant 9.34
16040 - Dry Cleaner 10.90
16070 - Finisher Flatwork Machine 9.34
16090 - Presser Hand 9.34
16110 - Presser Machine Drycleaning 9.34
16130 - Presser Machine Shirts 9.34
16160 - Presser Machine Wearing Apparel Laundry 9.34
16190 - Sewing Machine Operator 11.45
16220 - Tailor 11.97
16250 - Washer Machine 9.85
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.39
19040 - Tool And Die Maker 24.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.46
21030 - Material Coordinator 21.92
21040 - Material Expediter 21.92
21050 - Material Handling Laborer 12.02
21071 - Order Filler 11.27
21080 - Production Line Worker (Food Processing) 16.46
21110 - Shipping Packer 13.74
21130 - Shipping/Receiving Clerk 13.74
21140 - Store Worker I 10.82
21150 - Stock Clerk 16.00
21210 - Tools And Parts Attendant 16.46
21410 - Warehouse Specialist 16.46
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 21.72
23019 - Aircraft Logs and Records Technician 16.79
23021 - Aircraft Mechanic I 20.59
23022 - Aircraft Mechanic II 21.72
23023 - Aircraft Mechanic III 22.74
23040 - Aircraft Mechanic Helper 14.58
23050 - Aircraft Painter 19.30
23060 - Aircraft Servicer 16.79
23070 - Aircraft Survival Flight Equipment Technician 19.30
23080 - Aircraft Worker 18.16
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.16
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 20.59

23110 - Appliance Mechanic 19.30
23120 - Bicycle Repairer 15.42
23125 - Cable Splicer 27.74
23130 - Carpenter Maintenance 19.00
23140 - Carpet Layer 18.16
23160 - Electrician Maintenance 25.59
23181 - Electronics Technician Maintenance I 20.46
23182 - Electronics Technician Maintenance II 21.52
23183 - Electronics Technician Maintenance III 22.69
23260 - Fabric Worker 16.79
23290 - Fire Alarm System Mechanic 20.59
23310 - Fire Extinguisher Repairer 15.42
23311 - Fuel Distribution System Mechanic 20.08
23312 - Fuel Distribution System Operator 15.43
23370 - General Maintenance Worker 14.93
23380 - Ground Support Equipment Mechanic 20.59
23381 - Ground Support Equipment Servicer 16.79
23382 - Ground Support Equipment Worker 18.16
23391 - Gunsmith I 15.42
23392 - Gunsmith II 18.16
23393 - Gunsmith III 20.59
23410 - Heating Ventilation And Air-Conditioning Mechanic 17.93
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 18.90
23430 - Heavy Equipment Mechanic 23.61
23440 - Heavy Equipment Operator 18.58
23460 - Instrument Mechanic 20.59
23465 - Laboratory/Shelter Mechanic 19.30
23470 - Laborer 12.02
23510 - Locksmith 19.30
23530 - Machinery Maintenance Mechanic 21.59
23550 - Machinist Maintenance 21.35
23580 - Maintenance Trades Helper 11.84
23591 - Metrology Technician I 20.59
23592 - Metrology Technician II 21.72
23593 - Metrology Technician III 22.74
23640 - Millwright 21.48
23710 - Office Appliance Repairer 19.75
23760 - Painter Maintenance 16.18
23790 - Pipefitter Maintenance 22.81
23810 - Plumber Maintenance 21.38
23820 - Pneudraulic Systems Mechanic 20.59
23850 - Rigger 20.59
23870 - Scale Mechanic 18.16
23890 - Sheet-Metal Worker Maintenance 20.59
23910 - Small Engine Mechanic 18.16
23931 - Telecommunications Mechanic I 30.59
23932 - Telecommunications Mechanic II 32.27
23950 - Telephone Lineman 20.59

23960 - Welder Combination Maintenance		21.96
23965 - Well Driller		20.59
23970 - Woodcraft Worker		20.59
23980 - Woodworker		15.42
24000 - Personal Needs Occupations		
24550 - Case Manager		12.87
24570 - Child Care Attendant		8.76
24580 - Child Care Center Clerk		11.19
24610 - Chore Aide		9.91
24620 - Family Readiness And Support Services Coordinator		12.87
24630 - Homemaker		12.87
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		20.59
25040 - Sewage Plant Operator		16.05
25070 - Stationary Engineer		20.59
25190 - Ventilation Equipment Tender		14.04
25210 - Water Treatment Plant Operator		16.05
27000 - Protective Service Occupations		
27004 - Alarm Monitor		12.37
27007 - Baggage Inspector		11.50
27008 - Corrections Officer		13.86
27010 - Court Security Officer		15.34
27030 - Detection Dog Handler		13.68
27040 - Detention Officer		13.86
27070 - Firefighter		16.94
27101 - Guard I		11.50
27102 - Guard II		13.68
27131 - Police Officer I		16.87
27132 - Police Officer II		18.75
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.68
28042 - Carnival Equipment Repairer		19.37
28043 - Carnival Worker		12.53
28210 - Gate Attendant/Gate Tender		13.81
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		15.45
28510 - Recreation Aide/Health Facility Attendant		11.28
28515 - Recreation Specialist		16.57
28630 - Sports Official		12.31
28690 - Swimming Pool Operator		24.13
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.41
29020 - Hatch Tender		20.41
29030 - Line Handler		20.41
29041 - Stevedore I		18.87
29042 - Stevedore II		21.69
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 20.89
30022 - Archeological Technician II 23.38
30023 - Archeological Technician III 28.96
30030 - Cartographic Technician 28.96
30040 - Civil Engineering Technician 18.16
30051 - Cryogenic Technician I 32.07
30052 - Cryogenic Technician II 35.43
30061 - Drafter/CAD Operator I 20.89
30062 - Drafter/CAD Operator II 23.38
30063 - Drafter/CAD Operator III 26.06
30064 - Drafter/CAD Operator IV 32.07
30081 - Engineering Technician I 18.61
30082 - Engineering Technician II 20.89
30083 - Engineering Technician III 23.38
30084 - Engineering Technician IV 28.96
30085 - Engineering Technician V 35.43
30086 - Engineering Technician VI 42.86
30090 - Environmental Technician 28.96
30095 - Evidence Control Specialist 28.96
30210 - Laboratory Technician 26.06
30221 - Latent Fingerprint Technician I 32.07
30222 - Latent Fingerprint Technician II 35.43
30240 - Mathematical Technician 28.96
30361 - Paralegal/Legal Assistant I 19.24
30362 - Paralegal/Legal Assistant II 23.82
30363 - Paralegal/Legal Assistant III 29.15
30364 - Paralegal/Legal Assistant IV 35.27
30375 - Petroleum Supply Specialist 35.43
30390 - Photo-Optics Technician 28.96
30395 - Radiation Control Technician 35.43
30461 - Technical Writer I 28.96
30462 - Technical Writer II 35.43
30463 - Technical Writer III 42.86
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 32.07
30502 - Weather Forecaster II 39.02
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 26.06
30621 - Weather Observer Senior (see 2) 28.96
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.23
31030 - Bus Driver 16.65
31043 - Driver Courier 12.60
31260 - Parking and Lot Attendant 10.59

31290 - Shuttle Bus Driver	13.84
31310 - Taxi Driver	11.98
31361 - Truckdriver Light	13.84
31362 - Truckdriver Medium	15.12
31363 - Truckdriver Heavy	19.33
31364 - Truckdriver Tractor-Trailer	19.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	8.95
99050 - Desk Clerk	9.20
99095 - Embalmer	23.85
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.46
99252 - Laboratory Animal Caretaker II	16.98
99260 - Marketing Analyst	23.79
99310 - Mortician	23.85
99410 - Pest Controller	18.63
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.36
99711 - Recycling Specialist	17.85
99730 - Refuse Collector	12.63
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	12.56
99830 - Survey Party Chief	20.19
99831 - Surveying Aide	14.69
99832 - Surveying Technician	18.35
99840 - Vending Machine Attendant	12.31
99841 - Vending Machine Repairer	15.11
99842 - Vending Machine Repairer Helper	12.31

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5174
Revision No.: 16
Date Of Last Revision: 06/26/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Adams Amite Claiborne Franklin Jefferson Lawrence Lincoln Pike Walthall Warren Wilkinson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.03
01012 - Accounting Clerk II		15.75
01013 - Accounting Clerk III		17.62
01020 - Administrative Assistant		19.90
01035 - Court Reporter		17.17
01041 - Customer Service Representative I		11.10
01042 - Customer Service Representative II		12.49
01043 - Customer Service Representative III		13.62
01051 - Data Entry Operator I		11.56
01052 - Data Entry Operator II		12.61
01060 - Dispatcher Motor Vehicle		23.14

01070 - Document Preparation Clerk 12.61
01090 - Duplicating Machine Operator 12.61
01111 - General Clerk I 11.64
01112 - General Clerk II 12.70
01113 - General Clerk III 14.25
01120 - Housing Referral Assistant 17.65
01141 - Messenger Courier 10.28
01191 - Order Clerk I 11.73
01192 - Order Clerk II 13.84
01261 - Personnel Assistant (Employment) I 14.80
01262 - Personnel Assistant (Employment) II 16.56
01263 - Personnel Assistant (Employment) III 18.47
01270 - Production Control Clerk 21.92
01290 - Rental Clerk 14.52
01300 - Scheduler Maintenance 14.15
01311 - Secretary I 14.15
01312 - Secretary II 15.83
01313 - Secretary III 17.65
01320 - Service Order Dispatcher 20.45
01410 - Supply Technician 19.90
01420 - Survey Worker 12.43
01460 - Switchboard Operator/Receptionist 13.16
01531 - Travel Clerk I 11.90
01532 - Travel Clerk II 12.56
01533 - Travel Clerk III 13.20
01611 - Word Processor I 12.61
01612 - Word Processor II 14.15
01613 - Word Processor III 15.83
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.56
05010 - Automotive Electrician 17.13
05040 - Automotive Glass Installer 16.21
05070 - Automotive Worker 16.21
05110 - Mobile Equipment Servicer 14.24
05130 - Motor Equipment Metal Mechanic 18.03
05160 - Motor Equipment Metal Worker 16.21
05190 - Motor Vehicle Mechanic 17.45
05220 - Motor Vehicle Mechanic Helper 13.16
05250 - Motor Vehicle Upholstery Worker 15.14
05280 - Motor Vehicle Wrecker 16.21
05310 - Painter Automotive 17.13
05340 - Radiator Repair Specialist 16.21
05370 - Tire Repairer 12.92
05400 - Transmission Repair Specialist 18.03
07000 - Food Preparation And Service Occupations
07010 - Baker 12.31
07041 - Cook I 9.83
07042 - Cook II 11.57
07070 - Dishwasher 8.98
07130 - Food Service Worker 9.07

07210 - Meat Cutter	13.12
07260 - Waiter/Waitress	8.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.82
09040 - Furniture Handler	11.08
09080 - Furniture Refinisher	18.82
09090 - Furniture Refinisher Helper	13.77
09110 - Furniture Repairer Minor	16.47
09130 - Upholsterer	18.82
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.11
11060 - Elevator Operator	11.11
11090 - Gardener	14.95
11122 - Housekeeping Aide	9.55
11150 - Janitor	9.55
11210 - Laborer Grounds Maintenance	10.78
11240 - Maid or Houseman	9.26
11260 - Pruner	9.48
11270 - Tractor Operator	13.53
11330 - Trail Maintenance Worker	10.78
11360 - Window Cleaner	10.85
12000 - Health Occupations	
12010 - Ambulance Driver	16.94
12011 - Breath Alcohol Technician	18.47
12012 - Certified Occupational Therapist Assistant	27.03
12015 - Certified Physical Therapist Assistant	24.94
12020 - Dental Assistant	16.09
12025 - Dental Hygienist	30.04
12030 - EKG Technician	27.99
12035 - Electroneurodiagnostic Technologist	27.99
12040 - Emergency Medical Technician	16.94
12071 - Licensed Practical Nurse I	16.50
12072 - Licensed Practical Nurse II	18.47
12073 - Licensed Practical Nurse III	20.59
12100 - Medical Assistant	14.07
12130 - Medical Laboratory Technician	22.26
12160 - Medical Record Clerk	13.95
12190 - Medical Record Technician	15.60
12195 - Medical Transcriptionist	16.50
12210 - Nuclear Medicine Technologist	40.58
12221 - Nursing Assistant I	10.77
12222 - Nursing Assistant II	12.11
12223 - Nursing Assistant III	13.21
12224 - Nursing Assistant IV	14.83
12235 - Optical Dispenser	18.47
12236 - Optical Technician	16.50
12250 - Pharmacy Technician	14.41
12280 - Phlebotomist	13.84
12305 - Radiologic Technologist	22.41
12311 - Registered Nurse I	23.01

12312 - Registered Nurse II		28.15
12313 - Registered Nurse II Specialist		28.15
12314 - Registered Nurse III		34.05
12315 - Registered Nurse III Anesthetist		34.05
12316 - Registered Nurse IV		40.81
12317 - Scheduler (Drug and Alcohol Testing)		22.38
12320 - Substance Abuse Treatment Counselor		14.78
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.60
13012 - Exhibits Specialist II		21.79
13013 - Exhibits Specialist III		26.67
13041 - Illustrator I		17.60
13042 - Illustrator II		21.79
13043 - Illustrator III		26.67
13047 - Librarian		24.14
13050 - Library Aide/Clerk		12.91
13054 - Library Information Technology Systems Administrator		21.79
13058 - Library Technician		13.82
13061 - Media Specialist I		15.73
13062 - Media Specialist II		17.60
13063 - Media Specialist III		19.61
13071 - Photographer I		15.78
13072 - Photographer II		17.65
13073 - Photographer III		21.86
13074 - Photographer IV		26.74
13075 - Photographer V		32.35
13090 - Technical Order Library Clerk		16.22
13110 - Video Teleconference Technician		16.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.24
14042 - Computer Operator II		20.41
14043 - Computer Operator III		23.25
14044 - Computer Operator IV		29.71
14045 - Computer Operator V		29.92
14071 - Computer Programmer I	(see 1)	20.08
14072 - Computer Programmer II	(see 1)	24.87
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		18.24
14160 - Personal Computer Support Technician		29.71
14170 - System Support Specialist		23.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.64
15050 - Computer Based Training Specialist / Instructor		28.72

15060 - Educational Technologist 27.65
15070 - Flight Instructor (Pilot) 41.64
15080 - Graphic Artist 31.81
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.82
15086 - Maintenance Test Pilot Rotary Wing 40.82
15088 - Non-Maintenance Test/Co-Pilot 40.82
15090 - Technical Instructor 25.99
15095 - Technical Instructor/Course Developer 31.81
15110 - Test Proctor 21.00
15120 - Tutor 21.00
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.34
16030 - Counter Attendant 9.34
16040 - Dry Cleaner 10.90
16070 - Finisher Flatwork Machine 9.34
16090 - Presser Hand 9.34
16110 - Presser Machine Drycleaning 9.34
16130 - Presser Machine Shirts 9.34
16160 - Presser Machine Wearing Apparel Laundry 9.34
16190 - Sewing Machine Operator 11.45
16220 - Tailor 11.97
16250 - Washer Machine 9.85
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.39
19040 - Tool And Die Maker 24.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.46
21030 - Material Coordinator 21.92
21040 - Material Expediter 21.92
21050 - Material Handling Laborer 12.02
21071 - Order Filler 11.27
21080 - Production Line Worker (Food Processing) 16.46
21110 - Shipping Packer 13.74
21130 - Shipping/Receiving Clerk 13.74
21140 - Store Worker I 10.82
21150 - Stock Clerk 16.00
21210 - Tools And Parts Attendant 16.46
21410 - Warehouse Specialist 16.46
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 21.72
23019 - Aircraft Logs and Records Technician 16.79
23021 - Aircraft Mechanic I 20.59
23022 - Aircraft Mechanic II 21.72
23023 - Aircraft Mechanic III 22.74
23040 - Aircraft Mechanic Helper 14.58
23050 - Aircraft Painter 19.30
23060 - Aircraft Servicer 16.79
23070 - Aircraft Survival Flight Equipment Technician 19.30
23080 - Aircraft Worker 18.16
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 18.16

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 20.59
II
23110 - Appliance Mechanic 19.30
23120 - Bicycle Repairer 15.42
23125 - Cable Splicer 27.74
23130 - Carpenter Maintenance 19.00
23140 - Carpet Layer 18.16
23160 - Electrician Maintenance 25.59
23181 - Electronics Technician Maintenance I 20.46
23182 - Electronics Technician Maintenance II 21.52
23183 - Electronics Technician Maintenance III 22.69
23260 - Fabric Worker 16.79
23290 - Fire Alarm System Mechanic 20.59
23310 - Fire Extinguisher Repairer 15.42
23311 - Fuel Distribution System Mechanic 20.08
23312 - Fuel Distribution System Operator 15.43
23370 - General Maintenance Worker 14.93
23380 - Ground Support Equipment Mechanic 20.59
23381 - Ground Support Equipment Servicer 16.79
23382 - Ground Support Equipment Worker 18.16
23391 - Gunsmith I 15.42
23392 - Gunsmith II 18.16
23393 - Gunsmith III 20.59
23410 - Heating Ventilation And Air-Conditioning 17.93
Mechanic
23411 - Heating Ventilation And Air Contidioning 18.90
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 23.61
23440 - Heavy Equipment Operator 18.58
23460 - Instrument Mechanic 20.59
23465 - Laboratory/Shelter Mechanic 19.30
23470 - Laborer 12.02
23510 - Locksmith 19.30
23530 - Machinery Maintenance Mechanic 21.59
23550 - Machinist Maintenance 21.35
23580 - Maintenance Trades Helper 11.84
23591 - Metrology Technician I 20.59
23592 - Metrology Technician II 21.72
23593 - Metrology Technician III 22.74
23640 - Millwright 21.48
23710 - Office Appliance Repairer 19.75
23760 - Painter Maintenance 16.18
23790 - Pipefitter Maintenance 22.81
23810 - Plumber Maintenance 21.38
23820 - Pneudraulic Systems Mechanic 20.59
23850 - Rigger 20.59
23870 - Scale Mechanic 18.16
23890 - Sheet-Metal Worker Maintenance 20.59
23910 - Small Engine Mechanic 18.16

23931 - Telecommunications Mechanic I	30.59
23932 - Telecommunications Mechanic II	32.27
23950 - Telephone Lineman	20.59
23960 - Welder Combination Maintenance	21.96
23965 - Well Driller	20.59
23970 - Woodcraft Worker	20.59
23980 - Woodworker	15.42
24000 - Personal Needs Occupations	
24550 - Case Manager	12.87
24570 - Child Care Attendant	8.76
24580 - Child Care Center Clerk	11.19
24610 - Chore Aide	9.91
24620 - Family Readiness And Support Services Coordinator	12.87
24630 - Homemaker	12.87
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.59
25040 - Sewage Plant Operator	16.05
25070 - Stationary Engineer	20.59
25190 - Ventilation Equipment Tender	14.04
25210 - Water Treatment Plant Operator	16.05
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.37
27007 - Baggage Inspector	11.50
27008 - Corrections Officer	13.86
27010 - Court Security Officer	15.34
27030 - Detection Dog Handler	13.68
27040 - Detention Officer	13.86
27070 - Firefighter	16.94
27101 - Guard I	11.50
27102 - Guard II	13.68
27131 - Police Officer I	16.87
27132 - Police Officer II	18.75
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.68
28042 - Carnival Equipment Repairer	19.37
28043 - Carnival Worker	12.53
28210 - Gate Attendant/Gate Tender	13.81
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.45
28510 - Recreation Aide/Health Facility Attendant	11.28
28515 - Recreation Specialist	16.57
28630 - Sports Official	12.31
28690 - Swimming Pool Operator	24.13
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.41
29020 - Hatch Tender	20.41
29030 - Line Handler	20.41
29041 - Stevedore I	18.87
29042 - Stevedore II	21.69

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		20.89
30022 - Archeological Technician II		23.38
30023 - Archeological Technician III		28.96
30030 - Cartographic Technician		28.96
30040 - Civil Engineering Technician		18.16
30051 - Cryogenic Technician I		32.07
30052 - Cryogenic Technician II		35.43
30061 - Drafter/CAD Operator I		20.89
30062 - Drafter/CAD Operator II		23.38
30063 - Drafter/CAD Operator III		26.06
30064 - Drafter/CAD Operator IV		32.07
30081 - Engineering Technician I		18.61
30082 - Engineering Technician II		20.89
30083 - Engineering Technician III		23.38
30084 - Engineering Technician IV		28.96
30085 - Engineering Technician V		35.43
30086 - Engineering Technician VI		42.86
30090 - Environmental Technician		28.96
30095 - Evidence Control Specialist		28.96
30210 - Laboratory Technician		26.06
30221 - Latent Fingerprint Technician I		32.07
30222 - Latent Fingerprint Technician II		35.43
30240 - Mathematical Technician		28.96
30361 - Paralegal/Legal Assistant I		19.24
30362 - Paralegal/Legal Assistant II		23.82
30363 - Paralegal/Legal Assistant III		29.15
30364 - Paralegal/Legal Assistant IV		35.27
30375 - Petroleum Supply Specialist		35.43
30390 - Photo-Optics Technician		28.96
30395 - Radiation Control Technician		35.43
30461 - Technical Writer I		28.96
30462 - Technical Writer II		35.43
30463 - Technical Writer III		42.86
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		32.07
30502 - Weather Forecaster II		39.02
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.06
30621 - Weather Observer Senior	(see 2)	28.96

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.23

31030 - Bus Driver	16.65
31043 - Driver Courier	12.60
31260 - Parking and Lot Attendant	10.59
31290 - Shuttle Bus Driver	13.84
31310 - Taxi Driver	11.98
31361 - Truckdriver Light	13.84
31362 - Truckdriver Medium	15.12
31363 - Truckdriver Heavy	19.33
31364 - Truckdriver Tractor-Trailer	19.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	8.95
99050 - Desk Clerk	9.20
99095 - Embalmer	23.85
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.46
99252 - Laboratory Animal Caretaker II	16.98
99260 - Marketing Analyst	23.79
99310 - Mortician	23.85
99410 - Pest Controller	18.63
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.36
99711 - Recycling Specialist	17.85
99730 - Refuse Collector	12.63
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	12.56
99830 - Survey Party Chief	20.19
99831 - Surveying Aide	14.69
99832 - Surveying Technician	18.35
99840 - Vending Machine Attendant	12.31
99841 - Vending Machine Repairer	15.11
99842 - Vending Machine Repairer Helper	12.31

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5175
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Grant Rapides

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.15
01012 - Accounting Clerk II		15.88
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		17.87
01035 - Court Reporter		14.98
01041 - Customer Service Representative I		11.19
01042 - Customer Service Representative II		12.59
01043 - Customer Service Representative III		13.73
01051 - Data Entry Operator I		13.37
01052 - Data Entry Operator II		14.59
01060 - Dispatcher Motor Vehicle		16.09
01070 - Document Preparation Clerk		11.93
01090 - Duplicating Machine Operator		11.93
01111 - General Clerk I		11.61
01112 - General Clerk II		12.67

01113 - General Clerk III	14.22
01120 - Housing Referral Assistant	16.70
01141 - Messenger Courier	9.72
01191 - Order Clerk I	11.12
01192 - Order Clerk II	13.15
01261 - Personnel Assistant (Employment) I	15.12
01262 - Personnel Assistant (Employment) II	16.92
01263 - Personnel Assistant (Employment) III	18.85
01270 - Production Control Clerk	27.46
01290 - Rental Clerk	12.58
01300 - Scheduler Maintenance	13.39
01311 - Secretary I	13.39
01312 - Secretary II	14.98
01313 - Secretary III	16.70
01320 - Service Order Dispatcher	18.30
01410 - Supply Technician	17.87
01420 - Survey Worker	13.81
01460 - Switchboard Operator/Receptionist	11.66
01531 - Travel Clerk I	11.72
01532 - Travel Clerk II	12.79
01533 - Travel Clerk III	13.80
01611 - Word Processor I	11.93
01612 - Word Processor II	13.39
01613 - Word Processor III	14.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.10
05010 - Automotive Electrician	17.86
05040 - Automotive Glass Installer	16.72
05070 - Automotive Worker	16.72
05110 - Mobile Equipment Servicer	14.63
05130 - Motor Equipment Metal Mechanic	19.00
05160 - Motor Equipment Metal Worker	17.23
05190 - Motor Vehicle Mechanic	19.00
05220 - Motor Vehicle Mechanic Helper	13.30
05250 - Motor Vehicle Upholstery Worker	15.77
05280 - Motor Vehicle Wrecker	16.72
05310 - Painter Automotive	17.86
05340 - Radiator Repair Specialist	16.72
05370 - Tire Repairer	11.99
05400 - Transmission Repair Specialist	19.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.03
07041 - Cook I	10.53
07042 - Cook II	12.80
07070 - Dishwasher	9.32
07130 - Food Service Worker	8.85
07210 - Meat Cutter	14.05
07260 - Waiter/Waitress	8.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.16

09040 - Furniture Handler	10.77
09080 - Furniture Refinisher	19.16
09090 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer Minor	16.91
09130 - Upholsterer	19.16
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.05
11060 - Elevator Operator	10.97
11090 - Gardener	17.07
11122 - Housekeeping Aide	10.97
11150 - Janitor	10.97
11210 - Laborer Grounds Maintenance	11.67
11240 - Maid or Houseman	8.95
11260 - Pruner	9.76
11270 - Tractor Operator	15.37
11330 - Trail Maintenance Worker	11.67
11360 - Window Cleaner	13.12
12000 - Health Occupations	
12010 - Ambulance Driver	16.23
12011 - Breath Alcohol Technician	17.51
12012 - Certified Occupational Therapist Assistant	24.02
12015 - Certified Physical Therapist Assistant	23.34
12020 - Dental Assistant	18.24
12025 - Dental Hygienist	39.75
12030 - EKG Technician	25.78
12035 - Electroneurodiagnostic Technologist	25.78
12040 - Emergency Medical Technician	16.23
12071 - Licensed Practical Nurse I	15.65
12072 - Licensed Practical Nurse II	17.51
12073 - Licensed Practical Nurse III	19.51
12100 - Medical Assistant	13.95
12130 - Medical Laboratory Technician	19.75
12160 - Medical Record Clerk	16.58
12190 - Medical Record Technician	18.55
12195 - Medical Transcriptionist	15.21
12210 - Nuclear Medicine Technologist	38.47
12221 - Nursing Assistant I	10.62
12222 - Nursing Assistant II	11.94
12223 - Nursing Assistant III	13.03
12224 - Nursing Assistant IV	14.62
12235 - Optical Dispenser	17.02
12236 - Optical Technician	15.21
12250 - Pharmacy Technician	16.89
12280 - Phlebotomist	14.21
12305 - Radiologic Technologist	22.96
12311 - Registered Nurse I	23.75
12312 - Registered Nurse II	29.05
12313 - Registered Nurse II Specialist	29.05
12314 - Registered Nurse III	35.15
12315 - Registered Nurse III Anesthetist	35.15

12316 - Registered Nurse IV		42.14
12317 - Scheduler (Drug and Alcohol Testing)		21.68
12320 - Substance Abuse Treatment Counselor		19.03
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.45
13012 - Exhibits Specialist II		21.60
13013 - Exhibits Specialist III		26.43
13041 - Illustrator I		17.45
13042 - Illustrator II		21.60
13043 - Illustrator III		26.43
13047 - Librarian		23.94
13050 - Library Aide/Clerk		13.89
13054 - Library Information Technology Systems Administrator		21.60
13058 - Library Technician		17.45
13061 - Media Specialist I		15.60
13062 - Media Specialist II		17.45
13063 - Media Specialist III		19.45
13071 - Photographer I		15.60
13072 - Photographer II		17.45
13073 - Photographer III		21.60
13074 - Photographer IV		26.43
13075 - Photographer V		31.98
13090 - Technical Order Library Clerk		17.45
13110 - Video Teleconference Technician		15.60
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.18
14042 - Computer Operator II		18.10
14043 - Computer Operator III		20.92
14044 - Computer Operator IV		23.22
14045 - Computer Operator V		25.78
14071 - Computer Programmer I	(see 1)	20.16
14072 - Computer Programmer II	(see 1)	26.93
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		16.18
14160 - Personal Computer Support Technician		23.22
14170 - System Support Specialist		24.34
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.34
15020 - Aircrew Training Devices Instructor (Rated)		35.50
15030 - Air Crew Training Devices Instructor (Pilot)		39.05
15050 - Computer Based Training Specialist / Instructor		29.34
15060 - Educational Technologist		24.85
15070 - Flight Instructor (Pilot)		39.05
15080 - Graphic Artist		19.28
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.05

15086 - Maintenance Test Pilot Rotary Wing 39.05
15088 - Non-Maintenance Test/Co-Pilot 39.05
15090 - Technical Instructor 15.14
15095 - Technical Instructor/Course Developer 18.52
15110 - Test Proctor 12.55
15120 - Tutor 12.55
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.94
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.57
16220 - Tailor 12.21
16250 - Washer Machine 9.68
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.74
19040 - Tool And Die Maker 26.17
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.69
21030 - Material Coordinator 25.41
21040 - Material Expediter 25.41
21050 - Material Handling Laborer 12.55
21071 - Order Filler 10.42
21080 - Production Line Worker (Food Processing) 15.69
21110 - Shipping Packer 17.89
21130 - Shipping/Receiving Clerk 17.89
21140 - Store Worker I 11.61
21150 - Stock Clerk 18.06
21210 - Tools And Parts Attendant 15.69
21410 - Warehouse Specialist 15.69
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.56
23019 - Aircraft Logs and Records Technician 20.53
23021 - Aircraft Mechanic I 27.20
23022 - Aircraft Mechanic II 28.56
23023 - Aircraft Mechanic III 30.00
23040 - Aircraft Mechanic Helper 17.31
23050 - Aircraft Painter 22.46
23060 - Aircraft Servicer 20.53
23070 - Aircraft Survival Flight Equipment Technician 22.46
23080 - Aircraft Worker 21.78
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.78
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.20
23110 - Appliance Mechanic 20.74

23120 - Bicycle Repairer 15.29
23125 - Cable Splicer 22.14
23130 - Carpenter Maintenance 18.24
23140 - Carpet Layer 19.16
23160 - Electrician Maintenance 25.38
23181 - Electronics Technician Maintenance I 28.60
23182 - Electronics Technician Maintenance II 31.05
23183 - Electronics Technician Maintenance III 33.85
23260 - Fabric Worker 17.61
23290 - Fire Alarm System Mechanic 22.14
23310 - Fire Extinguisher Repairer 15.94
23311 - Fuel Distribution System Mechanic 22.14
23312 - Fuel Distribution System Operator 15.94
23370 - General Maintenance Worker 16.06
23380 - Ground Support Equipment Mechanic 27.20
23381 - Ground Support Equipment Servicer 20.53
23382 - Ground Support Equipment Worker 21.78
23391 - Gunsmith I 15.94
23392 - Gunsmith II 19.16
23393 - Gunsmith III 22.14
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.38
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.79
23430 - Heavy Equipment Mechanic 22.32
23440 - Heavy Equipment Operator 18.24
23460 - Instrument Mechanic 22.14
23465 - Laboratory/Shelter Mechanic 20.74
23470 - Laborer 12.55
23510 - Locksmith 20.74
23530 - Machinery Maintenance Mechanic 22.39
23550 - Machinist Maintenance 21.96
23580 - Maintenance Trades Helper 12.40
23591 - Metrology Technician I 22.14
23592 - Metrology Technician II 23.55
23593 - Metrology Technician III 24.93
23640 - Millwright 26.94
23710 - Office Appliance Repairer 18.98
23760 - Painter Maintenance 17.63
23790 - Pipefitter Maintenance 27.69
23810 - Plumber Maintenance 25.93
23820 - Pneudraulic Systems Mechanic 22.14
23850 - Rigger 22.14
23870 - Scale Mechanic 19.16
23890 - Sheet-Metal Worker Maintenance 21.41
23910 - Small Engine Mechanic 19.16
23931 - Telecommunications Mechanic I 24.53
23932 - Telecommunications Mechanic II 26.08
23950 - Telephone Lineman 22.14
23960 - Welder Combination Maintenance 19.31

23965 - Well Driller		22.14
23970 - Woodcraft Worker		22.14
23980 - Woodworker		15.94
24000 - Personal Needs Occupations		
24550 - Case Manager		15.60
24570 - Child Care Attendant		11.48
24580 - Child Care Center Clerk		13.66
24610 - Chore Aide		9.39
24620 - Family Readiness And Support Services Coordinator		15.60
24630 - Homemaker		15.60
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.14
25040 - Sewage Plant Operator		19.15
25070 - Stationary Engineer		22.14
25190 - Ventilation Equipment Tender		14.24
25210 - Water Treatment Plant Operator		19.15
27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.98
27007 - Baggage Inspector		14.28
27008 - Corrections Officer		25.86
27010 - Court Security Officer		19.81
27030 - Detection Dog Handler		15.98
27040 - Detention Officer		25.86
27070 - Firefighter		16.09
27101 - Guard I		14.28
27102 - Guard II		15.98
27131 - Police Officer I		18.20
27132 - Police Officer II		20.22
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.29
28042 - Carnival Equipment Repairer		11.33
28043 - Carnival Worker		7.27
28210 - Gate Attendant/Gate Tender		13.41
28310 - Lifeguard		11.95
28350 - Park Attendant (Aide)		15.00
28510 - Recreation Aide/Health Facility Attendant		10.95
28515 - Recreation Specialist		16.68
28630 - Sports Official		11.95
28690 - Swimming Pool Operator		21.00
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.16
29020 - Hatch Tender		19.16
29030 - Line Handler		19.16
29041 - Stevedore I		17.61
29042 - Stevedore II		20.74
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		16.70
30022 - Archeological Technician II		18.69
30023 - Archeological Technician III		23.15
30030 - Cartographic Technician		23.15
30040 - Civil Engineering Technician		25.66
30051 - Cryogenic Technician I		23.99
30052 - Cryogenic Technician II		26.51
30061 - Drafter/CAD Operator I		16.70
30062 - Drafter/CAD Operator II		18.69
30063 - Drafter/CAD Operator III		20.84
30064 - Drafter/CAD Operator IV		25.64
30081 - Engineering Technician I		14.78
30082 - Engineering Technician II		16.70
30083 - Engineering Technician III		18.69
30084 - Engineering Technician IV		23.15
30085 - Engineering Technician V		28.31
30086 - Engineering Technician VI		34.25
30090 - Environmental Technician		23.15
30095 - Evidence Control Specialist		21.66
30210 - Laboratory Technician		20.84
30221 - Latent Fingerprint Technician I		23.99
30222 - Latent Fingerprint Technician II		26.51
30240 - Mathematical Technician		23.15
30361 - Paralegal/Legal Assistant I		19.62
30362 - Paralegal/Legal Assistant II		24.30
30363 - Paralegal/Legal Assistant III		29.73
30364 - Paralegal/Legal Assistant IV		35.97
30375 - Petroleum Supply Specialist		26.51
30390 - Photo-Optics Technician		23.15
30395 - Radiation Control Technician		26.51
30461 - Technical Writer I		23.15
30462 - Technical Writer II		28.31
30463 - Technical Writer III		34.25
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		23.99
30502 - Weather Forecaster II		29.18
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.84
30621 - Weather Observer Senior	(see 2)	23.15
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.54
31030 - Bus Driver		18.55
31043 - Driver Courier		15.14
31260 - Parking and Lot Attendant		9.64
31290 - Shuttle Bus Driver		16.79

31310 - Taxi Driver	14.23
31361 - Truckdriver Light	16.79
31362 - Truckdriver Medium	18.55
31363 - Truckdriver Heavy	19.46
31364 - Truckdriver Tractor-Trailer	19.46
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.30
99050 - Desk Clerk	9.57
99095 - Embalmer	23.85
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	10.98
99252 - Laboratory Animal Caretaker II	11.76
99260 - Marketing Analyst	20.92
99310 - Mortician	23.85
99410 - Pest Controller	17.02
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.56
99711 - Recycling Specialist	20.49
99730 - Refuse Collector	13.28
99810 - Sales Clerk	11.67
99820 - School Crossing Guard	13.01
99830 - Survey Party Chief	17.60
99831 - Surveying Aide	10.86
99832 - Surveying Technician	16.00
99840 - Vending Machine Attendant	20.49
99841 - Vending Machine Repairer	26.53
99842 - Vending Machine Repairer Helper	20.49

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5176
Revision No.: 12
Date Of Last Revision: 06/26/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Grant Rapides

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.15
01012 - Accounting Clerk II		15.88
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		17.87
01035 - Court Reporter		14.98
01041 - Customer Service Representative I		11.19
01042 - Customer Service Representative II		12.59
01043 - Customer Service Representative III		13.73
01051 - Data Entry Operator I		13.37
01052 - Data Entry Operator II		14.59
01060 - Dispatcher Motor Vehicle		16.09
01070 - Document Preparation Clerk		11.93

01090 - Duplicating Machine Operator 11.93
01111 - General Clerk I 11.61
01112 - General Clerk II 12.67
01113 - General Clerk III 14.22
01120 - Housing Referral Assistant 16.70
01141 - Messenger Courier 9.72
01191 - Order Clerk I 11.12
01192 - Order Clerk II 13.15
01261 - Personnel Assistant (Employment) I 15.12
01262 - Personnel Assistant (Employment) II 16.92
01263 - Personnel Assistant (Employment) III 18.85
01270 - Production Control Clerk 27.46
01290 - Rental Clerk 12.58
01300 - Scheduler Maintenance 13.39
01311 - Secretary I 13.39
01312 - Secretary II 14.98
01313 - Secretary III 16.70
01320 - Service Order Dispatcher 18.30
01410 - Supply Technician 17.87
01420 - Survey Worker 13.81
01460 - Switchboard Operator/Receptionist 11.66
01531 - Travel Clerk I 11.72
01532 - Travel Clerk II 12.79
01533 - Travel Clerk III 13.80
01611 - Word Processor I 11.93
01612 - Word Processor II 13.39
01613 - Word Processor III 14.98
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.10
05010 - Automotive Electrician 17.86
05040 - Automotive Glass Installer 16.72
05070 - Automotive Worker 16.72
05110 - Mobile Equipment Servicer 14.63
05130 - Motor Equipment Metal Mechanic 19.00
05160 - Motor Equipment Metal Worker 17.23
05190 - Motor Vehicle Mechanic 19.00
05220 - Motor Vehicle Mechanic Helper 13.30
05250 - Motor Vehicle Upholstery Worker 15.77
05280 - Motor Vehicle Wrecker 16.72
05310 - Painter Automotive 17.86
05340 - Radiator Repair Specialist 16.72
05370 - Tire Repairer 11.99
05400 - Transmission Repair Specialist 19.00
07000 - Food Preparation And Service Occupations
07010 - Baker 15.03
07041 - Cook I 10.53
07042 - Cook II 12.80
07070 - Dishwasher 9.32
07130 - Food Service Worker 8.85
07210 - Meat Cutter 14.05

07260 - Waiter/Waitress	8.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.16
09040 - Furniture Handler	10.77
09080 - Furniture Refinisher	19.16
09090 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer Minor	16.91
09130 - Upholsterer	19.16
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.05
11060 - Elevator Operator	10.97
11090 - Gardener	17.07
11122 - Housekeeping Aide	10.97
11150 - Janitor	10.97
11210 - Laborer Grounds Maintenance	11.67
11240 - Maid or Houseman	8.95
11260 - Pruner	9.76
11270 - Tractor Operator	15.37
11330 - Trail Maintenance Worker	11.67
11360 - Window Cleaner	13.12
12000 - Health Occupations	
12010 - Ambulance Driver	16.23
12011 - Breath Alcohol Technician	17.51
12012 - Certified Occupational Therapist Assistant	24.02
12015 - Certified Physical Therapist Assistant	23.34
12020 - Dental Assistant	18.24
12025 - Dental Hygienist	39.75
12030 - EKG Technician	25.78
12035 - Electroneurodiagnostic Technologist	25.78
12040 - Emergency Medical Technician	16.23
12071 - Licensed Practical Nurse I	15.65
12072 - Licensed Practical Nurse II	17.51
12073 - Licensed Practical Nurse III	19.51
12100 - Medical Assistant	13.95
12130 - Medical Laboratory Technician	19.75
12160 - Medical Record Clerk	16.58
12190 - Medical Record Technician	18.55
12195 - Medical Transcriptionist	15.21
12210 - Nuclear Medicine Technologist	38.47
12221 - Nursing Assistant I	10.62
12222 - Nursing Assistant II	11.94
12223 - Nursing Assistant III	13.03
12224 - Nursing Assistant IV	14.62
12235 - Optical Dispenser	17.02
12236 - Optical Technician	15.21
12250 - Pharmacy Technician	16.89
12280 - Phlebotomist	14.21
12305 - Radiologic Technologist	22.96
12311 - Registered Nurse I	23.75
12312 - Registered Nurse II	29.05

12313 - Registered Nurse II Specialist		29.05
12314 - Registered Nurse III		35.15
12315 - Registered Nurse III Anesthetist		35.15
12316 - Registered Nurse IV		42.14
12317 - Scheduler (Drug and Alcohol Testing)		21.68
12320 - Substance Abuse Treatment Counselor		19.03
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.45
13012 - Exhibits Specialist II		21.60
13013 - Exhibits Specialist III		26.43
13041 - Illustrator I		17.45
13042 - Illustrator II		21.60
13043 - Illustrator III		26.43
13047 - Librarian		23.94
13050 - Library Aide/Clerk		13.89
13054 - Library Information Technology Systems Administrator		21.60
13058 - Library Technician		17.45
13061 - Media Specialist I		15.60
13062 - Media Specialist II		17.45
13063 - Media Specialist III		19.45
13071 - Photographer I		15.60
13072 - Photographer II		17.45
13073 - Photographer III		21.60
13074 - Photographer IV		26.43
13075 - Photographer V		31.98
13090 - Technical Order Library Clerk		17.45
13110 - Video Teleconference Technician		15.60
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.18
14042 - Computer Operator II		18.10
14043 - Computer Operator III		20.92
14044 - Computer Operator IV		23.22
14045 - Computer Operator V		25.78
14071 - Computer Programmer I	(see 1)	20.16
14072 - Computer Programmer II	(see 1)	26.93
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		16.18
14160 - Personal Computer Support Technician		23.22
14170 - System Support Specialist		24.34
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.34
15020 - Aircrew Training Devices Instructor (Rated)		35.50
15030 - Air Crew Training Devices Instructor (Pilot)		39.05
15050 - Computer Based Training Specialist / Instructor		29.34
15060 - Educational Technologist		24.85

15070 - Flight Instructor (Pilot) 39.05
15080 - Graphic Artist 19.28
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.05
15086 - Maintenance Test Pilot Rotary Wing 39.05
15088 - Non-Maintenance Test/Co-Pilot 39.05
15090 - Technical Instructor 15.14
15095 - Technical Instructor/Course Developer 18.52
15110 - Test Proctor 12.55
15120 - Tutor 12.55
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.94
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.57
16220 - Tailor 12.21
16250 - Washer Machine 9.68
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.74
19040 - Tool And Die Maker 26.17
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.69
21030 - Material Coordinator 25.41
21040 - Material Expediter 25.41
21050 - Material Handling Laborer 12.55
21071 - Order Filler 10.42
21080 - Production Line Worker (Food Processing) 15.69
21110 - Shipping Packer 17.89
21130 - Shipping/Receiving Clerk 17.89
21140 - Store Worker I 11.61
21150 - Stock Clerk 18.06
21210 - Tools And Parts Attendant 15.69
21410 - Warehouse Specialist 15.69
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.56
23019 - Aircraft Logs and Records Technician 20.53
23021 - Aircraft Mechanic I 27.20
23022 - Aircraft Mechanic II 28.56
23023 - Aircraft Mechanic III 30.00
23040 - Aircraft Mechanic Helper 17.31
23050 - Aircraft Painter 22.46
23060 - Aircraft Servicer 20.53
23070 - Aircraft Survival Flight Equipment Technician 22.46
23080 - Aircraft Worker 21.78
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.78

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.20
23110 - Appliance Mechanic 20.74
23120 - Bicycle Repairer 15.29
23125 - Cable Splicer 22.14
23130 - Carpenter Maintenance 18.24
23140 - Carpet Layer 19.16
23160 - Electrician Maintenance 25.38
23181 - Electronics Technician Maintenance I 28.60
23182 - Electronics Technician Maintenance II 31.05
23183 - Electronics Technician Maintenance III 33.85
23260 - Fabric Worker 17.61
23290 - Fire Alarm System Mechanic 22.14
23310 - Fire Extinguisher Repairer 15.94
23311 - Fuel Distribution System Mechanic 22.14
23312 - Fuel Distribution System Operator 15.94
23370 - General Maintenance Worker 16.06
23380 - Ground Support Equipment Mechanic 27.20
23381 - Ground Support Equipment Servicer 20.53
23382 - Ground Support Equipment Worker 21.78
23391 - Gunsmith I 15.94
23392 - Gunsmith II 19.16
23393 - Gunsmith III 22.14
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.38
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.79
23430 - Heavy Equipment Mechanic 22.32
23440 - Heavy Equipment Operator 18.24
23460 - Instrument Mechanic 22.14
23465 - Laboratory/Shelter Mechanic 20.74
23470 - Laborer 12.55
23510 - Locksmith 20.74
23530 - Machinery Maintenance Mechanic 22.39
23550 - Machinist Maintenance 21.96
23580 - Maintenance Trades Helper 12.40
23591 - Metrology Technician I 22.14
23592 - Metrology Technician II 23.55
23593 - Metrology Technician III 24.93
23640 - Millwright 26.94
23710 - Office Appliance Repairer 18.98
23760 - Painter Maintenance 17.63
23790 - Pipefitter Maintenance 27.69
23810 - Plumber Maintenance 25.93
23820 - Pneudraulic Systems Mechanic 22.14
23850 - Rigger 22.14
23870 - Scale Mechanic 19.16
23890 - Sheet-Metal Worker Maintenance 21.41
23910 - Small Engine Mechanic 19.16
23931 - Telecommunications Mechanic I 24.53

23932 - Telecommunications Mechanic II 26.08
23950 - Telephone Lineman 22.14
23960 - Welder Combination Maintenance 19.31
23965 - Well Driller 22.14
23970 - Woodcraft Worker 22.14
23980 - Woodworker 15.94
24000 - Personal Needs Occupations
24550 - Case Manager 15.60
24570 - Child Care Attendant 11.48
24580 - Child Care Center Clerk 13.66
24610 - Chore Aide 9.39
24620 - Family Readiness And Support Services Coordinator 15.60
24630 - Homemaker 15.60
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.14
25040 - Sewage Plant Operator 19.15
25070 - Stationary Engineer 22.14
25190 - Ventilation Equipment Tender 14.24
25210 - Water Treatment Plant Operator 19.15
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.98
27007 - Baggage Inspector 14.28
27008 - Corrections Officer 25.86
27010 - Court Security Officer 19.81
27030 - Detection Dog Handler 15.98
27040 - Detention Officer 25.86
27070 - Firefighter 16.09
27101 - Guard I 14.28
27102 - Guard II 15.98
27131 - Police Officer I 18.20
27132 - Police Officer II 20.22
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 10.29
28042 - Carnival Equipment Repairer 11.33
28043 - Carnival Worker 7.27
28210 - Gate Attendant/Gate Tender 13.41
28310 - Lifeguard 11.95
28350 - Park Attendant (Aide) 15.00
28510 - Recreation Aide/Health Facility Attendant 10.95
28515 - Recreation Specialist 16.68
28630 - Sports Official 11.95
28690 - Swimming Pool Operator 21.00
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.16
29020 - Hatch Tender 19.16
29030 - Line Handler 19.16
29041 - Stevedore I 17.61
29042 - Stevedore II 20.74
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.70
30022 - Archeological Technician II 18.69
30023 - Archeological Technician III 23.15
30030 - Cartographic Technician 23.15
30040 - Civil Engineering Technician 25.66
30051 - Cryogenic Technician I 23.99
30052 - Cryogenic Technician II 26.51
30061 - Drafter/CAD Operator I 16.70
30062 - Drafter/CAD Operator II 18.69
30063 - Drafter/CAD Operator III 20.84
30064 - Drafter/CAD Operator IV 25.64
30081 - Engineering Technician I 14.78
30082 - Engineering Technician II 16.70
30083 - Engineering Technician III 18.69
30084 - Engineering Technician IV 23.15
30085 - Engineering Technician V 28.31
30086 - Engineering Technician VI 34.25
30090 - Environmental Technician 23.15
30095 - Evidence Control Specialist 21.66
30210 - Laboratory Technician 20.84
30221 - Latent Fingerprint Technician I 23.99
30222 - Latent Fingerprint Technician II 26.51
30240 - Mathematical Technician 23.15
30361 - Paralegal/Legal Assistant I 19.62
30362 - Paralegal/Legal Assistant II 24.30
30363 - Paralegal/Legal Assistant III 29.73
30364 - Paralegal/Legal Assistant IV 35.97
30375 - Petroleum Supply Specialist 26.51
30390 - Photo-Optics Technician 23.15
30395 - Radiation Control Technician 26.51
30461 - Technical Writer I 23.15
30462 - Technical Writer II 28.31
30463 - Technical Writer III 34.25
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 23.99
30502 - Weather Forecaster II 29.18
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.84
30621 - Weather Observer Senior (see 2) 23.15
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.54
31030 - Bus Driver 18.55

31043 - Driver Courier	15.14
31260 - Parking and Lot Attendant	9.64
31290 - Shuttle Bus Driver	16.79
31310 - Taxi Driver	14.23
31361 - Truckdriver Light	16.79
31362 - Truckdriver Medium	18.55
31363 - Truckdriver Heavy	19.46
31364 - Truckdriver Tractor-Trailer	19.46
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.30
99050 - Desk Clerk	9.57
99095 - Embalmer	23.85
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	10.98
99252 - Laboratory Animal Caretaker II	11.76
99260 - Marketing Analyst	20.92
99310 - Mortician	23.85
99410 - Pest Controller	17.02
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.56
99711 - Recycling Specialist	20.49
99730 - Refuse Collector	13.28
99810 - Sales Clerk	11.67
99820 - School Crossing Guard	13.01
99830 - Survey Party Chief	17.60
99831 - Surveying Aide	10.86
99832 - Surveying Technician	16.00
99840 - Vending Machine Attendant	20.49
99841 - Vending Machine Repairer	26.53
99842 - Vending Machine Repairer Helper	20.49

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5177
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Ascension East Baton Rouge East Feliciana Iberville Livingston Pointe Coupee St Helena West Baton Rouge West Feliciana

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.87
01012 - Accounting Clerk II		16.69
01013 - Accounting Clerk III		18.68
01020 - Administrative Assistant		19.73
01035 - Court Reporter		25.48
01041 - Customer Service Representative I		12.43
01042 - Customer Service Representative II		13.97
01043 - Customer Service Representative III		15.24
01051 - Data Entry Operator I		14.59
01052 - Data Entry Operator II		16.58
01060 - Dispatcher Motor Vehicle		17.83
01070 - Document Preparation Clerk		15.27
01090 - Duplicating Machine Operator		15.27

01111 - General Clerk I	12.16
01112 - General Clerk II	13.27
01113 - General Clerk III	14.89
01120 - Housing Referral Assistant	19.45
01141 - Messenger Courier	11.36
01191 - Order Clerk I	13.01
01192 - Order Clerk II	14.19
01261 - Personnel Assistant (Employment) I	15.99
01262 - Personnel Assistant (Employment) II	18.22
01263 - Personnel Assistant (Employment) III	19.94
01270 - Production Control Clerk	29.41
01290 - Rental Clerk	11.49
01300 - Scheduler Maintenance	15.59
01311 - Secretary I	15.59
01312 - Secretary II	17.45
01313 - Secretary III	19.45
01320 - Service Order Dispatcher	15.93
01410 - Supply Technician	19.84
01420 - Survey Worker	15.36
01460 - Switchboard Operator/Receptionist	12.80
01531 - Travel Clerk I	15.37
01532 - Travel Clerk II	16.41
01533 - Travel Clerk III	17.33
01611 - Word Processor I	13.89
01612 - Word Processor II	15.59
01613 - Word Processor III	17.45
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.50
05010 - Automotive Electrician	18.87
05040 - Automotive Glass Installer	17.54
05070 - Automotive Worker	17.54
05110 - Mobile Equipment Servicer	14.90
05130 - Motor Equipment Metal Mechanic	20.21
05160 - Motor Equipment Metal Worker	17.54
05190 - Motor Vehicle Mechanic	20.21
05220 - Motor Vehicle Mechanic Helper	14.50
05250 - Motor Vehicle Upholstery Worker	16.23
05280 - Motor Vehicle Wrecker	17.54
05310 - Painter Automotive	18.87
05340 - Radiator Repair Specialist	17.54
05370 - Tire Repairer	13.67
05400 - Transmission Repair Specialist	20.21
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.78
07041 - Cook I	10.14
07042 - Cook II	11.93
07070 - Dishwasher	9.48
07130 - Food Service Worker	9.06
07210 - Meat Cutter	14.73
07260 - Waiter/Waitress	8.86

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.56
09040 - Furniture Handler	12.27
09080 - Furniture Refinisher	20.56
09090 - Furniture Refinisher Helper	15.19
09110 - Furniture Repairer Minor	18.11
09130 - Upholsterer	20.56
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.82
11060 - Elevator Operator	10.82
11090 - Gardener	18.73
11122 - Housekeeping Aide	9.90
11150 - Janitor	9.90
11210 - Laborer Grounds Maintenance	13.90
11240 - Maid or Houseman	9.72
11260 - Pruner	12.23
11270 - Tractor Operator	17.25
11330 - Trail Maintenance Worker	13.90
11360 - Window Cleaner	11.25
12000 - Health Occupations	
12010 - Ambulance Driver	20.80
12011 - Breath Alcohol Technician	20.80
12012 - Certified Occupational Therapist Assistant	28.59
12015 - Certified Physical Therapist Assistant	28.26
12020 - Dental Assistant	16.04
12025 - Dental Hygienist	33.95
12030 - EKG Technician	25.92
12035 - Electroneurodiagnostic Technologist	25.92
12040 - Emergency Medical Technician	20.80
12071 - Licensed Practical Nurse I	15.38
12072 - Licensed Practical Nurse II	17.21
12073 - Licensed Practical Nurse III	19.19
12100 - Medical Assistant	14.92
12130 - Medical Laboratory Technician	20.74
12160 - Medical Record Clerk	13.93
12190 - Medical Record Technician	15.59
12195 - Medical Transcriptionist	15.93
12210 - Nuclear Medicine Technologist	36.37
12221 - Nursing Assistant I	11.28
12222 - Nursing Assistant II	12.68
12223 - Nursing Assistant III	13.84
12224 - Nursing Assistant IV	15.53
12235 - Optical Dispenser	16.54
12236 - Optical Technician	15.27
12250 - Pharmacy Technician	16.33
12280 - Phlebotomist	15.18
12305 - Radiologic Technologist	24.14
12311 - Registered Nurse I	24.12
12312 - Registered Nurse II	29.51
12313 - Registered Nurse II Specialist	29.51

12314 - Registered Nurse III		35.70
12315 - Registered Nurse III Anesthetist		35.70
12316 - Registered Nurse IV		42.79
12317 - Scheduler (Drug and Alcohol Testing)		25.76
12320 - Substance Abuse Treatment Counselor		20.23
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.34
13012 - Exhibits Specialist II		22.72
13013 - Exhibits Specialist III		27.79
13041 - Illustrator I		19.29
13042 - Illustrator II		23.89
13043 - Illustrator III		29.22
13047 - Librarian		26.46
13050 - Library Aide/Clerk		13.26
13054 - Library Information Technology Systems Administrator		23.89
13058 - Library Technician		17.67
13061 - Media Specialist I		17.24
13062 - Media Specialist II		19.29
13063 - Media Specialist III		21.51
13071 - Photographer I		14.06
13072 - Photographer II		17.69
13073 - Photographer III		18.31
13074 - Photographer IV		21.64
13075 - Photographer V		26.19
13090 - Technical Order Library Clerk		16.66
13110 - Video Teleconference Technician		19.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.74
14042 - Computer Operator II		17.62
14043 - Computer Operator III		19.64
14044 - Computer Operator IV		21.82
14045 - Computer Operator V		24.17
14071 - Computer Programmer I	(see 1)	20.45
14072 - Computer Programmer II	(see 1)	25.34
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.74
14160 - Personal Computer Support Technician		21.82
14170 - System Support Specialist		24.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.26
15020 - Aircrew Training Devices Instructor (Rated)		34.19
15030 - Air Crew Training Devices Instructor (Pilot)		40.98
15050 - Computer Based Training Specialist / Instructor		28.26
15060 - Educational Technologist		24.91
15070 - Flight Instructor (Pilot)		40.98

15080 - Graphic Artist 22.28
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.98
15086 - Maintenance Test Pilot Rotary Wing 40.98
15088 - Non-Maintenance Test/Co-Pilot 40.98
15090 - Technical Instructor 20.07
15095 - Technical Instructor/Course Developer 24.55
15110 - Test Proctor 16.90
15120 - Tutor 16.90
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.44
16030 - Counter Attendant 9.44
16040 - Dry Cleaner 11.80
16070 - Finisher Flatwork Machine 9.44
16090 - Presser Hand 9.44
16110 - Presser Machine Drycleaning 9.44
16130 - Presser Machine Shirts 9.44
16160 - Presser Machine Wearing Apparel Laundry 9.44
16190 - Sewing Machine Operator 12.60
16220 - Tailor 13.38
16250 - Washer Machine 10.22
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.27
19040 - Tool And Die Maker 31.08
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.25
21030 - Material Coordinator 29.41
21040 - Material Expediter 29.41
21050 - Material Handling Laborer 13.17
21071 - Order Filler 12.17
21080 - Production Line Worker (Food Processing) 18.25
21110 - Shipping Packer 16.36
21130 - Shipping/Receiving Clerk 16.36
21140 - Store Worker I 10.19
21150 - Stock Clerk 15.09
21210 - Tools And Parts Attendant 18.25
21410 - Warehouse Specialist 18.25
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.68
23019 - Aircraft Logs and Records Technician 20.87
23021 - Aircraft Mechanic I 25.99
23022 - Aircraft Mechanic II 27.68
23023 - Aircraft Mechanic III 29.38
23040 - Aircraft Mechanic Helper 17.44
23050 - Aircraft Painter 24.27
23060 - Aircraft Servicer 20.87
23070 - Aircraft Survival Flight Equipment Technician 24.27
23080 - Aircraft Worker 22.55
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.55
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 25.99

II
23110 - Appliance Mechanic 20.65
23120 - Bicycle Repairer 19.17
23125 - Cable Splicer 27.62
23130 - Carpenter Maintenance 22.39
23140 - Carpet Layer 22.55
23160 - Electrician Maintenance 24.83
23181 - Electronics Technician Maintenance I 28.25
23182 - Electronics Technician Maintenance II 30.40
23183 - Electronics Technician Maintenance III 32.56
23260 - Fabric Worker 20.87
23290 - Fire Alarm System Mechanic 20.48
23310 - Fire Extinguisher Repairer 19.17
23311 - Fuel Distribution System Mechanic 25.93
23312 - Fuel Distribution System Operator 19.13
23370 - General Maintenance Worker 18.92
23380 - Ground Support Equipment Mechanic 25.99
23381 - Ground Support Equipment Servicer 20.87
23382 - Ground Support Equipment Worker 22.55
23391 - Gunsmith I 19.17
23392 - Gunsmith II 22.55
23393 - Gunsmith III 25.99
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.63
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.17
23430 - Heavy Equipment Mechanic 26.47
23440 - Heavy Equipment Operator 23.32
23460 - Instrument Mechanic 28.70
23465 - Laboratory/Shelter Mechanic 24.27
23470 - Laborer 13.17
23510 - Locksmith 21.37
23530 - Machinery Maintenance Mechanic 31.31
23550 - Machinist Maintenance 26.24
23580 - Maintenance Trades Helper 14.73
23591 - Metrology Technician I 28.70
23592 - Metrology Technician II 30.57
23593 - Metrology Technician III 32.44
23640 - Millwright 28.06
23710 - Office Appliance Repairer 19.14
23760 - Painter Maintenance 20.51
23790 - Pipefitter Maintenance 28.40
23810 - Plumber Maintenance 26.51
23820 - Pneudraulic Systems Mechanic 25.99
23850 - Rigger 27.70
23870 - Scale Mechanic 22.55
23890 - Sheet-Metal Worker Maintenance 23.47
23910 - Small Engine Mechanic 22.55
23931 - Telecommunications Mechanic I 29.75
23932 - Telecommunications Mechanic II 31.69

23950 - Telephone Lineman	26.85
23960 - Welder Combination Maintenance	30.69
23965 - Well Driller	25.93
23970 - Woodcraft Worker	25.99
23980 - Woodworker	19.17
24000 - Personal Needs Occupations	
24550 - Case Manager	15.30
24570 - Child Care Attendant	11.04
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	9.09
24620 - Family Readiness And Support Services Coordinator	15.30
24630 - Homemaker	17.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.99
25040 - Sewage Plant Operator	18.93
25070 - Stationary Engineer	25.99
25190 - Ventilation Equipment Tender	17.44
25210 - Water Treatment Plant Operator	18.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.41
27007 - Baggage Inspector	13.25
27008 - Corrections Officer	16.80
27010 - Court Security Officer	15.40
27030 - Detection Dog Handler	14.83
27040 - Detention Officer	16.80
27070 - Firefighter	15.17
27101 - Guard I	13.25
27102 - Guard II	14.83
27131 - Police Officer I	19.15
27132 - Police Officer II	21.28
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.35
28042 - Carnival Equipment Repairer	14.55
28043 - Carnival Worker	9.88
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.39
28515 - Recreation Specialist	16.72
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	18.01
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.88
29020 - Hatch Tender	23.88
29030 - Line Handler	23.88
29041 - Stevedore I	22.09
29042 - Stevedore II	25.69
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.28
30022 - Archeological Technician II 20.45
30023 - Archeological Technician III 25.36
30030 - Cartographic Technician 25.36
30040 - Civil Engineering Technician 27.70
30051 - Cryogenic Technician I 29.18
30052 - Cryogenic Technician II 32.24
30061 - Drafter/CAD Operator I 18.28
30062 - Drafter/CAD Operator II 20.45
30063 - Drafter/CAD Operator III 22.81
30064 - Drafter/CAD Operator IV 28.06
30081 - Engineering Technician I 15.69
30082 - Engineering Technician II 17.62
30083 - Engineering Technician III 19.72
30084 - Engineering Technician IV 24.42
30085 - Engineering Technician V 29.87
30086 - Engineering Technician VI 36.14
30090 - Environmental Technician 25.66
30095 - Evidence Control Specialist 26.35
30210 - Laboratory Technician 36.51
30221 - Latent Fingerprint Technician I 25.16
30222 - Latent Fingerprint Technician II 27.79
30240 - Mathematical Technician 27.90
30361 - Paralegal/Legal Assistant I 19.23
30362 - Paralegal/Legal Assistant II 23.51
30363 - Paralegal/Legal Assistant III 28.78
30364 - Paralegal/Legal Assistant IV 34.80
30375 - Petroleum Supply Specialist 32.24
30390 - Photo-Optics Technician 25.36
30395 - Radiation Control Technician 32.24
30461 - Technical Writer I 21.89
30462 - Technical Writer II 26.77
30463 - Technical Writer III 32.39
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 29.18
30502 - Weather Forecaster II 35.50
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.81
30621 - Weather Observer Senior (see 2) 25.36
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.05
31030 - Bus Driver 19.36
31043 - Driver Courier 13.62

31260 - Parking and Lot Attendant	11.94
31290 - Shuttle Bus Driver	14.97
31310 - Taxi Driver	11.99
31361 - Truckdriver Light	14.97
31362 - Truckdriver Medium	16.30
31363 - Truckdriver Heavy	20.92
31364 - Truckdriver Tractor-Trailer	20.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.35
99050 - Desk Clerk	10.58
99095 - Embalmer	27.63
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.46
99252 - Laboratory Animal Caretaker II	12.59
99260 - Marketing Analyst	27.23
99310 - Mortician	27.63
99410 - Pest Controller	14.60
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.94
99711 - Recycling Specialist	22.16
99730 - Refuse Collector	15.78
99810 - Sales Clerk	10.67
99820 - School Crossing Guard	15.67
99830 - Survey Party Chief	25.13
99831 - Surveying Aide	15.76
99832 - Surveying Technician	21.57
99840 - Vending Machine Attendant	15.01
99841 - Vending Machine Repairer	19.41
99842 - Vending Machine Repairer Helper	15.01

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5178
Revision No.: 12
Date Of Last Revision: 06/26/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Ascension East Baton Rouge East Feliciana Iberville Livingston Pointe Coupee St Helena West Baton Rouge West Feliciana

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.87
01012 - Accounting Clerk II		16.69
01013 - Accounting Clerk III		18.68
01020 - Administrative Assistant		19.73
01035 - Court Reporter		25.48
01041 - Customer Service Representative I		12.43
01042 - Customer Service Representative II		13.97
01043 - Customer Service Representative III		15.24
01051 - Data Entry Operator I		14.59
01052 - Data Entry Operator II		16.58

01060 - Dispatcher Motor Vehicle 17.83
01070 - Document Preparation Clerk 15.27
01090 - Duplicating Machine Operator 15.27
01111 - General Clerk I 12.16
01112 - General Clerk II 13.27
01113 - General Clerk III 14.89
01120 - Housing Referral Assistant 19.45
01141 - Messenger Courier 11.36
01191 - Order Clerk I 13.01
01192 - Order Clerk II 14.19
01261 - Personnel Assistant (Employment) I 15.99
01262 - Personnel Assistant (Employment) II 18.22
01263 - Personnel Assistant (Employment) III 19.94
01270 - Production Control Clerk 29.41
01290 - Rental Clerk 11.49
01300 - Scheduler Maintenance 15.59
01311 - Secretary I 15.59
01312 - Secretary II 17.45
01313 - Secretary III 19.45
01320 - Service Order Dispatcher 15.93
01410 - Supply Technician 19.84
01420 - Survey Worker 15.36
01460 - Switchboard Operator/Receptionist 12.80
01531 - Travel Clerk I 15.37
01532 - Travel Clerk II 16.41
01533 - Travel Clerk III 17.33
01611 - Word Processor I 13.89
01612 - Word Processor II 15.59
01613 - Word Processor III 17.45
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.50
05010 - Automotive Electrician 18.87
05040 - Automotive Glass Installer 17.54
05070 - Automotive Worker 17.54
05110 - Mobile Equipment Servicer 14.90
05130 - Motor Equipment Metal Mechanic 20.21
05160 - Motor Equipment Metal Worker 17.54
05190 - Motor Vehicle Mechanic 20.21
05220 - Motor Vehicle Mechanic Helper 14.50
05250 - Motor Vehicle Upholstery Worker 16.23
05280 - Motor Vehicle Wrecker 17.54
05310 - Painter Automotive 18.87
05340 - Radiator Repair Specialist 17.54
05370 - Tire Repairer 13.67
05400 - Transmission Repair Specialist 20.21
07000 - Food Preparation And Service Occupations
07010 - Baker 11.78
07041 - Cook I 10.14
07042 - Cook II 11.93
07070 - Dishwasher 9.48

07130 - Food Service Worker	9.06
07210 - Meat Cutter	14.73
07260 - Waiter/Waitress	8.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.56
09040 - Furniture Handler	12.27
09080 - Furniture Refinisher	20.56
09090 - Furniture Refinisher Helper	15.19
09110 - Furniture Repairer Minor	18.11
09130 - Upholsterer	20.56
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.82
11060 - Elevator Operator	10.82
11090 - Gardener	18.73
11122 - Housekeeping Aide	9.90
11150 - Janitor	9.90
11210 - Laborer Grounds Maintenance	13.90
11240 - Maid or Houseman	9.72
11260 - Pruner	12.23
11270 - Tractor Operator	17.25
11330 - Trail Maintenance Worker	13.90
11360 - Window Cleaner	11.25
12000 - Health Occupations	
12010 - Ambulance Driver	20.80
12011 - Breath Alcohol Technician	20.80
12012 - Certified Occupational Therapist Assistant	28.59
12015 - Certified Physical Therapist Assistant	28.26
12020 - Dental Assistant	16.04
12025 - Dental Hygienist	33.95
12030 - EKG Technician	25.92
12035 - Electroneurodiagnostic Technologist	25.92
12040 - Emergency Medical Technician	20.80
12071 - Licensed Practical Nurse I	15.38
12072 - Licensed Practical Nurse II	17.21
12073 - Licensed Practical Nurse III	19.19
12100 - Medical Assistant	14.92
12130 - Medical Laboratory Technician	20.74
12160 - Medical Record Clerk	13.93
12190 - Medical Record Technician	15.59
12195 - Medical Transcriptionist	15.93
12210 - Nuclear Medicine Technologist	36.37
12221 - Nursing Assistant I	11.28
12222 - Nursing Assistant II	12.68
12223 - Nursing Assistant III	13.84
12224 - Nursing Assistant IV	15.53
12235 - Optical Dispenser	16.54
12236 - Optical Technician	15.27
12250 - Pharmacy Technician	16.33
12280 - Phlebotomist	15.18
12305 - Radiologic Technologist	24.14

12311 - Registered Nurse I		24.12
12312 - Registered Nurse II		29.51
12313 - Registered Nurse II Specialist		29.51
12314 - Registered Nurse III		35.70
12315 - Registered Nurse III Anesthetist		35.70
12316 - Registered Nurse IV		42.79
12317 - Scheduler (Drug and Alcohol Testing)		25.76
12320 - Substance Abuse Treatment Counselor		20.23
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.34
13012 - Exhibits Specialist II		22.72
13013 - Exhibits Specialist III		27.79
13041 - Illustrator I		19.29
13042 - Illustrator II		23.89
13043 - Illustrator III		29.22
13047 - Librarian		26.46
13050 - Library Aide/Clerk		13.26
13054 - Library Information Technology Systems Administrator		23.89
13058 - Library Technician		17.67
13061 - Media Specialist I		17.24
13062 - Media Specialist II		19.29
13063 - Media Specialist III		21.51
13071 - Photographer I		14.06
13072 - Photographer II		17.69
13073 - Photographer III		18.31
13074 - Photographer IV		21.64
13075 - Photographer V		26.19
13090 - Technical Order Library Clerk		16.66
13110 - Video Teleconference Technician		19.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.74
14042 - Computer Operator II		17.62
14043 - Computer Operator III		19.64
14044 - Computer Operator IV		21.82
14045 - Computer Operator V		24.17
14071 - Computer Programmer I	(see 1)	20.45
14072 - Computer Programmer II	(see 1)	25.34
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.74
14160 - Personal Computer Support Technician		21.82
14170 - System Support Specialist		24.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.26
15020 - Aircrew Training Devices Instructor (Rated)		34.19
15030 - Air Crew Training Devices Instructor (Pilot)		40.98

15050 - Computer Based Training Specialist / Instructor	28.26
15060 - Educational Technologist	24.91
15070 - Flight Instructor (Pilot)	40.98
15080 - Graphic Artist	22.28
15085 - Maintenance Test Pilot Fixed Jet/Prop	40.98
15086 - Maintenance Test Pilot Rotary Wing	40.98
15088 - Non-Maintenance Test/Co-Pilot	40.98
15090 - Technical Instructor	20.07
15095 - Technical Instructor/Course Developer	24.55
15110 - Test Proctor	16.90
15120 - Tutor	16.90
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.44
16030 - Counter Attendant	9.44
16040 - Dry Cleaner	11.80
16070 - Finisher Flatwork Machine	9.44
16090 - Presser Hand	9.44
16110 - Presser Machine Drycleaning	9.44
16130 - Presser Machine Shirts	9.44
16160 - Presser Machine Wearing Apparel Laundry	9.44
16190 - Sewing Machine Operator	12.60
16220 - Tailor	13.38
16250 - Washer Machine	10.22
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.27
19040 - Tool And Die Maker	31.08
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.25
21030 - Material Coordinator	29.41
21040 - Material Expediter	29.41
21050 - Material Handling Laborer	13.17
21071 - Order Filler	12.17
21080 - Production Line Worker (Food Processing)	18.25
21110 - Shipping Packer	16.36
21130 - Shipping/Receiving Clerk	16.36
21140 - Store Worker I	10.19
21150 - Stock Clerk	15.09
21210 - Tools And Parts Attendant	18.25
21410 - Warehouse Specialist	18.25
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.68
23019 - Aircraft Logs and Records Technician	20.87
23021 - Aircraft Mechanic I	25.99
23022 - Aircraft Mechanic II	27.68
23023 - Aircraft Mechanic III	29.38
23040 - Aircraft Mechanic Helper	17.44
23050 - Aircraft Painter	24.27
23060 - Aircraft Servicer	20.87
23070 - Aircraft Survival Flight Equipment Technician	24.27
23080 - Aircraft Worker	22.55

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.55
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.99
23110 - Appliance Mechanic 20.65
23120 - Bicycle Repairer 19.17
23125 - Cable Splicer 27.62
23130 - Carpenter Maintenance 22.39
23140 - Carpet Layer 22.55
23160 - Electrician Maintenance 24.83
23181 - Electronics Technician Maintenance I 28.25
23182 - Electronics Technician Maintenance II 30.40
23183 - Electronics Technician Maintenance III 32.56
23260 - Fabric Worker 20.87
23290 - Fire Alarm System Mechanic 20.48
23310 - Fire Extinguisher Repairer 19.17
23311 - Fuel Distribution System Mechanic 25.93
23312 - Fuel Distribution System Operator 19.13
23370 - General Maintenance Worker 18.92
23380 - Ground Support Equipment Mechanic 25.99
23381 - Ground Support Equipment Servicer 20.87
23382 - Ground Support Equipment Worker 22.55
23391 - Gunsmith I 19.17
23392 - Gunsmith II 22.55
23393 - Gunsmith III 25.99
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.63
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.17
23430 - Heavy Equipment Mechanic 26.47
23440 - Heavy Equipment Operator 23.32
23460 - Instrument Mechanic 28.70
23465 - Laboratory/Shelter Mechanic 24.27
23470 - Laborer 13.17
23510 - Locksmith 21.37
23530 - Machinery Maintenance Mechanic 31.31
23550 - Machinist Maintenance 26.24
23580 - Maintenance Trades Helper 14.73
23591 - Metrology Technician I 28.70
23592 - Metrology Technician II 30.57
23593 - Metrology Technician III 32.44
23640 - Millwright 28.06
23710 - Office Appliance Repairer 19.14
23760 - Painter Maintenance 20.51
23790 - Pipefitter Maintenance 28.40
23810 - Plumber Maintenance 26.51
23820 - Pneudraulic Systems Mechanic 25.99
23850 - Rigger 27.70
23870 - Scale Mechanic 22.55
23890 - Sheet-Metal Worker Maintenance 23.47

23910 - Small Engine Mechanic 22.55
23931 - Telecommunications Mechanic I 29.75
23932 - Telecommunications Mechanic II 31.69
23950 - Telephone Lineman 26.85
23960 - Welder Combination Maintenance 30.69
23965 - Well Driller 25.93
23970 - Woodcraft Worker 25.99
23980 - Woodworker 19.17
24000 - Personal Needs Occupations
24550 - Case Manager 15.30
24570 - Child Care Attendant 11.04
24580 - Child Care Center Clerk 14.51
24610 - Chore Aide 9.09
24620 - Family Readiness And Support Services Coordinator 15.30
24630 - Homemaker 17.40
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.99
25040 - Sewage Plant Operator 18.93
25070 - Stationary Engineer 25.99
25190 - Ventilation Equipment Tender 17.44
25210 - Water Treatment Plant Operator 18.93
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.41
27007 - Baggage Inspector 13.25
27008 - Corrections Officer 16.80
27010 - Court Security Officer 15.40
27030 - Detection Dog Handler 14.83
27040 - Detention Officer 16.80
27070 - Firefighter 15.17
27101 - Guard I 13.25
27102 - Guard II 14.83
27131 - Police Officer I 19.15
27132 - Police Officer II 21.28
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.35
28042 - Carnival Equipment Repairer 14.55
28043 - Carnival Worker 9.88
28210 - Gate Attendant/Gate Tender 12.73
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 14.24
28510 - Recreation Aide/Health Facility Attendant 10.39
28515 - Recreation Specialist 16.72
28630 - Sports Official 11.34
28690 - Swimming Pool Operator 18.01
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.88
29020 - Hatch Tender 23.88
29030 - Line Handler 23.88
29041 - Stevedore I 22.09

29042 - Stevedore II		25.69
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		18.28
30022 - Archeological Technician II		20.45
30023 - Archeological Technician III		25.36
30030 - Cartographic Technician		25.36
30040 - Civil Engineering Technician		27.70
30051 - Cryogenic Technician I		29.18
30052 - Cryogenic Technician II		32.24
30061 - Drafter/CAD Operator I		18.28
30062 - Drafter/CAD Operator II		20.45
30063 - Drafter/CAD Operator III		22.81
30064 - Drafter/CAD Operator IV		28.06
30081 - Engineering Technician I		15.69
30082 - Engineering Technician II		17.62
30083 - Engineering Technician III		19.72
30084 - Engineering Technician IV		24.42
30085 - Engineering Technician V		29.87
30086 - Engineering Technician VI		36.14
30090 - Environmental Technician		25.66
30095 - Evidence Control Specialist		26.35
30210 - Laboratory Technician		36.51
30221 - Latent Fingerprint Technician I		25.16
30222 - Latent Fingerprint Technician II		27.79
30240 - Mathematical Technician		27.90
30361 - Paralegal/Legal Assistant I		19.23
30362 - Paralegal/Legal Assistant II		23.51
30363 - Paralegal/Legal Assistant III		28.78
30364 - Paralegal/Legal Assistant IV		34.80
30375 - Petroleum Supply Specialist		32.24
30390 - Photo-Optics Technician		25.36
30395 - Radiation Control Technician		32.24
30461 - Technical Writer I		21.89
30462 - Technical Writer II		26.77
30463 - Technical Writer III		32.39
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		29.18
30502 - Weather Forecaster II		35.50
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.81
30621 - Weather Observer Senior	(see 2)	25.36
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67

31020 - Bus Aide	13.05
31030 - Bus Driver	19.36
31043 - Driver Courier	13.62
31260 - Parking and Lot Attendant	11.94
31290 - Shuttle Bus Driver	14.97
31310 - Taxi Driver	11.99
31361 - Truckdriver Light	14.97
31362 - Truckdriver Medium	16.30
31363 - Truckdriver Heavy	20.92
31364 - Truckdriver Tractor-Trailer	20.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.35
99050 - Desk Clerk	10.58
99095 - Embalmer	27.63
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.46
99252 - Laboratory Animal Caretaker II	12.59
99260 - Marketing Analyst	27.23
99310 - Mortician	27.63
99410 - Pest Controller	14.60
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.94
99711 - Recycling Specialist	22.16
99730 - Refuse Collector	15.78
99810 - Sales Clerk	10.67
99820 - School Crossing Guard	15.67
99830 - Survey Party Chief	25.13
99831 - Surveying Aide	15.76
99832 - Surveying Technician	21.57
99840 - Vending Machine Attendant	15.01
99841 - Vending Machine Repairer	19.41
99842 - Vending Machine Repairer Helper	15.01

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5179
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Lafourche Terrebonne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.15
01012 - Accounting Clerk II		15.88
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		23.95
01035 - Court Reporter		19.08
01041 - Customer Service Representative I		10.92
01042 - Customer Service Representative II		12.28
01043 - Customer Service Representative III		13.40
01051 - Data Entry Operator I		12.52
01052 - Data Entry Operator II		13.67
01060 - Dispatcher Motor Vehicle		18.12
01070 - Document Preparation Clerk		13.09
01090 - Duplicating Machine Operator		13.09
01111 - General Clerk I		11.35
01112 - General Clerk II		12.39

01113 - General Clerk III 14.07
01120 - Housing Referral Assistant 21.88
01141 - Messenger Courier 12.11
01191 - Order Clerk I 13.35
01192 - Order Clerk II 15.72
01261 - Personnel Assistant (Employment) I 16.08
01262 - Personnel Assistant (Employment) II 18.12
01263 - Personnel Assistant (Employment) III 20.05
01270 - Production Control Clerk 23.14
01290 - Rental Clerk 14.11
01300 - Scheduler Maintenance 17.56
01311 - Secretary I 17.56
01312 - Secretary II 19.49
01313 - Secretary III 21.88
01320 - Service Order Dispatcher 16.02
01410 - Supply Technician 23.95
01420 - Survey Worker 15.82
01460 - Switchboard Operator/Receptionist 11.87
01531 - Travel Clerk I 13.35
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 15.10
01611 - Word Processor I 14.07
01612 - Word Processor II 15.79
01613 - Word Processor III 17.67
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.27
05010 - Automotive Electrician 18.40
05040 - Automotive Glass Installer 17.20
05070 - Automotive Worker 17.20
05110 - Mobile Equipment Servicer 14.80
05130 - Motor Equipment Metal Mechanic 19.45
05160 - Motor Equipment Metal Worker 17.20
05190 - Motor Vehicle Mechanic 19.45
05220 - Motor Vehicle Mechanic Helper 13.61
05250 - Motor Vehicle Upholstery Worker 16.02
05280 - Motor Vehicle Wrecker 17.20
05310 - Painter Automotive 18.40
05340 - Radiator Repair Specialist 17.20
05370 - Tire Repairer 12.34
05400 - Transmission Repair Specialist 19.45
07000 - Food Preparation And Service Occupations
07010 - Baker 11.75
07041 - Cook I 11.25
07042 - Cook II 13.24
07070 - Dishwasher 8.84
07130 - Food Service Worker 8.97
07210 - Meat Cutter 12.48
07260 - Waiter/Waitress 8.84
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.21

09040 - Furniture Handler	12.87
09080 - Furniture Refinisher	22.21
09090 - Furniture Refinisher Helper	15.96
09110 - Furniture Repairer Minor	19.10
09130 - Upholsterer	22.21
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.73
11060 - Elevator Operator	11.73
11090 - Gardener	16.69
11122 - Housekeeping Aide	10.49
11150 - Janitor	10.49
11210 - Laborer Grounds Maintenance	12.25
11240 - Maid or Houseman	9.56
11260 - Pruner	10.78
11270 - Tractor Operator	15.19
11330 - Trail Maintenance Worker	12.25
11360 - Window Cleaner	11.93
12000 - Health Occupations	
12010 - Ambulance Driver	16.92
12011 - Breath Alcohol Technician	18.09
12012 - Certified Occupational Therapist Assistant	24.82
12015 - Certified Physical Therapist Assistant	24.61
12020 - Dental Assistant	15.24
12025 - Dental Hygienist	34.11
12030 - EKG Technician	27.41
12035 - Electroneurodiagnostic Technologist	27.41
12040 - Emergency Medical Technician	16.92
12071 - Licensed Practical Nurse I	16.17
12072 - Licensed Practical Nurse II	18.09
12073 - Licensed Practical Nurse III	20.17
12100 - Medical Assistant	14.17
12130 - Medical Laboratory Technician	24.72
12160 - Medical Record Clerk	15.86
12190 - Medical Record Technician	17.75
12195 - Medical Transcriptionist	16.17
12210 - Nuclear Medicine Technologist	39.56
12221 - Nursing Assistant I	11.46
12222 - Nursing Assistant II	12.88
12223 - Nursing Assistant III	14.06
12224 - Nursing Assistant IV	15.78
12235 - Optical Dispenser	15.98
12236 - Optical Technician	16.09
12250 - Pharmacy Technician	15.47
12280 - Phlebotomist	14.69
12305 - Radiologic Technologist	24.85
12311 - Registered Nurse I	26.17
12312 - Registered Nurse II	33.59
12313 - Registered Nurse II Specialist	33.59
12314 - Registered Nurse III	40.65
12315 - Registered Nurse III Anesthetist	40.65

12316 - Registered Nurse IV		48.72
12317 - Scheduler (Drug and Alcohol Testing)		22.40
12320 - Substance Abuse Treatment Counselor		21.38
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.09
13012 - Exhibits Specialist II		23.65
13013 - Exhibits Specialist III		28.93
13041 - Illustrator I		19.09
13042 - Illustrator II		23.65
13043 - Illustrator III		28.93
13047 - Librarian		26.19
13050 - Library Aide/Clerk		15.20
13054 - Library Information Technology Systems Administrator		23.65
13058 - Library Technician		15.63
13061 - Media Specialist I		17.06
13062 - Media Specialist II		19.09
13063 - Media Specialist III		21.28
13071 - Photographer I		17.06
13072 - Photographer II		19.09
13073 - Photographer III		23.65
13074 - Photographer IV		28.93
13075 - Photographer V		35.00
13090 - Technical Order Library Clerk		19.09
13110 - Video Teleconference Technician		19.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.61
14042 - Computer Operator II		17.47
14043 - Computer Operator III		19.48
14044 - Computer Operator IV		21.64
14045 - Computer Operator V		23.97
14071 - Computer Programmer I	(see 1)	21.79
14072 - Computer Programmer II	(see 1)	25.53
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.61
14160 - Personal Computer Support Technician		21.64
14170 - System Support Specialist		24.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.74
15020 - Aircrew Training Devices Instructor (Rated)		35.98
15030 - Air Crew Training Devices Instructor (Pilot)		43.12
15050 - Computer Based Training Specialist / Instructor		29.74
15060 - Educational Technologist		25.62
15070 - Flight Instructor (Pilot)		43.12
15080 - Graphic Artist		23.69
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.12

15086 - Maintenance Test Pilot Rotary Wing 43.12
15088 - Non-Maintenance Test/Co-Pilot 43.12
15090 - Technical Instructor 25.57
15095 - Technical Instructor/Course Developer 31.28
15110 - Test Proctor 20.65
15120 - Tutor 20.65
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.44
16030 - Counter Attendant 9.44
16040 - Dry Cleaner 11.80
16070 - Finisher Flatwork Machine 9.44
16090 - Presser Hand 9.44
16110 - Presser Machine Drycleaning 9.44
16130 - Presser Machine Shirts 9.44
16160 - Presser Machine Wearing Apparel Laundry 9.44
16190 - Sewing Machine Operator 12.59
16220 - Tailor 13.38
16250 - Washer Machine 10.22
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.78
19040 - Tool And Die Maker 27.90
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.18
21030 - Material Coordinator 23.14
21040 - Material Expediter 23.14
21050 - Material Handling Laborer 14.29
21071 - Order Filler 11.95
21080 - Production Line Worker (Food Processing) 18.18
21110 - Shipping Packer 17.01
21130 - Shipping/Receiving Clerk 17.01
21140 - Store Worker I 10.19
21150 - Stock Clerk 15.09
21210 - Tools And Parts Attendant 18.18
21410 - Warehouse Specialist 18.18
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.26
23019 - Aircraft Logs and Records Technician 24.93
23021 - Aircraft Mechanic I 30.29
23022 - Aircraft Mechanic II 32.26
23023 - Aircraft Mechanic III 34.24
23040 - Aircraft Mechanic Helper 21.19
23050 - Aircraft Painter 25.87
23060 - Aircraft Servicer 24.93
23070 - Aircraft Survival Flight Equipment Technician 25.87
23080 - Aircraft Worker 26.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.81
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.29
23110 - Appliance Mechanic 21.78

23120 - Bicycle Repairer 16.85
23125 - Cable Splicer 23.34
23130 - Carpenter Maintenance 18.92
23140 - Carpet Layer 20.25
23160 - Electrician Maintenance 24.49
23181 - Electronics Technician Maintenance I 25.19
23182 - Electronics Technician Maintenance II 27.10
23183 - Electronics Technician Maintenance III 29.02
23260 - Fabric Worker 18.74
23290 - Fire Alarm System Mechanic 23.34
23310 - Fire Extinguisher Repairer 17.22
23311 - Fuel Distribution System Mechanic 24.88
23312 - Fuel Distribution System Operator 18.36
23370 - General Maintenance Worker 20.48
23380 - Ground Support Equipment Mechanic 30.29
23381 - Ground Support Equipment Servicer 24.93
23382 - Ground Support Equipment Worker 26.81
23391 - Gunsmith I 17.22
23392 - Gunsmith II 20.25
23393 - Gunsmith III 23.34
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.19
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.64
23430 - Heavy Equipment Mechanic 24.43
23440 - Heavy Equipment Operator 21.99
23460 - Instrument Mechanic 23.34
23465 - Laboratory/Shelter Mechanic 21.78
23470 - Laborer 13.36
23510 - Locksmith 21.78
23530 - Machinery Maintenance Mechanic 25.27
23550 - Machinist Maintenance 23.52
23580 - Maintenance Trades Helper 14.55
23591 - Metrology Technician I 23.34
23592 - Metrology Technician II 24.86
23593 - Metrology Technician III 26.38
23640 - Millwright 23.61
23710 - Office Appliance Repairer 19.34
23760 - Painter Maintenance 18.14
23790 - Pipefitter Maintenance 23.80
23810 - Plumber Maintenance 22.22
23820 - Pneudraulic Systems Mechanic 23.34
23850 - Rigger 18.57
23870 - Scale Mechanic 20.25
23890 - Sheet-Metal Worker Maintenance 20.24
23910 - Small Engine Mechanic 20.25
23931 - Telecommunications Mechanic I 23.68
23932 - Telecommunications Mechanic II 25.22
23950 - Telephone Lineman 23.34
23960 - Welder Combination Maintenance 23.30

23965 - Well Driller		23.34
23970 - Woodcraft Worker		23.34
23980 - Woodworker		17.22
24000 - Personal Needs Occupations		
24550 - Case Manager		17.98
24570 - Child Care Attendant		9.58
24580 - Child Care Center Clerk		12.73
24610 - Chore Aide		9.46
24620 - Family Readiness And Support Services Coordinator		17.98
24630 - Homemaker		17.98
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.34
25040 - Sewage Plant Operator		18.25
25070 - Stationary Engineer		23.34
25190 - Ventilation Equipment Tender		15.67
25210 - Water Treatment Plant Operator		18.25
27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.26
27007 - Baggage Inspector		11.49
27008 - Corrections Officer		17.52
27010 - Court Security Officer		16.41
27030 - Detection Dog Handler		13.71
27040 - Detention Officer		17.52
27070 - Firefighter		14.08
27101 - Guard I		11.49
27102 - Guard II		13.71
27131 - Police Officer I		18.72
27132 - Police Officer II		20.81
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.31
28042 - Carnival Equipment Repairer		12.31
28043 - Carnival Worker		8.32
28210 - Gate Attendant/Gate Tender		14.93
28310 - Lifeguard		13.31
28350 - Park Attendant (Aide)		16.71
28510 - Recreation Aide/Health Facility Attendant		12.19
28515 - Recreation Specialist		20.69
28630 - Sports Official		13.30
28690 - Swimming Pool Operator		21.58
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.32
29020 - Hatch Tender		23.32
29030 - Line Handler		23.32
29041 - Stevedore I		21.58
29042 - Stevedore II		25.09
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		19.63
30022 - Archeological Technician II		21.96
30023 - Archeological Technician III		27.09
30030 - Cartographic Technician		27.22
30040 - Civil Engineering Technician		24.46
30051 - Cryogenic Technician I		27.09
30052 - Cryogenic Technician II		29.92
30061 - Drafter/CAD Operator I		19.63
30062 - Drafter/CAD Operator II		21.96
30063 - Drafter/CAD Operator III		24.49
30064 - Drafter/CAD Operator IV		30.13
30081 - Engineering Technician I		16.09
30082 - Engineering Technician II		18.05
30083 - Engineering Technician III		20.19
30084 - Engineering Technician IV		25.02
30085 - Engineering Technician V		30.61
30086 - Engineering Technician VI		37.03
30090 - Environmental Technician		24.46
30095 - Evidence Control Specialist		24.46
30210 - Laboratory Technician		24.84
30221 - Latent Fingerprint Technician I		27.09
30222 - Latent Fingerprint Technician II		29.92
30240 - Mathematical Technician		27.22
30361 - Paralegal/Legal Assistant I		20.64
30362 - Paralegal/Legal Assistant II		26.00
30363 - Paralegal/Legal Assistant III		31.81
30364 - Paralegal/Legal Assistant IV		38.48
30375 - Petroleum Supply Specialist		29.92
30390 - Photo-Optics Technician		27.22
30395 - Radiation Control Technician		29.92
30461 - Technical Writer I		24.46
30462 - Technical Writer II		29.92
30463 - Technical Writer III		36.20
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		30.13
30502 - Weather Forecaster II		36.65
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.49
30621 - Weather Observer Senior	(see 2)	26.36
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.31
31030 - Bus Driver		18.26
31043 - Driver Courier		13.47
31260 - Parking and Lot Attendant		10.82
31290 - Shuttle Bus Driver		14.80

31310 - Taxi Driver	11.92
31361 - Truckdriver Light	14.80
31362 - Truckdriver Medium	16.12
31363 - Truckdriver Heavy	20.44
31364 - Truckdriver Tractor-Trailer	20.44
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.14
99050 - Desk Clerk	10.59
99095 - Embalmer	27.18
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.56
99252 - Laboratory Animal Caretaker II	14.91
99260 - Marketing Analyst	23.68
99310 - Mortician	27.18
99410 - Pest Controller	17.16
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.96
99711 - Recycling Specialist	17.79
99730 - Refuse Collector	12.61
99810 - Sales Clerk	11.60
99820 - School Crossing Guard	11.84
99830 - Survey Party Chief	22.37
99831 - Surveying Aide	16.53
99832 - Surveying Technician	20.33
99840 - Vending Machine Attendant	16.69
99841 - Vending Machine Repairer	21.58
99842 - Vending Machine Repairer Helper	16.69

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5180
Revision No.: 12
Date Of Last Revision: 06/26/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Lafourche Terrebonne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.15
01012 - Accounting Clerk II		15.88
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		23.95
01035 - Court Reporter		19.08
01041 - Customer Service Representative I		10.92
01042 - Customer Service Representative II		12.28
01043 - Customer Service Representative III		13.40
01051 - Data Entry Operator I		12.52
01052 - Data Entry Operator II		13.67
01060 - Dispatcher Motor Vehicle		18.12
01070 - Document Preparation Clerk		13.09

01090 - Duplicating Machine Operator 13.09
01111 - General Clerk I 11.35
01112 - General Clerk II 12.39
01113 - General Clerk III 14.07
01120 - Housing Referral Assistant 21.88
01141 - Messenger Courier 12.11
01191 - Order Clerk I 13.35
01192 - Order Clerk II 15.72
01261 - Personnel Assistant (Employment) I 16.08
01262 - Personnel Assistant (Employment) II 18.12
01263 - Personnel Assistant (Employment) III 20.05
01270 - Production Control Clerk 23.14
01290 - Rental Clerk 14.11
01300 - Scheduler Maintenance 17.56
01311 - Secretary I 17.56
01312 - Secretary II 19.49
01313 - Secretary III 21.88
01320 - Service Order Dispatcher 16.02
01410 - Supply Technician 23.95
01420 - Survey Worker 15.82
01460 - Switchboard Operator/Receptionist 11.87
01531 - Travel Clerk I 13.35
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 15.10
01611 - Word Processor I 14.07
01612 - Word Processor II 15.79
01613 - Word Processor III 17.67
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.27
05010 - Automotive Electrician 18.40
05040 - Automotive Glass Installer 17.20
05070 - Automotive Worker 17.20
05110 - Mobile Equipment Servicer 14.80
05130 - Motor Equipment Metal Mechanic 19.45
05160 - Motor Equipment Metal Worker 17.20
05190 - Motor Vehicle Mechanic 19.45
05220 - Motor Vehicle Mechanic Helper 13.61
05250 - Motor Vehicle Upholstery Worker 16.02
05280 - Motor Vehicle Wrecker 17.20
05310 - Painter Automotive 18.40
05340 - Radiator Repair Specialist 17.20
05370 - Tire Repairer 12.34
05400 - Transmission Repair Specialist 19.45
07000 - Food Preparation And Service Occupations
07010 - Baker 11.75
07041 - Cook I 11.25
07042 - Cook II 13.24
07070 - Dishwasher 8.84
07130 - Food Service Worker 8.97
07210 - Meat Cutter 12.48

07260 - Waiter/Waitress	8.84
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.21
09040 - Furniture Handler	12.87
09080 - Furniture Refinisher	22.21
09090 - Furniture Refinisher Helper	15.96
09110 - Furniture Repairer Minor	19.10
09130 - Upholsterer	22.21
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.73
11060 - Elevator Operator	11.73
11090 - Gardener	16.69
11122 - Housekeeping Aide	10.49
11150 - Janitor	10.49
11210 - Laborer Grounds Maintenance	12.25
11240 - Maid or Houseman	9.56
11260 - Pruner	10.78
11270 - Tractor Operator	15.19
11330 - Trail Maintenance Worker	12.25
11360 - Window Cleaner	11.93
12000 - Health Occupations	
12010 - Ambulance Driver	16.92
12011 - Breath Alcohol Technician	18.09
12012 - Certified Occupational Therapist Assistant	24.82
12015 - Certified Physical Therapist Assistant	24.61
12020 - Dental Assistant	15.24
12025 - Dental Hygienist	34.11
12030 - EKG Technician	27.41
12035 - Electroneurodiagnostic Technologist	27.41
12040 - Emergency Medical Technician	16.92
12071 - Licensed Practical Nurse I	16.17
12072 - Licensed Practical Nurse II	18.09
12073 - Licensed Practical Nurse III	20.17
12100 - Medical Assistant	14.17
12130 - Medical Laboratory Technician	24.72
12160 - Medical Record Clerk	15.86
12190 - Medical Record Technician	17.75
12195 - Medical Transcriptionist	16.17
12210 - Nuclear Medicine Technologist	39.56
12221 - Nursing Assistant I	11.46
12222 - Nursing Assistant II	12.88
12223 - Nursing Assistant III	14.06
12224 - Nursing Assistant IV	15.78
12235 - Optical Dispenser	15.98
12236 - Optical Technician	16.09
12250 - Pharmacy Technician	15.47
12280 - Phlebotomist	14.69
12305 - Radiologic Technologist	24.85
12311 - Registered Nurse I	26.17
12312 - Registered Nurse II	33.59

12313 - Registered Nurse II Specialist		33.59
12314 - Registered Nurse III		40.65
12315 - Registered Nurse III Anesthetist		40.65
12316 - Registered Nurse IV		48.72
12317 - Scheduler (Drug and Alcohol Testing)		22.40
12320 - Substance Abuse Treatment Counselor		21.38
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.09
13012 - Exhibits Specialist II		23.65
13013 - Exhibits Specialist III		28.93
13041 - Illustrator I		19.09
13042 - Illustrator II		23.65
13043 - Illustrator III		28.93
13047 - Librarian		26.19
13050 - Library Aide/Clerk		15.20
13054 - Library Information Technology Systems Administrator		23.65
13058 - Library Technician		15.63
13061 - Media Specialist I		17.06
13062 - Media Specialist II		19.09
13063 - Media Specialist III		21.28
13071 - Photographer I		17.06
13072 - Photographer II		19.09
13073 - Photographer III		23.65
13074 - Photographer IV		28.93
13075 - Photographer V		35.00
13090 - Technical Order Library Clerk		19.09
13110 - Video Teleconference Technician		19.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.61
14042 - Computer Operator II		17.47
14043 - Computer Operator III		19.48
14044 - Computer Operator IV		21.64
14045 - Computer Operator V		23.97
14071 - Computer Programmer I	(see 1)	21.79
14072 - Computer Programmer II	(see 1)	25.53
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.61
14160 - Personal Computer Support Technician		21.64
14170 - System Support Specialist		24.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.74
15020 - Aircrew Training Devices Instructor (Rated)		35.98
15030 - Air Crew Training Devices Instructor (Pilot)		43.12
15050 - Computer Based Training Specialist / Instructor		29.74
15060 - Educational Technologist		25.62

15070 - Flight Instructor (Pilot) 43.12
15080 - Graphic Artist 23.69
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.12
15086 - Maintenance Test Pilot Rotary Wing 43.12
15088 - Non-Maintenance Test/Co-Pilot 43.12
15090 - Technical Instructor 25.57
15095 - Technical Instructor/Course Developer 31.28
15110 - Test Proctor 20.65
15120 - Tutor 20.65
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.44
16030 - Counter Attendant 9.44
16040 - Dry Cleaner 11.80
16070 - Finisher Flatwork Machine 9.44
16090 - Presser Hand 9.44
16110 - Presser Machine Drycleaning 9.44
16130 - Presser Machine Shirts 9.44
16160 - Presser Machine Wearing Apparel Laundry 9.44
16190 - Sewing Machine Operator 12.59
16220 - Tailor 13.38
16250 - Washer Machine 10.22
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.78
19040 - Tool And Die Maker 27.90
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.18
21030 - Material Coordinator 23.14
21040 - Material Expediter 23.14
21050 - Material Handling Laborer 14.29
21071 - Order Filler 11.95
21080 - Production Line Worker (Food Processing) 18.18
21110 - Shipping Packer 17.01
21130 - Shipping/Receiving Clerk 17.01
21140 - Store Worker I 10.19
21150 - Stock Clerk 15.09
21210 - Tools And Parts Attendant 18.18
21410 - Warehouse Specialist 18.18
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.26
23019 - Aircraft Logs and Records Technician 24.93
23021 - Aircraft Mechanic I 30.29
23022 - Aircraft Mechanic II 32.26
23023 - Aircraft Mechanic III 34.24
23040 - Aircraft Mechanic Helper 21.19
23050 - Aircraft Painter 25.87
23060 - Aircraft Servicer 24.93
23070 - Aircraft Survival Flight Equipment Technician 25.87
23080 - Aircraft Worker 26.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.81

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.29
23110 - Appliance Mechanic 21.78
23120 - Bicycle Repairer 16.85
23125 - Cable Splicer 23.34
23130 - Carpenter Maintenance 18.92
23140 - Carpet Layer 20.25
23160 - Electrician Maintenance 24.49
23181 - Electronics Technician Maintenance I 25.19
23182 - Electronics Technician Maintenance II 27.10
23183 - Electronics Technician Maintenance III 29.02
23260 - Fabric Worker 18.74
23290 - Fire Alarm System Mechanic 23.34
23310 - Fire Extinguisher Repairer 17.22
23311 - Fuel Distribution System Mechanic 24.88
23312 - Fuel Distribution System Operator 18.36
23370 - General Maintenance Worker 20.48
23380 - Ground Support Equipment Mechanic 30.29
23381 - Ground Support Equipment Servicer 24.93
23382 - Ground Support Equipment Worker 26.81
23391 - Gunsmith I 17.22
23392 - Gunsmith II 20.25
23393 - Gunsmith III 23.34
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.19
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.64
23430 - Heavy Equipment Mechanic 24.43
23440 - Heavy Equipment Operator 21.99
23460 - Instrument Mechanic 23.34
23465 - Laboratory/Shelter Mechanic 21.78
23470 - Laborer 13.36
23510 - Locksmith 21.78
23530 - Machinery Maintenance Mechanic 25.27
23550 - Machinist Maintenance 23.52
23580 - Maintenance Trades Helper 14.55
23591 - Metrology Technician I 23.34
23592 - Metrology Technician II 24.86
23593 - Metrology Technician III 26.38
23640 - Millwright 23.61
23710 - Office Appliance Repairer 19.34
23760 - Painter Maintenance 18.14
23790 - Pipefitter Maintenance 23.80
23810 - Plumber Maintenance 22.22
23820 - Pneudraulic Systems Mechanic 23.34
23850 - Rigger 18.57
23870 - Scale Mechanic 20.25
23890 - Sheet-Metal Worker Maintenance 20.24
23910 - Small Engine Mechanic 20.25
23931 - Telecommunications Mechanic I 23.68

23932 - Telecommunications Mechanic II 25.22
23950 - Telephone Lineman 23.34
23960 - Welder Combination Maintenance 23.30
23965 - Well Driller 23.34
23970 - Woodcraft Worker 23.34
23980 - Woodworker 17.22
24000 - Personal Needs Occupations
24550 - Case Manager 17.98
24570 - Child Care Attendant 9.58
24580 - Child Care Center Clerk 12.73
24610 - Chore Aide 9.46
24620 - Family Readiness And Support Services Coordinator 17.98
24630 - Homemaker 17.98
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.34
25040 - Sewage Plant Operator 18.25
25070 - Stationary Engineer 23.34
25190 - Ventilation Equipment Tender 15.67
25210 - Water Treatment Plant Operator 18.25
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.26
27007 - Baggage Inspector 11.49
27008 - Corrections Officer 17.52
27010 - Court Security Officer 16.41
27030 - Detection Dog Handler 13.71
27040 - Detention Officer 17.52
27070 - Firefighter 14.08
27101 - Guard I 11.49
27102 - Guard II 13.71
27131 - Police Officer I 18.72
27132 - Police Officer II 20.81
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.31
28042 - Carnival Equipment Repairer 12.31
28043 - Carnival Worker 8.32
28210 - Gate Attendant/Gate Tender 14.93
28310 - Lifeguard 13.31
28350 - Park Attendant (Aide) 16.71
28510 - Recreation Aide/Health Facility Attendant 12.19
28515 - Recreation Specialist 20.69
28630 - Sports Official 13.30
28690 - Swimming Pool Operator 21.58
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.32
29020 - Hatch Tender 23.32
29030 - Line Handler 23.32
29041 - Stevedore I 21.58
29042 - Stevedore II 25.09
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 19.63
30022 - Archeological Technician II 21.96
30023 - Archeological Technician III 27.09
30030 - Cartographic Technician 27.22
30040 - Civil Engineering Technician 24.46
30051 - Cryogenic Technician I 27.09
30052 - Cryogenic Technician II 29.92
30061 - Drafter/CAD Operator I 19.63
30062 - Drafter/CAD Operator II 21.96
30063 - Drafter/CAD Operator III 24.49
30064 - Drafter/CAD Operator IV 30.13
30081 - Engineering Technician I 16.09
30082 - Engineering Technician II 18.05
30083 - Engineering Technician III 20.19
30084 - Engineering Technician IV 25.02
30085 - Engineering Technician V 30.61
30086 - Engineering Technician VI 37.03
30090 - Environmental Technician 24.46
30095 - Evidence Control Specialist 24.46
30210 - Laboratory Technician 24.84
30221 - Latent Fingerprint Technician I 27.09
30222 - Latent Fingerprint Technician II 29.92
30240 - Mathematical Technician 27.22
30361 - Paralegal/Legal Assistant I 20.64
30362 - Paralegal/Legal Assistant II 26.00
30363 - Paralegal/Legal Assistant III 31.81
30364 - Paralegal/Legal Assistant IV 38.48
30375 - Petroleum Supply Specialist 29.92
30390 - Photo-Optics Technician 27.22
30395 - Radiation Control Technician 29.92
30461 - Technical Writer I 24.46
30462 - Technical Writer II 29.92
30463 - Technical Writer III 36.20
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 30.13
30502 - Weather Forecaster II 36.65
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.49
30621 - Weather Observer Senior (see 2) 26.36
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.31
31030 - Bus Driver 18.26

31043 - Driver Courier	13.47
31260 - Parking and Lot Attendant	10.82
31290 - Shuttle Bus Driver	14.80
31310 - Taxi Driver	11.92
31361 - Truckdriver Light	14.80
31362 - Truckdriver Medium	16.12
31363 - Truckdriver Heavy	20.44
31364 - Truckdriver Tractor-Trailer	20.44
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.14
99050 - Desk Clerk	10.59
99095 - Embalmer	27.18
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.56
99252 - Laboratory Animal Caretaker II	14.91
99260 - Marketing Analyst	23.68
99310 - Mortician	27.18
99410 - Pest Controller	17.16
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.96
99711 - Recycling Specialist	17.79
99730 - Refuse Collector	12.61
99810 - Sales Clerk	11.60
99820 - School Crossing Guard	11.84
99830 - Survey Party Chief	22.37
99831 - Surveying Aide	16.53
99832 - Surveying Technician	20.33
99840 - Vending Machine Attendant	16.69
99841 - Vending Machine Repairer	21.58
99842 - Vending Machine Repairer Helper	16.69

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5181
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parish of St Martin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.04
01012 - Accounting Clerk II		15.76
01013 - Accounting Clerk III		17.64
01020 - Administrative Assistant		19.45
01035 - Court Reporter		20.01
01041 - Customer Service Representative I		12.07
01042 - Customer Service Representative II		13.58
01043 - Customer Service Representative III		14.81
01051 - Data Entry Operator I		13.41
01052 - Data Entry Operator II		14.63
01060 - Dispatcher Motor Vehicle		19.16
01070 - Document Preparation Clerk		12.62
01090 - Duplicating Machine Operator		12.62
01111 - General Clerk I		11.76
01112 - General Clerk II		12.83

01113 - General Clerk III 14.40
01120 - Housing Referral Assistant 17.33
01141 - Messenger Courier 11.93
01191 - Order Clerk I 13.24
01192 - Order Clerk II 14.45
01261 - Personnel Assistant (Employment) I 14.86
01262 - Personnel Assistant (Employment) II 16.80
01263 - Personnel Assistant (Employment) III 18.52
01270 - Production Control Clerk 22.14
01290 - Rental Clerk 13.34
01300 - Scheduler Maintenance 13.90
01311 - Secretary I 13.90
01312 - Secretary II 16.54
01313 - Secretary III 17.33
01320 - Service Order Dispatcher 16.63
01410 - Supply Technician 19.84
01420 - Survey Worker 15.56
01460 - Switchboard Operator/Receptionist 12.18
01531 - Travel Clerk I 12.84
01532 - Travel Clerk II 13.72
01533 - Travel Clerk III 14.48
01611 - Word Processor I 13.37
01612 - Word Processor II 15.01
01613 - Word Processor III 16.80
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.62
05010 - Automotive Electrician 17.41
05040 - Automotive Glass Installer 16.45
05070 - Automotive Worker 16.45
05110 - Mobile Equipment Servicer 14.50
05130 - Motor Equipment Metal Mechanic 18.41
05160 - Motor Equipment Metal Worker 16.45
05190 - Motor Vehicle Mechanic 18.41
05220 - Motor Vehicle Mechanic Helper 14.50
05250 - Motor Vehicle Upholstery Worker 15.33
05280 - Motor Vehicle Wrecker 16.45
05310 - Painter Automotive 17.41
05340 - Radiator Repair Specialist 16.45
05370 - Tire Repairer 13.67
05400 - Transmission Repair Specialist 18.41
07000 - Food Preparation And Service Occupations
07010 - Baker 11.72
07041 - Cook I 10.77
07042 - Cook II 12.94
07070 - Dishwasher 9.11
07130 - Food Service Worker 8.83
07210 - Meat Cutter 13.70
07260 - Waiter/Waitress 9.12
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.56

09040 - Furniture Handler 11.15
09080 - Furniture Refinisher 20.56
09090 - Furniture Refinisher Helper 14.13
09110 - Furniture Repairer Minor 17.48
09130 - Upholsterer 20.56
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.57
11060 - Elevator Operator 9.88
11090 - Gardener 18.76
11122 - Housekeeping Aide 9.88
11150 - Janitor 9.88
11210 - Laborer Grounds Maintenance 12.76
11240 - Maid or Houseman 9.16
11260 - Pruner 10.67
11270 - Tractor Operator 16.75
11330 - Trail Maintenance Worker 12.76
11360 - Window Cleaner 11.69
12000 - Health Occupations
12010 - Ambulance Driver 22.14
12011 - Breath Alcohol Technician 18.12
12012 - Certified Occupational Therapist Assistant 29.51
12015 - Certified Physical Therapist Assistant 22.83
12020 - Dental Assistant 17.35
12025 - Dental Hygienist 29.94
12030 - EKG Technician 25.92
12035 - Electroneurodiagnostic Technologist 25.92
12040 - Emergency Medical Technician 22.14
12071 - Licensed Practical Nurse I 16.19
12072 - Licensed Practical Nurse II 18.12
12073 - Licensed Practical Nurse III 20.20
12100 - Medical Assistant 14.22
12130 - Medical Laboratory Technician 19.18
12160 - Medical Record Clerk 14.72
12190 - Medical Record Technician 16.47
12195 - Medical Transcriptionist 15.51
12210 - Nuclear Medicine Technologist 36.37
12221 - Nursing Assistant I 9.67
12222 - Nursing Assistant II 10.87
12223 - Nursing Assistant III 11.86
12224 - Nursing Assistant IV 13.31
12235 - Optical Dispenser 16.54
12236 - Optical Technician 15.57
12250 - Pharmacy Technician 15.41
12280 - Phlebotomist 14.78
12305 - Radiologic Technologist 22.89
12311 - Registered Nurse I 24.25
12312 - Registered Nurse II 29.67
12313 - Registered Nurse II Specialist 29.67
12314 - Registered Nurse III 35.89
12315 - Registered Nurse III Anesthetist 35.89

12316 - Registered Nurse IV		43.02
12317 - Scheduler (Drug and Alcohol Testing)		22.44
12320 - Substance Abuse Treatment Counselor		20.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.14
13012 - Exhibits Specialist II		22.46
13013 - Exhibits Specialist III		27.48
13041 - Illustrator I		18.14
13042 - Illustrator II		22.46
13043 - Illustrator III		27.48
13047 - Librarian		24.88
13050 - Library Aide/Clerk		13.16
13054 - Library Information Technology Systems Administrator		22.46
13058 - Library Technician		16.52
13061 - Media Specialist I		16.21
13062 - Media Specialist II		18.14
13063 - Media Specialist III		20.21
13071 - Photographer I		15.88
13072 - Photographer II		18.14
13073 - Photographer III		22.01
13074 - Photographer IV		26.92
13075 - Photographer V		32.58
13090 - Technical Order Library Clerk		15.45
13110 - Video Teleconference Technician		17.99
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.42
14042 - Computer Operator II		17.26
14043 - Computer Operator III		19.24
14044 - Computer Operator IV		21.38
14045 - Computer Operator V		23.68
14071 - Computer Programmer I	(see 1)	20.48
14072 - Computer Programmer II	(see 1)	25.36
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.42
14160 - Personal Computer Support Technician		21.38
14170 - System Support Specialist		24.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.28
15020 - Aircrew Training Devices Instructor (Rated)		35.42
15030 - Air Crew Training Devices Instructor (Pilot)		42.45
15050 - Computer Based Training Specialist / Instructor		29.28
15060 - Educational Technologist		28.40
15070 - Flight Instructor (Pilot)		42.45
15080 - Graphic Artist		21.16
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.45

15086 - Maintenance Test Pilot Rotary Wing 42.45
15088 - Non-Maintenance Test/Co-Pilot 42.45
15090 - Technical Instructor 21.68
15095 - Technical Instructor/Course Developer 26.53
15110 - Test Proctor 17.51
15120 - Tutor 17.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.38
16030 - Counter Attendant 10.38
16040 - Dry Cleaner 12.98
16070 - Finisher Flatwork Machine 10.38
16090 - Presser Hand 10.38
16110 - Presser Machine Drycleaning 10.38
16130 - Presser Machine Shirts 10.38
16160 - Presser Machine Wearing Apparel Laundry 10.38
16190 - Sewing Machine Operator 13.86
16220 - Tailor 14.72
16250 - Washer Machine 11.24
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.20
19040 - Tool And Die Maker 24.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.36
21030 - Material Coordinator 22.14
21040 - Material Expediter 22.14
21050 - Material Handling Laborer 12.67
21071 - Order Filler 12.17
21080 - Production Line Worker (Food Processing) 16.36
21110 - Shipping Packer 16.21
21130 - Shipping/Receiving Clerk 16.21
21140 - Store Worker I 11.28
21150 - Stock Clerk 17.55
21210 - Tools And Parts Attendant 16.36
21410 - Warehouse Specialist 16.36
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.82
23019 - Aircraft Logs and Records Technician 26.79
23021 - Aircraft Mechanic I 33.68
23022 - Aircraft Mechanic II 35.82
23023 - Aircraft Mechanic III 37.92
23040 - Aircraft Mechanic Helper 21.66
23050 - Aircraft Painter 31.55
23060 - Aircraft Servicer 26.79
23070 - Aircraft Survival Flight Equipment Technician 31.55
23080 - Aircraft Worker 29.14
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.14
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.68
23110 - Appliance Mechanic 21.48

23120 - Bicycle Repairer	16.77
23125 - Cable Splicer	30.30
23130 - Carpenter Maintenance	19.91
23140 - Carpet Layer	20.16
23160 - Electrician Maintenance	21.96
23181 - Electronics Technician Maintenance I	26.47
23182 - Electronics Technician Maintenance II	28.77
23183 - Electronics Technician Maintenance III	30.71
23260 - Fabric Worker	18.54
23290 - Fire Alarm System Mechanic	21.13
23310 - Fire Extinguisher Repairer	16.77
23311 - Fuel Distribution System Mechanic	23.09
23312 - Fuel Distribution System Operator	16.70
23370 - General Maintenance Worker	17.53
23380 - Ground Support Equipment Mechanic	33.68
23381 - Ground Support Equipment Servicer	26.79
23382 - Ground Support Equipment Worker	29.14
23391 - Gunsmith I	16.77
23392 - Gunsmith II	20.16
23393 - Gunsmith III	23.30
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.76
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.79
23430 - Heavy Equipment Mechanic	21.87
23440 - Heavy Equipment Operator	19.88
23460 - Instrument Mechanic	25.63
23465 - Laboratory/Shelter Mechanic	21.83
23470 - Laborer	12.67
23510 - Locksmith	25.85
23530 - Machinery Maintenance Mechanic	23.28
23550 - Machinist Maintenance	21.71
23580 - Maintenance Trades Helper	14.39
23591 - Metrology Technician I	25.63
23592 - Metrology Technician II	27.26
23593 - Metrology Technician III	28.86
23640 - Millwright	25.08
23710 - Office Appliance Repairer	23.08
23760 - Painter Maintenance	18.69
23790 - Pipefitter Maintenance	25.06
23810 - Plumber Maintenance	23.47
23820 - Pneudraulic Systems Mechanic	23.30
23850 - Rigger	22.39
23870 - Scale Mechanic	20.16
23890 - Sheet-Metal Worker Maintenance	26.25
23910 - Small Engine Mechanic	18.50
23931 - Telecommunications Mechanic I	28.86
23932 - Telecommunications Mechanic II	30.69
23950 - Telephone Lineman	21.08
23960 - Welder Combination Maintenance	22.17

23965 - Well Driller	23.30
23970 - Woodcraft Worker	23.30
23980 - Woodworker	16.77
24000 - Personal Needs Occupations	
24550 - Case Manager	15.30
24570 - Child Care Attendant	11.04
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	9.43
24620 - Family Readiness And Support Services Coordinator	15.30
24630 - Homemaker	17.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.30
25040 - Sewage Plant Operator	19.62
25070 - Stationary Engineer	23.30
25190 - Ventilation Equipment Tender	14.98
25210 - Water Treatment Plant Operator	19.62
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.31
27007 - Baggage Inspector	11.47
27008 - Corrections Officer	16.80
27010 - Court Security Officer	16.82
27030 - Detection Dog Handler	13.12
27040 - Detention Officer	16.80
27070 - Firefighter	15.17
27101 - Guard I	11.47
27102 - Guard II	13.12
27131 - Police Officer I	19.35
27132 - Police Officer II	21.50
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.45
28042 - Carnival Equipment Repairer	16.01
28043 - Carnival Worker	9.34
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.39
28515 - Recreation Specialist	16.42
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	19.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.40
29020 - Hatch Tender	27.40
29030 - Line Handler	27.40
29041 - Stevedore I	25.19
29042 - Stevedore II	29.67
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		16.59
30022 - Archeological Technician II		18.56
30023 - Archeological Technician III		22.98
30030 - Cartographic Technician		22.98
30040 - Civil Engineering Technician		23.68
30051 - Cryogenic Technician I		25.46
30052 - Cryogenic Technician II		28.12
30061 - Drafter/CAD Operator I		16.59
30062 - Drafter/CAD Operator II		18.56
30063 - Drafter/CAD Operator III		20.68
30064 - Drafter/CAD Operator IV		25.46
30081 - Engineering Technician I		15.66
30082 - Engineering Technician II		17.58
30083 - Engineering Technician III		19.67
30084 - Engineering Technician IV		24.37
30085 - Engineering Technician V		29.80
30086 - Engineering Technician VI		36.06
30090 - Environmental Technician		26.00
30095 - Evidence Control Specialist		22.98
30210 - Laboratory Technician		27.92
30221 - Latent Fingerprint Technician I		25.46
30222 - Latent Fingerprint Technician II		28.12
30240 - Mathematical Technician		22.98
30361 - Paralegal/Legal Assistant I		19.86
30362 - Paralegal/Legal Assistant II		24.60
30363 - Paralegal/Legal Assistant III		30.09
30364 - Paralegal/Legal Assistant IV		36.41
30375 - Petroleum Supply Specialist		28.12
30390 - Photo-Optics Technician		22.98
30395 - Radiation Control Technician		28.12
30461 - Technical Writer I		22.98
30462 - Technical Writer II		28.12
30463 - Technical Writer III		34.02
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.46
30502 - Weather Forecaster II		30.96
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.68
30621 - Weather Observer Senior	(see 2)	22.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.54
31030 - Bus Driver		17.46
31043 - Driver Courier		13.39
31260 - Parking and Lot Attendant		10.20
31290 - Shuttle Bus Driver		14.55

31310 - Taxi Driver	13.81
31361 - Truckdriver Light	14.55
31362 - Truckdriver Medium	16.01
31363 - Truckdriver Heavy	18.99
31364 - Truckdriver Tractor-Trailer	18.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.21
99050 - Desk Clerk	10.88
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.34
99252 - Laboratory Animal Caretaker II	14.93
99260 - Marketing Analyst	23.59
99310 - Mortician	25.35
99410 - Pest Controller	15.47
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.23
99711 - Recycling Specialist	25.34
99730 - Refuse Collector	16.08
99810 - Sales Clerk	11.14
99820 - School Crossing Guard	15.67
99830 - Survey Party Chief	22.34
99831 - Surveying Aide	13.99
99832 - Surveying Technician	19.17
99840 - Vending Machine Attendant	13.41
99841 - Vending Machine Repairer	17.01
99842 - Vending Machine Repairer Helper	13.41

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5182
Revision No.: 15
Date Of Last Revision: 05/22/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parish of St Martin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.04
01012 - Accounting Clerk II		15.76
01013 - Accounting Clerk III		17.64
01020 - Administrative Assistant		19.45
01035 - Court Reporter		20.01
01041 - Customer Service Representative I		12.07
01042 - Customer Service Representative II		13.58
01043 - Customer Service Representative III		14.81
01051 - Data Entry Operator I		13.41
01052 - Data Entry Operator II		14.63
01060 - Dispatcher Motor Vehicle		19.16
01070 - Document Preparation Clerk		12.62

01090 - Duplicating Machine Operator 12.62
01111 - General Clerk I 11.76
01112 - General Clerk II 12.83
01113 - General Clerk III 14.40
01120 - Housing Referral Assistant 17.33
01141 - Messenger Courier 11.93
01191 - Order Clerk I 13.24
01192 - Order Clerk II 14.45
01261 - Personnel Assistant (Employment) I 14.86
01262 - Personnel Assistant (Employment) II 16.80
01263 - Personnel Assistant (Employment) III 18.52
01270 - Production Control Clerk 22.14
01290 - Rental Clerk 13.34
01300 - Scheduler Maintenance 13.90
01311 - Secretary I 13.90
01312 - Secretary II 16.54
01313 - Secretary III 17.33
01320 - Service Order Dispatcher 16.63
01410 - Supply Technician 19.84
01420 - Survey Worker 15.56
01460 - Switchboard Operator/Receptionist 12.18
01531 - Travel Clerk I 12.84
01532 - Travel Clerk II 13.72
01533 - Travel Clerk III 14.48
01611 - Word Processor I 13.37
01612 - Word Processor II 15.01
01613 - Word Processor III 16.80
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.62
05010 - Automotive Electrician 17.41
05040 - Automotive Glass Installer 16.45
05070 - Automotive Worker 16.45
05110 - Mobile Equipment Servicer 14.50
05130 - Motor Equipment Metal Mechanic 18.41
05160 - Motor Equipment Metal Worker 16.45
05190 - Motor Vehicle Mechanic 18.41
05220 - Motor Vehicle Mechanic Helper 14.50
05250 - Motor Vehicle Upholstery Worker 15.33
05280 - Motor Vehicle Wrecker 16.45
05310 - Painter Automotive 17.41
05340 - Radiator Repair Specialist 16.45
05370 - Tire Repairer 13.67
05400 - Transmission Repair Specialist 18.41
07000 - Food Preparation And Service Occupations
07010 - Baker 11.72
07041 - Cook I 10.77
07042 - Cook II 12.94
07070 - Dishwasher 9.11
07130 - Food Service Worker 8.83
07210 - Meat Cutter 13.70

07260 - Waiter/Waitress	9.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.56
09040 - Furniture Handler	11.15
09080 - Furniture Refinisher	20.56
09090 - Furniture Refinisher Helper	14.13
09110 - Furniture Repairer Minor	17.48
09130 - Upholsterer	20.56
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.57
11060 - Elevator Operator	9.88
11090 - Gardener	18.76
11122 - Housekeeping Aide	9.88
11150 - Janitor	9.88
11210 - Laborer Grounds Maintenance	12.76
11240 - Maid or Houseman	9.16
11260 - Pruner	10.67
11270 - Tractor Operator	16.75
11330 - Trail Maintenance Worker	12.76
11360 - Window Cleaner	11.69
12000 - Health Occupations	
12010 - Ambulance Driver	22.14
12011 - Breath Alcohol Technician	18.12
12012 - Certified Occupational Therapist Assistant	29.51
12015 - Certified Physical Therapist Assistant	22.83
12020 - Dental Assistant	17.35
12025 - Dental Hygienist	29.94
12030 - EKG Technician	25.92
12035 - Electroneurodiagnostic Technologist	25.92
12040 - Emergency Medical Technician	22.14
12071 - Licensed Practical Nurse I	16.19
12072 - Licensed Practical Nurse II	18.12
12073 - Licensed Practical Nurse III	20.20
12100 - Medical Assistant	14.22
12130 - Medical Laboratory Technician	19.18
12160 - Medical Record Clerk	14.72
12190 - Medical Record Technician	16.47
12195 - Medical Transcriptionist	15.51
12210 - Nuclear Medicine Technologist	36.37
12221 - Nursing Assistant I	9.67
12222 - Nursing Assistant II	10.87
12223 - Nursing Assistant III	11.86
12224 - Nursing Assistant IV	13.31
12235 - Optical Dispenser	16.54
12236 - Optical Technician	15.57
12250 - Pharmacy Technician	15.41
12280 - Phlebotomist	14.78
12305 - Radiologic Technologist	22.89
12311 - Registered Nurse I	24.25
12312 - Registered Nurse II	29.67

12313 - Registered Nurse II Specialist		29.67
12314 - Registered Nurse III		35.89
12315 - Registered Nurse III Anesthetist		35.89
12316 - Registered Nurse IV		43.02
12317 - Scheduler (Drug and Alcohol Testing)		22.44
12320 - Substance Abuse Treatment Counselor		20.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.14
13012 - Exhibits Specialist II		22.46
13013 - Exhibits Specialist III		27.48
13041 - Illustrator I		18.14
13042 - Illustrator II		22.46
13043 - Illustrator III		27.48
13047 - Librarian		24.88
13050 - Library Aide/Clerk		13.16
13054 - Library Information Technology Systems Administrator		22.46
13058 - Library Technician		16.52
13061 - Media Specialist I		16.21
13062 - Media Specialist II		18.14
13063 - Media Specialist III		20.21
13071 - Photographer I		15.88
13072 - Photographer II		18.14
13073 - Photographer III		22.01
13074 - Photographer IV		26.92
13075 - Photographer V		32.58
13090 - Technical Order Library Clerk		15.45
13110 - Video Teleconference Technician		17.99
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.42
14042 - Computer Operator II		17.26
14043 - Computer Operator III		19.24
14044 - Computer Operator IV		21.38
14045 - Computer Operator V		23.68
14071 - Computer Programmer I	(see 1)	20.48
14072 - Computer Programmer II	(see 1)	25.36
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.42
14160 - Personal Computer Support Technician		21.38
14170 - System Support Specialist		24.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.28
15020 - Aircrew Training Devices Instructor (Rated)		35.42
15030 - Air Crew Training Devices Instructor (Pilot)		42.45
15050 - Computer Based Training Specialist / Instructor		29.28
15060 - Educational Technologist		28.40

15070 - Flight Instructor (Pilot) 42.45
15080 - Graphic Artist 21.16
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.45
15086 - Maintenance Test Pilot Rotary Wing 42.45
15088 - Non-Maintenance Test/Co-Pilot 42.45
15090 - Technical Instructor 21.68
15095 - Technical Instructor/Course Developer 26.53
15110 - Test Proctor 17.51
15120 - Tutor 17.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.38
16030 - Counter Attendant 10.38
16040 - Dry Cleaner 12.98
16070 - Finisher Flatwork Machine 10.38
16090 - Presser Hand 10.38
16110 - Presser Machine Drycleaning 10.38
16130 - Presser Machine Shirts 10.38
16160 - Presser Machine Wearing Apparel Laundry 10.38
16190 - Sewing Machine Operator 13.86
16220 - Tailor 14.72
16250 - Washer Machine 11.24
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.20
19040 - Tool And Die Maker 24.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.36
21030 - Material Coordinator 22.14
21040 - Material Expediter 22.14
21050 - Material Handling Laborer 12.67
21071 - Order Filler 12.17
21080 - Production Line Worker (Food Processing) 16.36
21110 - Shipping Packer 16.21
21130 - Shipping/Receiving Clerk 16.21
21140 - Store Worker I 11.28
21150 - Stock Clerk 17.55
21210 - Tools And Parts Attendant 16.36
21410 - Warehouse Specialist 16.36
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.82
23019 - Aircraft Logs and Records Technician 26.79
23021 - Aircraft Mechanic I 33.68
23022 - Aircraft Mechanic II 35.82
23023 - Aircraft Mechanic III 37.92
23040 - Aircraft Mechanic Helper 21.66
23050 - Aircraft Painter 31.55
23060 - Aircraft Servicer 26.79
23070 - Aircraft Survival Flight Equipment Technician 31.55
23080 - Aircraft Worker 29.14
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.14

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.68
23110 - Appliance Mechanic 21.48
23120 - Bicycle Repairer 16.77
23125 - Cable Splicer 30.30
23130 - Carpenter Maintenance 19.91
23140 - Carpet Layer 20.16
23160 - Electrician Maintenance 21.96
23181 - Electronics Technician Maintenance I 26.47
23182 - Electronics Technician Maintenance II 28.77
23183 - Electronics Technician Maintenance III 30.71
23260 - Fabric Worker 18.54
23290 - Fire Alarm System Mechanic 21.13
23310 - Fire Extinguisher Repairer 16.77
23311 - Fuel Distribution System Mechanic 23.09
23312 - Fuel Distribution System Operator 16.70
23370 - General Maintenance Worker 17.53
23380 - Ground Support Equipment Mechanic 33.68
23381 - Ground Support Equipment Servicer 26.79
23382 - Ground Support Equipment Worker 29.14
23391 - Gunsmith I 16.77
23392 - Gunsmith II 20.16
23393 - Gunsmith III 23.30
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.76
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.79
23430 - Heavy Equipment Mechanic 21.87
23440 - Heavy Equipment Operator 19.88
23460 - Instrument Mechanic 25.63
23465 - Laboratory/Shelter Mechanic 21.83
23470 - Laborer 12.67
23510 - Locksmith 25.85
23530 - Machinery Maintenance Mechanic 23.28
23550 - Machinist Maintenance 21.71
23580 - Maintenance Trades Helper 14.39
23591 - Metrology Technician I 25.63
23592 - Metrology Technician II 27.26
23593 - Metrology Technician III 28.86
23640 - Millwright 25.08
23710 - Office Appliance Repairer 23.08
23760 - Painter Maintenance 18.69
23790 - Pipefitter Maintenance 25.06
23810 - Plumber Maintenance 23.47
23820 - Pneudraulic Systems Mechanic 23.30
23850 - Rigger 22.39
23870 - Scale Mechanic 20.16
23890 - Sheet-Metal Worker Maintenance 26.25
23910 - Small Engine Mechanic 18.50
23931 - Telecommunications Mechanic I 28.86

23932 - Telecommunications Mechanic II 30.69
23950 - Telephone Lineman 21.08
23960 - Welder Combination Maintenance 22.17
23965 - Well Driller 23.30
23970 - Woodcraft Worker 23.30
23980 - Woodworker 16.77
24000 - Personal Needs Occupations
24550 - Case Manager 15.30
24570 - Child Care Attendant 11.04
24580 - Child Care Center Clerk 14.51
24610 - Chore Aide 9.43
24620 - Family Readiness And Support Services Coordinator 15.30
24630 - Homemaker 17.40
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.30
25040 - Sewage Plant Operator 19.62
25070 - Stationary Engineer 23.30
25190 - Ventilation Equipment Tender 14.98
25210 - Water Treatment Plant Operator 19.62
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.31
27007 - Baggage Inspector 11.47
27008 - Corrections Officer 16.80
27010 - Court Security Officer 16.82
27030 - Detection Dog Handler 13.12
27040 - Detention Officer 16.80
27070 - Firefighter 15.17
27101 - Guard I 11.47
27102 - Guard II 13.12
27131 - Police Officer I 19.35
27132 - Police Officer II 21.50
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.45
28042 - Carnival Equipment Repairer 16.01
28043 - Carnival Worker 9.34
28210 - Gate Attendant/Gate Tender 12.73
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 14.24
28510 - Recreation Aide/Health Facility Attendant 10.39
28515 - Recreation Specialist 16.42
28630 - Sports Official 11.34
28690 - Swimming Pool Operator 19.44
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.40
29020 - Hatch Tender 27.40
29030 - Line Handler 27.40
29041 - Stevedore I 25.19
29042 - Stevedore II 29.67
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.59
30022 - Archeological Technician II 18.56
30023 - Archeological Technician III 22.98
30030 - Cartographic Technician 22.98
30040 - Civil Engineering Technician 23.68
30051 - Cryogenic Technician I 25.46
30052 - Cryogenic Technician II 28.12
30061 - Drafter/CAD Operator I 16.59
30062 - Drafter/CAD Operator II 18.56
30063 - Drafter/CAD Operator III 20.68
30064 - Drafter/CAD Operator IV 25.46
30081 - Engineering Technician I 15.66
30082 - Engineering Technician II 17.58
30083 - Engineering Technician III 19.67
30084 - Engineering Technician IV 24.37
30085 - Engineering Technician V 29.80
30086 - Engineering Technician VI 36.06
30090 - Environmental Technician 26.00
30095 - Evidence Control Specialist 22.98
30210 - Laboratory Technician 27.92
30221 - Latent Fingerprint Technician I 25.46
30222 - Latent Fingerprint Technician II 28.12
30240 - Mathematical Technician 22.98
30361 - Paralegal/Legal Assistant I 19.86
30362 - Paralegal/Legal Assistant II 24.60
30363 - Paralegal/Legal Assistant III 30.09
30364 - Paralegal/Legal Assistant IV 36.41
30375 - Petroleum Supply Specialist 28.12
30390 - Photo-Optics Technician 22.98
30395 - Radiation Control Technician 28.12
30461 - Technical Writer I 22.98
30462 - Technical Writer II 28.12
30463 - Technical Writer III 34.02
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.46
30502 - Weather Forecaster II 30.96
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.68
30621 - Weather Observer Senior (see 2) 22.98
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.54
31030 - Bus Driver 17.46

31043 - Driver Courier	13.39
31260 - Parking and Lot Attendant	10.20
31290 - Shuttle Bus Driver	14.55
31310 - Taxi Driver	13.81
31361 - Truckdriver Light	14.55
31362 - Truckdriver Medium	16.01
31363 - Truckdriver Heavy	18.99
31364 - Truckdriver Tractor-Trailer	18.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.21
99050 - Desk Clerk	10.88
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.34
99252 - Laboratory Animal Caretaker II	14.93
99260 - Marketing Analyst	23.59
99310 - Mortician	25.35
99410 - Pest Controller	15.47
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.23
99711 - Recycling Specialist	25.34
99730 - Refuse Collector	16.08
99810 - Sales Clerk	11.14
99820 - School Crossing Guard	15.67
99830 - Survey Party Chief	22.34
99831 - Surveying Aide	13.99
99832 - Surveying Technician	19.17
99840 - Vending Machine Attendant	13.41
99841 - Vending Machine Repairer	17.01
99842 - Vending Machine Repairer Helper	13.41

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5183
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parish of Lafayette

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.04
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		19.66
01035 - Court Reporter		25.29
01041 - Customer Service Representative I		12.07
01042 - Customer Service Representative II		13.58
01043 - Customer Service Representative III		14.81
01051 - Data Entry Operator I		13.41
01052 - Data Entry Operator II		14.86
01060 - Dispatcher Motor Vehicle		19.16
01070 - Document Preparation Clerk		12.38
01090 - Duplicating Machine Operator		12.38
01111 - General Clerk I		11.76
01112 - General Clerk II		14.23

01113 - General Clerk III 14.98
01120 - Housing Referral Assistant 18.72
01141 - Messenger Courier 11.93
01191 - Order Clerk I 13.24
01192 - Order Clerk II 14.45
01261 - Personnel Assistant (Employment) I 14.86
01262 - Personnel Assistant (Employment) II 17.18
01263 - Personnel Assistant (Employment) III 20.01
01270 - Production Control Clerk 21.15
01290 - Rental Clerk 13.01
01300 - Scheduler Maintenance 13.67
01311 - Secretary I 13.67
01312 - Secretary II 16.07
01313 - Secretary III 18.72
01320 - Service Order Dispatcher 17.13
01410 - Supply Technician 19.66
01420 - Survey Worker 15.56
01460 - Switchboard Operator/Receptionist 12.18
01531 - Travel Clerk I 12.18
01532 - Travel Clerk II 13.31
01533 - Travel Clerk III 14.31
01611 - Word Processor I 13.37
01612 - Word Processor II 15.01
01613 - Word Processor III 18.63
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.55
05010 - Automotive Electrician 21.80
05040 - Automotive Glass Installer 20.84
05070 - Automotive Worker 20.84
05110 - Mobile Equipment Servicer 17.59
05130 - Motor Equipment Metal Mechanic 22.83
05160 - Motor Equipment Metal Worker 20.84
05190 - Motor Vehicle Mechanic 21.16
05220 - Motor Vehicle Mechanic Helper 16.86
05250 - Motor Vehicle Upholstery Worker 20.51
05280 - Motor Vehicle Wrecker 20.84
05310 - Painter Automotive 20.20
05340 - Radiator Repair Specialist 20.84
05370 - Tire Repairer 16.09
05400 - Transmission Repair Specialist 22.83
07000 - Food Preparation And Service Occupations
07010 - Baker 11.72
07041 - Cook I 10.77
07042 - Cook II 12.94
07070 - Dishwasher 9.11
07130 - Food Service Worker 8.83
07210 - Meat Cutter 13.61
07260 - Waiter/Waitress 9.12
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.59

09040 - Furniture Handler 13.33
09080 - Furniture Refinisher 20.59
09090 - Furniture Refinisher Helper 15.67
09110 - Furniture Repairer Minor 17.48
09130 - Upholsterer 20.59
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 9.64
11060 - Elevator Operator 9.64
11090 - Gardener 18.76
11122 - Housekeeping Aide 9.88
11150 - Janitor 9.88
11210 - Laborer Grounds Maintenance 12.76
11240 - Maid or Houseman 9.16
11260 - Pruner 10.67
11270 - Tractor Operator 16.75
11330 - Trail Maintenance Worker 12.76
11360 - Window Cleaner 11.69
12000 - Health Occupations
12010 - Ambulance Driver 21.57
12011 - Breath Alcohol Technician 18.12
12012 - Certified Occupational Therapist Assistant 28.30
12015 - Certified Physical Therapist Assistant 22.77
12020 - Dental Assistant 17.35
12025 - Dental Hygienist 32.21
12030 - EKG Technician 25.84
12035 - Electroneurodiagnostic Technologist 25.84
12040 - Emergency Medical Technician 21.57
12071 - Licensed Practical Nurse I 16.19
12072 - Licensed Practical Nurse II 18.12
12073 - Licensed Practical Nurse III 20.20
12100 - Medical Assistant 14.22
12130 - Medical Laboratory Technician 18.80
12160 - Medical Record Clerk 14.72
12190 - Medical Record Technician 16.47
12195 - Medical Transcriptionist 15.89
12210 - Nuclear Medicine Technologist 34.73
12221 - Nursing Assistant I 9.67
12222 - Nursing Assistant II 10.87
12223 - Nursing Assistant III 11.86
12224 - Nursing Assistant IV 13.31
12235 - Optical Dispenser 14.91
12236 - Optical Technician 15.57
12250 - Pharmacy Technician 15.41
12280 - Phlebotomist 14.78
12305 - Radiologic Technologist 22.58
12311 - Registered Nurse I 24.25
12312 - Registered Nurse II 29.67
12313 - Registered Nurse II Specialist 29.67
12314 - Registered Nurse III 35.89
12315 - Registered Nurse III Anesthetist 35.89

12316 - Registered Nurse IV		43.02
12317 - Scheduler (Drug and Alcohol Testing)		22.44
12320 - Substance Abuse Treatment Counselor		20.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.41
13012 - Exhibits Specialist II		24.06
13013 - Exhibits Specialist III		27.48
13041 - Illustrator I		20.41
13042 - Illustrator II		24.06
13043 - Illustrator III		27.48
13047 - Librarian		25.33
13050 - Library Aide/Clerk		12.88
13054 - Library Information Technology Systems Administrator		23.03
13058 - Library Technician		14.81
13061 - Media Specialist I		16.49
13062 - Media Specialist II		18.45
13063 - Media Specialist III		20.57
13071 - Photographer I		15.88
13072 - Photographer II		18.46
13073 - Photographer III		22.46
13074 - Photographer IV		26.92
13075 - Photographer V		32.58
13090 - Technical Order Library Clerk		15.45
13110 - Video Teleconference Technician		18.94
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.48
14042 - Computer Operator II		18.07
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.50
14045 - Computer Operator V		28.31
14071 - Computer Programmer I	(see 1)	22.16
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.48
14160 - Personal Computer Support Technician		25.50
14170 - System Support Specialist		24.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.73
15020 - Aircrew Training Devices Instructor (Rated)		35.98
15030 - Air Crew Training Devices Instructor (Pilot)		42.45
15050 - Computer Based Training Specialist / Instructor		29.73
15060 - Educational Technologist		29.34
15070 - Flight Instructor (Pilot)		42.45
15080 - Graphic Artist		21.35
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.45

15086 - Maintenance Test Pilot Rotary Wing 42.45
15088 - Non-Maintenance Test/Co-Pilot 42.45
15090 - Technical Instructor 21.68
15095 - Technical Instructor/Course Developer 26.53
15110 - Test Proctor 17.51
15120 - Tutor 17.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.94
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 12.43
16220 - Tailor 12.47
16250 - Washer Machine 9.68
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.18
19040 - Tool And Die Maker 25.10
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.36
21030 - Material Coordinator 21.15
21040 - Material Expediter 21.15
21050 - Material Handling Laborer 12.67
21071 - Order Filler 10.96
21080 - Production Line Worker (Food Processing) 16.36
21110 - Shipping Packer 16.21
21130 - Shipping/Receiving Clerk 16.21
21140 - Store Worker I 11.28
21150 - Stock Clerk 17.55
21210 - Tools And Parts Attendant 16.36
21410 - Warehouse Specialist 16.36
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.82
23019 - Aircraft Logs and Records Technician 26.79
23021 - Aircraft Mechanic I 33.68
23022 - Aircraft Mechanic II 35.82
23023 - Aircraft Mechanic III 37.92
23040 - Aircraft Mechanic Helper 21.66
23050 - Aircraft Painter 31.55
23060 - Aircraft Servicer 26.79
23070 - Aircraft Survival Flight Equipment Technician 31.55
23080 - Aircraft Worker 29.14
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.14
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.68
23110 - Appliance Mechanic 21.48

23120 - Bicycle Repairer	16.77
23125 - Cable Splicer	30.30
23130 - Carpenter Maintenance	19.91
23140 - Carpet Layer	20.16
23160 - Electrician Maintenance	22.14
23181 - Electronics Technician Maintenance I	26.47
23182 - Electronics Technician Maintenance II	28.77
23183 - Electronics Technician Maintenance III	30.71
23260 - Fabric Worker	18.54
23290 - Fire Alarm System Mechanic	21.13
23310 - Fire Extinguisher Repairer	16.77
23311 - Fuel Distribution System Mechanic	23.08
23312 - Fuel Distribution System Operator	16.70
23370 - General Maintenance Worker	18.40
23380 - Ground Support Equipment Mechanic	33.68
23381 - Ground Support Equipment Servicer	26.79
23382 - Ground Support Equipment Worker	29.14
23391 - Gunsmith I	16.77
23392 - Gunsmith II	20.16
23393 - Gunsmith III	23.30
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.28
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.38
23430 - Heavy Equipment Mechanic	22.18
23440 - Heavy Equipment Operator	20.16
23460 - Instrument Mechanic	25.63
23465 - Laboratory/Shelter Mechanic	21.83
23470 - Laborer	12.67
23510 - Locksmith	25.85
23530 - Machinery Maintenance Mechanic	23.85
23550 - Machinist Maintenance	21.71
23580 - Maintenance Trades Helper	15.06
23591 - Metrology Technician I	25.63
23592 - Metrology Technician II	27.26
23593 - Metrology Technician III	28.86
23640 - Millwright	25.37
23710 - Office Appliance Repairer	23.13
23760 - Painter Maintenance	19.25
23790 - Pipefitter Maintenance	25.06
23810 - Plumber Maintenance	23.47
23820 - Pneudraulic Systems Mechanic	23.30
23850 - Rigger	21.17
23870 - Scale Mechanic	20.16
23890 - Sheet-Metal Worker Maintenance	26.84
23910 - Small Engine Mechanic	18.50
23931 - Telecommunications Mechanic I	28.36
23932 - Telecommunications Mechanic II	29.59
23950 - Telephone Lineman	23.02
23960 - Welder Combination Maintenance	22.17

23965 - Well Driller	23.30
23970 - Woodcraft Worker	23.30
23980 - Woodworker	17.16
24000 - Personal Needs Occupations	
24550 - Case Manager	14.70
24570 - Child Care Attendant	10.35
24580 - Child Care Center Clerk	12.93
24610 - Chore Aide	9.43
24620 - Family Readiness And Support Services Coordinator	14.70
24630 - Homemaker	15.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.30
25040 - Sewage Plant Operator	19.62
25070 - Stationary Engineer	23.30
25190 - Ventilation Equipment Tender	15.67
25210 - Water Treatment Plant Operator	19.62
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.94
27007 - Baggage Inspector	11.28
27008 - Corrections Officer	16.80
27010 - Court Security Officer	21.58
27030 - Detection Dog Handler	13.94
27040 - Detention Officer	16.80
27070 - Firefighter	22.28
27101 - Guard I	11.28
27102 - Guard II	13.94
27131 - Police Officer I	22.30
27132 - Police Officer II	24.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.45
28042 - Carnival Equipment Repairer	16.24
28043 - Carnival Worker	9.34
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.75
28350 - Park Attendant (Aide)	17.85
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	17.36
28630 - Sports Official	15.14
28690 - Swimming Pool Operator	19.51
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.40
29020 - Hatch Tender	27.40
29030 - Line Handler	27.40
29041 - Stevedore I	25.19
29042 - Stevedore II	29.67
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.00
30022 - Archeological Technician II		19.15
30023 - Archeological Technician III		22.98
30030 - Cartographic Technician		25.96
30040 - Civil Engineering Technician		24.20
30051 - Cryogenic Technician I		25.46
30052 - Cryogenic Technician II		28.12
30061 - Drafter/CAD Operator I		16.59
30062 - Drafter/CAD Operator II		19.15
30063 - Drafter/CAD Operator III		20.70
30064 - Drafter/CAD Operator IV		25.46
30081 - Engineering Technician I		15.16
30082 - Engineering Technician II		16.99
30083 - Engineering Technician III		20.60
30084 - Engineering Technician IV		25.52
30085 - Engineering Technician V		30.94
30086 - Engineering Technician VI		34.88
30090 - Environmental Technician		26.00
30095 - Evidence Control Specialist		22.98
30210 - Laboratory Technician		29.43
30221 - Latent Fingerprint Technician I		25.46
30222 - Latent Fingerprint Technician II		28.12
30240 - Mathematical Technician		25.52
30361 - Paralegal/Legal Assistant I		19.99
30362 - Paralegal/Legal Assistant II		24.76
30363 - Paralegal/Legal Assistant III		30.29
30364 - Paralegal/Legal Assistant IV		36.64
30375 - Petroleum Supply Specialist		28.12
30390 - Photo-Optics Technician		24.22
30395 - Radiation Control Technician		28.12
30461 - Technical Writer I		22.98
30462 - Technical Writer II		28.12
30463 - Technical Writer III		34.02
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.46
30502 - Weather Forecaster II		30.96
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.70
30621 - Weather Observer Senior	(see 2)	22.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		10.71
31030 - Bus Driver		17.46
31043 - Driver Courier		12.93
31260 - Parking and Lot Attendant		10.20
31290 - Shuttle Bus Driver		14.47

31310 - Taxi Driver	13.81
31361 - Truckdriver Light	14.47
31362 - Truckdriver Medium	15.99
31363 - Truckdriver Heavy	18.99
31364 - Truckdriver Tractor-Trailer	18.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.21
99050 - Desk Clerk	10.50
99095 - Embalmer	27.04
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.96
99252 - Laboratory Animal Caretaker II	15.48
99260 - Marketing Analyst	23.59
99310 - Mortician	27.04
99410 - Pest Controller	15.51
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.23
99711 - Recycling Specialist	25.34
99730 - Refuse Collector	16.08
99810 - Sales Clerk	11.14
99820 - School Crossing Guard	11.36
99830 - Survey Party Chief	25.68
99831 - Surveying Aide	14.62
99832 - Surveying Technician	19.17
99840 - Vending Machine Attendant	14.31
99841 - Vending Machine Repairer	18.04
99842 - Vending Machine Repairer Helper	14.31

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5184
Revision No.: 15
Date Of Last Revision: 05/22/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parish of Lafayette

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.04
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		19.66
01035 - Court Reporter		25.29
01041 - Customer Service Representative I		12.07
01042 - Customer Service Representative II		13.58
01043 - Customer Service Representative III		14.81
01051 - Data Entry Operator I		13.41
01052 - Data Entry Operator II		14.86
01060 - Dispatcher Motor Vehicle		19.16
01070 - Document Preparation Clerk		12.38

01090 - Duplicating Machine Operator 12.38
01111 - General Clerk I 11.76
01112 - General Clerk II 14.23
01113 - General Clerk III 14.98
01120 - Housing Referral Assistant 18.72
01141 - Messenger Courier 11.93
01191 - Order Clerk I 13.24
01192 - Order Clerk II 14.45
01261 - Personnel Assistant (Employment) I 14.86
01262 - Personnel Assistant (Employment) II 17.18
01263 - Personnel Assistant (Employment) III 20.01
01270 - Production Control Clerk 21.15
01290 - Rental Clerk 13.01
01300 - Scheduler Maintenance 13.67
01311 - Secretary I 13.67
01312 - Secretary II 16.07
01313 - Secretary III 18.72
01320 - Service Order Dispatcher 17.13
01410 - Supply Technician 19.66
01420 - Survey Worker 15.56
01460 - Switchboard Operator/Receptionist 12.18
01531 - Travel Clerk I 12.18
01532 - Travel Clerk II 13.31
01533 - Travel Clerk III 14.31
01611 - Word Processor I 13.37
01612 - Word Processor II 15.01
01613 - Word Processor III 18.63
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.55
05010 - Automotive Electrician 21.80
05040 - Automotive Glass Installer 20.84
05070 - Automotive Worker 20.84
05110 - Mobile Equipment Servicer 17.59
05130 - Motor Equipment Metal Mechanic 22.83
05160 - Motor Equipment Metal Worker 20.84
05190 - Motor Vehicle Mechanic 21.16
05220 - Motor Vehicle Mechanic Helper 16.86
05250 - Motor Vehicle Upholstery Worker 20.51
05280 - Motor Vehicle Wrecker 20.84
05310 - Painter Automotive 20.20
05340 - Radiator Repair Specialist 20.84
05370 - Tire Repairer 16.09
05400 - Transmission Repair Specialist 22.83
07000 - Food Preparation And Service Occupations
07010 - Baker 11.72
07041 - Cook I 10.77
07042 - Cook II 12.94
07070 - Dishwasher 9.11
07130 - Food Service Worker 8.83
07210 - Meat Cutter 13.61

07260 - Waiter/Waitress	9.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.59
09040 - Furniture Handler	13.33
09080 - Furniture Refinisher	20.59
09090 - Furniture Refinisher Helper	15.67
09110 - Furniture Repairer Minor	17.48
09130 - Upholsterer	20.59
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.64
11060 - Elevator Operator	9.64
11090 - Gardener	18.76
11122 - Housekeeping Aide	9.88
11150 - Janitor	9.88
11210 - Laborer Grounds Maintenance	12.76
11240 - Maid or Houseman	9.16
11260 - Pruner	10.67
11270 - Tractor Operator	16.75
11330 - Trail Maintenance Worker	12.76
11360 - Window Cleaner	11.69
12000 - Health Occupations	
12010 - Ambulance Driver	21.57
12011 - Breath Alcohol Technician	18.12
12012 - Certified Occupational Therapist Assistant	28.30
12015 - Certified Physical Therapist Assistant	22.77
12020 - Dental Assistant	17.35
12025 - Dental Hygienist	32.21
12030 - EKG Technician	25.84
12035 - Electroneurodiagnostic Technologist	25.84
12040 - Emergency Medical Technician	21.57
12071 - Licensed Practical Nurse I	16.19
12072 - Licensed Practical Nurse II	18.12
12073 - Licensed Practical Nurse III	20.20
12100 - Medical Assistant	14.22
12130 - Medical Laboratory Technician	18.80
12160 - Medical Record Clerk	14.72
12190 - Medical Record Technician	16.47
12195 - Medical Transcriptionist	15.89
12210 - Nuclear Medicine Technologist	34.73
12221 - Nursing Assistant I	9.67
12222 - Nursing Assistant II	10.87
12223 - Nursing Assistant III	11.86
12224 - Nursing Assistant IV	13.31
12235 - Optical Dispenser	14.91
12236 - Optical Technician	15.57
12250 - Pharmacy Technician	15.41
12280 - Phlebotomist	14.78
12305 - Radiologic Technologist	22.58
12311 - Registered Nurse I	24.25
12312 - Registered Nurse II	29.67

12313 - Registered Nurse II Specialist		29.67
12314 - Registered Nurse III		35.89
12315 - Registered Nurse III Anesthetist		35.89
12316 - Registered Nurse IV		43.02
12317 - Scheduler (Drug and Alcohol Testing)		22.44
12320 - Substance Abuse Treatment Counselor		20.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.41
13012 - Exhibits Specialist II		24.06
13013 - Exhibits Specialist III		27.48
13041 - Illustrator I		20.41
13042 - Illustrator II		24.06
13043 - Illustrator III		27.48
13047 - Librarian		25.33
13050 - Library Aide/Clerk		12.88
13054 - Library Information Technology Systems Administrator		23.03
13058 - Library Technician		14.81
13061 - Media Specialist I		16.49
13062 - Media Specialist II		18.45
13063 - Media Specialist III		20.57
13071 - Photographer I		15.88
13072 - Photographer II		18.46
13073 - Photographer III		22.46
13074 - Photographer IV		26.92
13075 - Photographer V		32.58
13090 - Technical Order Library Clerk		15.45
13110 - Video Teleconference Technician		18.94
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.48
14042 - Computer Operator II		18.07
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.50
14045 - Computer Operator V		28.31
14071 - Computer Programmer I	(see 1)	22.16
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.48
14160 - Personal Computer Support Technician		25.50
14170 - System Support Specialist		24.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.73
15020 - Aircrew Training Devices Instructor (Rated)		35.98
15030 - Air Crew Training Devices Instructor (Pilot)		42.45
15050 - Computer Based Training Specialist / Instructor		29.73
15060 - Educational Technologist		29.34

15070 - Flight Instructor (Pilot) 42.45
15080 - Graphic Artist 21.35
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.45
15086 - Maintenance Test Pilot Rotary Wing 42.45
15088 - Non-Maintenance Test/Co-Pilot 42.45
15090 - Technical Instructor 21.68
15095 - Technical Instructor/Course Developer 26.53
15110 - Test Proctor 17.51
15120 - Tutor 17.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.94
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 12.43
16220 - Tailor 12.47
16250 - Washer Machine 9.68
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.18
19040 - Tool And Die Maker 25.10
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.36
21030 - Material Coordinator 21.15
21040 - Material Expediter 21.15
21050 - Material Handling Laborer 12.67
21071 - Order Filler 10.96
21080 - Production Line Worker (Food Processing) 16.36
21110 - Shipping Packer 16.21
21130 - Shipping/Receiving Clerk 16.21
21140 - Store Worker I 11.28
21150 - Stock Clerk 17.55
21210 - Tools And Parts Attendant 16.36
21410 - Warehouse Specialist 16.36
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.82
23019 - Aircraft Logs and Records Technician 26.79
23021 - Aircraft Mechanic I 33.68
23022 - Aircraft Mechanic II 35.82
23023 - Aircraft Mechanic III 37.92
23040 - Aircraft Mechanic Helper 21.66
23050 - Aircraft Painter 31.55
23060 - Aircraft Servicer 26.79
23070 - Aircraft Survival Flight Equipment Technician 31.55
23080 - Aircraft Worker 29.14
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.14

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.68
23110 - Appliance Mechanic 21.48
23120 - Bicycle Repairer 16.77
23125 - Cable Splicer 30.30
23130 - Carpenter Maintenance 19.91
23140 - Carpet Layer 20.16
23160 - Electrician Maintenance 22.14
23181 - Electronics Technician Maintenance I 26.47
23182 - Electronics Technician Maintenance II 28.77
23183 - Electronics Technician Maintenance III 30.71
23260 - Fabric Worker 18.54
23290 - Fire Alarm System Mechanic 21.13
23310 - Fire Extinguisher Repairer 16.77
23311 - Fuel Distribution System Mechanic 23.08
23312 - Fuel Distribution System Operator 16.70
23370 - General Maintenance Worker 18.40
23380 - Ground Support Equipment Mechanic 33.68
23381 - Ground Support Equipment Servicer 26.79
23382 - Ground Support Equipment Worker 29.14
23391 - Gunsmith I 16.77
23392 - Gunsmith II 20.16
23393 - Gunsmith III 23.30
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.28
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.38
23430 - Heavy Equipment Mechanic 22.18
23440 - Heavy Equipment Operator 20.16
23460 - Instrument Mechanic 25.63
23465 - Laboratory/Shelter Mechanic 21.83
23470 - Laborer 12.67
23510 - Locksmith 25.85
23530 - Machinery Maintenance Mechanic 23.85
23550 - Machinist Maintenance 21.71
23580 - Maintenance Trades Helper 15.06
23591 - Metrology Technician I 25.63
23592 - Metrology Technician II 27.26
23593 - Metrology Technician III 28.86
23640 - Millwright 25.37
23710 - Office Appliance Repairer 23.13
23760 - Painter Maintenance 19.25
23790 - Pipefitter Maintenance 25.06
23810 - Plumber Maintenance 23.47
23820 - Pneudraulic Systems Mechanic 23.30
23850 - Rigger 21.17
23870 - Scale Mechanic 20.16
23890 - Sheet-Metal Worker Maintenance 26.84
23910 - Small Engine Mechanic 18.50
23931 - Telecommunications Mechanic I 28.36

23932 - Telecommunications Mechanic II 29.59
23950 - Telephone Lineman 23.02
23960 - Welder Combination Maintenance 22.17
23965 - Well Driller 23.30
23970 - Woodcraft Worker 23.30
23980 - Woodworker 17.16
24000 - Personal Needs Occupations
24550 - Case Manager 14.70
24570 - Child Care Attendant 10.35
24580 - Child Care Center Clerk 12.93
24610 - Chore Aide 9.43
24620 - Family Readiness And Support Services Coordinator 14.70
24630 - Homemaker 15.33
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.30
25040 - Sewage Plant Operator 19.62
25070 - Stationary Engineer 23.30
25190 - Ventilation Equipment Tender 15.67
25210 - Water Treatment Plant Operator 19.62
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.94
27007 - Baggage Inspector 11.28
27008 - Corrections Officer 16.80
27010 - Court Security Officer 21.58
27030 - Detection Dog Handler 13.94
27040 - Detention Officer 16.80
27070 - Firefighter 22.28
27101 - Guard I 11.28
27102 - Guard II 13.94
27131 - Police Officer I 22.30
27132 - Police Officer II 24.77
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.45
28042 - Carnival Equipment Repairer 16.24
28043 - Carnival Worker 9.34
28210 - Gate Attendant/Gate Tender 15.40
28310 - Lifeguard 11.75
28350 - Park Attendant (Aide) 17.85
28510 - Recreation Aide/Health Facility Attendant 13.43
28515 - Recreation Specialist 17.36
28630 - Sports Official 15.14
28690 - Swimming Pool Operator 19.51
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.40
29020 - Hatch Tender 27.40
29030 - Line Handler 27.40
29041 - Stevedore I 25.19
29042 - Stevedore II 29.67
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.00
30022 - Archeological Technician II 19.15
30023 - Archeological Technician III 22.98
30030 - Cartographic Technician 25.96
30040 - Civil Engineering Technician 24.20
30051 - Cryogenic Technician I 25.46
30052 - Cryogenic Technician II 28.12
30061 - Drafter/CAD Operator I 16.59
30062 - Drafter/CAD Operator II 19.15
30063 - Drafter/CAD Operator III 20.70
30064 - Drafter/CAD Operator IV 25.46
30081 - Engineering Technician I 15.16
30082 - Engineering Technician II 16.99
30083 - Engineering Technician III 20.60
30084 - Engineering Technician IV 25.52
30085 - Engineering Technician V 30.94
30086 - Engineering Technician VI 34.88
30090 - Environmental Technician 26.00
30095 - Evidence Control Specialist 22.98
30210 - Laboratory Technician 29.43
30221 - Latent Fingerprint Technician I 25.46
30222 - Latent Fingerprint Technician II 28.12
30240 - Mathematical Technician 25.52
30361 - Paralegal/Legal Assistant I 19.99
30362 - Paralegal/Legal Assistant II 24.76
30363 - Paralegal/Legal Assistant III 30.29
30364 - Paralegal/Legal Assistant IV 36.64
30375 - Petroleum Supply Specialist 28.12
30390 - Photo-Optics Technician 24.22
30395 - Radiation Control Technician 28.12
30461 - Technical Writer I 22.98
30462 - Technical Writer II 28.12
30463 - Technical Writer III 34.02
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.46
30502 - Weather Forecaster II 30.96
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.70
30621 - Weather Observer Senior (see 2) 22.98
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 10.71
31030 - Bus Driver 17.46

31043 - Driver Courier	12.93
31260 - Parking and Lot Attendant	10.20
31290 - Shuttle Bus Driver	14.47
31310 - Taxi Driver	13.81
31361 - Truckdriver Light	14.47
31362 - Truckdriver Medium	15.99
31363 - Truckdriver Heavy	18.99
31364 - Truckdriver Tractor-Trailer	18.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.21
99050 - Desk Clerk	10.50
99095 - Embalmer	27.04
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.96
99252 - Laboratory Animal Caretaker II	15.48
99260 - Marketing Analyst	23.59
99310 - Mortician	27.04
99410 - Pest Controller	15.51
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.23
99711 - Recycling Specialist	25.34
99730 - Refuse Collector	16.08
99810 - Sales Clerk	11.14
99820 - School Crossing Guard	11.36
99830 - Survey Party Chief	25.68
99831 - Surveying Aide	14.62
99832 - Surveying Technician	19.17
99840 - Vending Machine Attendant	14.31
99841 - Vending Machine Repairer	18.04
99842 - Vending Machine Repairer Helper	14.31

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5185
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Calcasieu Cameron

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.04
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		19.91
01035 - Court Reporter		25.29
01041 - Customer Service Representative I		11.53
01042 - Customer Service Representative II		12.96
01043 - Customer Service Representative III		14.14
01051 - Data Entry Operator I		12.89
01052 - Data Entry Operator II		14.86
01060 - Dispatcher Motor Vehicle		18.78
01070 - Document Preparation Clerk		12.61
01090 - Duplicating Machine Operator		12.61
01111 - General Clerk I		12.26
01112 - General Clerk II		14.23

01113 - General Clerk III 15.01
01120 - Housing Referral Assistant 18.72
01141 - Messenger Courier 10.09
01191 - Order Clerk I 12.02
01192 - Order Clerk II 13.12
01261 - Personnel Assistant (Employment) I 15.52
01262 - Personnel Assistant (Employment) II 17.37
01263 - Personnel Assistant (Employment) III 20.01
01270 - Production Control Clerk 29.20
01290 - Rental Clerk 12.73
01300 - Scheduler Maintenance 14.15
01311 - Secretary I 14.15
01312 - Secretary II 16.07
01313 - Secretary III 18.72
01320 - Service Order Dispatcher 15.59
01410 - Supply Technician 19.91
01420 - Survey Worker 14.73
01460 - Switchboard Operator/Receptionist 11.26
01531 - Travel Clerk I 11.72
01532 - Travel Clerk II 12.79
01533 - Travel Clerk III 13.80
01611 - Word Processor I 12.61
01612 - Word Processor II 14.58
01613 - Word Processor III 18.63
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.83
05010 - Automotive Electrician 21.80
05040 - Automotive Glass Installer 20.84
05070 - Automotive Worker 20.84
05110 - Mobile Equipment Servicer 17.59
05130 - Motor Equipment Metal Mechanic 22.83
05160 - Motor Equipment Metal Worker 20.84
05190 - Motor Vehicle Mechanic 21.16
05220 - Motor Vehicle Mechanic Helper 16.86
05250 - Motor Vehicle Upholstery Worker 20.51
05280 - Motor Vehicle Wrecker 20.84
05310 - Painter Automotive 20.20
05340 - Radiator Repair Specialist 20.84
05370 - Tire Repairer 16.09
05400 - Transmission Repair Specialist 22.83
07000 - Food Preparation And Service Occupations
07010 - Baker 11.56
07041 - Cook I 11.77
07042 - Cook II 14.15
07070 - Dishwasher 9.19
07130 - Food Service Worker 8.96
07210 - Meat Cutter 14.84
07260 - Waiter/Waitress 8.81
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 25.84

09040 - Furniture Handler 13.47
09080 - Furniture Refinisher 25.84
09090 - Furniture Refinisher Helper 17.74
09110 - Furniture Repairer Minor 21.94
09130 - Upholsterer 25.84
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.74
11060 - Elevator Operator 11.74
11090 - Gardener 18.92
11122 - Housekeeping Aide 11.00
11150 - Janitor 11.00
11210 - Laborer Grounds Maintenance 12.83
11240 - Maid or Houseman 9.78
11260 - Pruner 10.73
11270 - Tractor Operator 16.84
11330 - Trail Maintenance Worker 12.83
11360 - Window Cleaner 13.16
12000 - Health Occupations
12010 - Ambulance Driver 16.15
12011 - Breath Alcohol Technician 18.53
12012 - Certified Occupational Therapist Assistant 29.80
12015 - Certified Physical Therapist Assistant 26.17
12020 - Dental Assistant 15.96
12025 - Dental Hygienist 32.21
12030 - EKG Technician 27.94
12035 - Electroneurodiagnostic Technologist 27.94
12040 - Emergency Medical Technician 16.15
12071 - Licensed Practical Nurse I 16.56
12072 - Licensed Practical Nurse II 18.53
12073 - Licensed Practical Nurse III 20.66
12100 - Medical Assistant 13.60
12130 - Medical Laboratory Technician 22.36
12160 - Medical Record Clerk 14.88
12190 - Medical Record Technician 16.65
12195 - Medical Transcriptionist 16.56
12210 - Nuclear Medicine Technologist 40.72
12221 - Nursing Assistant I 11.08
12222 - Nursing Assistant II 12.46
12223 - Nursing Assistant III 13.59
12224 - Nursing Assistant IV 15.25
12235 - Optical Dispenser 14.74
12236 - Optical Technician 16.14
12250 - Pharmacy Technician 15.89
12280 - Phlebotomist 13.18
12305 - Radiologic Technologist 25.09
12311 - Registered Nurse I 23.71
12312 - Registered Nurse II 29.01
12313 - Registered Nurse II Specialist 29.01
12314 - Registered Nurse III 35.10
12315 - Registered Nurse III Anesthetist 35.10

12316 - Registered Nurse IV		42.07
12317 - Scheduler (Drug and Alcohol Testing)		22.95
12320 - Substance Abuse Treatment Counselor		16.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.41
13012 - Exhibits Specialist II		24.54
13013 - Exhibits Specialist III		30.02
13041 - Illustrator I		20.41
13042 - Illustrator II		24.54
13043 - Illustrator III		30.02
13047 - Librarian		27.18
13050 - Library Aide/Clerk		14.23
13054 - Library Information Technology Systems Administrator		24.54
13058 - Library Technician		19.71
13061 - Media Specialist I		17.71
13062 - Media Specialist II		19.81
13063 - Media Specialist III		22.09
13071 - Photographer I		17.71
13072 - Photographer II		19.81
13073 - Photographer III		24.54
13074 - Photographer IV		30.02
13075 - Photographer V		36.32
13090 - Technical Order Library Clerk		19.81
13110 - Video Teleconference Technician		17.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.39
14042 - Computer Operator II		18.34
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.50
14045 - Computer Operator V		28.31
14071 - Computer Programmer I	(see 1)	22.16
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		16.12
14160 - Personal Computer Support Technician		25.50
14170 - System Support Specialist		22.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.73
15020 - Aircrew Training Devices Instructor (Rated)		35.98
15030 - Air Crew Training Devices Instructor (Pilot)		42.72
15050 - Computer Based Training Specialist / Instructor		29.73
15060 - Educational Technologist		29.34
15070 - Flight Instructor (Pilot)		42.72
15080 - Graphic Artist		19.41
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.72

15086 - Maintenance Test Pilot Rotary Wing 42.72
15088 - Non-Maintenance Test/Co-Pilot 42.72
15090 - Technical Instructor 22.46
15095 - Technical Instructor/Course Developer 27.48
15110 - Test Proctor 18.13
15120 - Tutor 18.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.94
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.57
16220 - Tailor 12.21
16250 - Washer Machine 9.68
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.84
19040 - Tool And Die Maker 32.61
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.81
21030 - Material Coordinator 29.20
21040 - Material Expediter 29.20
21050 - Material Handling Laborer 13.48
21071 - Order Filler 10.93
21080 - Production Line Worker (Food Processing) 17.81
21110 - Shipping Packer 17.30
21130 - Shipping/Receiving Clerk 17.30
21140 - Store Worker I 11.61
21150 - Stock Clerk 18.06
21210 - Tools And Parts Attendant 17.81
21410 - Warehouse Specialist 17.81
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.82
23019 - Aircraft Logs and Records Technician 22.30
23021 - Aircraft Mechanic I 28.04
23022 - Aircraft Mechanic II 29.82
23023 - Aircraft Mechanic III 31.57
23040 - Aircraft Mechanic Helper 18.05
23050 - Aircraft Painter 26.27
23060 - Aircraft Servicer 22.30
23070 - Aircraft Survival Flight Equipment Technician 26.27
23080 - Aircraft Worker 24.26
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.26
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.04
23110 - Appliance Mechanic 25.84

23120 - Bicycle Repairer	19.86
23125 - Cable Splicer	28.04
23130 - Carpenter Maintenance	25.84
23140 - Carpet Layer	23.86
23160 - Electrician Maintenance	27.59
23181 - Electronics Technician Maintenance I	29.04
23182 - Electronics Technician Maintenance II	31.44
23183 - Electronics Technician Maintenance III	33.57
23260 - Fabric Worker	21.94
23290 - Fire Alarm System Mechanic	25.03
23310 - Fire Extinguisher Repairer	19.86
23311 - Fuel Distribution System Mechanic	27.59
23312 - Fuel Distribution System Operator	19.86
23370 - General Maintenance Worker	18.40
23380 - Ground Support Equipment Mechanic	28.04
23381 - Ground Support Equipment Servicer	22.30
23382 - Ground Support Equipment Worker	24.26
23391 - Gunsmith I	19.86
23392 - Gunsmith II	23.86
23393 - Gunsmith III	27.59
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.34
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.69
23430 - Heavy Equipment Mechanic	24.81
23440 - Heavy Equipment Operator	27.59
23460 - Instrument Mechanic	28.12
23465 - Laboratory/Shelter Mechanic	25.84
23470 - Laborer	13.48
23510 - Locksmith	25.84
23530 - Machinery Maintenance Mechanic	28.86
23550 - Machinist Maintenance	27.30
23580 - Maintenance Trades Helper	16.57
23591 - Metrology Technician I	28.12
23592 - Metrology Technician II	29.90
23593 - Metrology Technician III	31.65
23640 - Millwright	30.28
23710 - Office Appliance Repairer	23.30
23760 - Painter Maintenance	25.63
23790 - Pipefitter Maintenance	28.29
23810 - Plumber Maintenance	26.17
23820 - Pneudraulic Systems Mechanic	27.59
23850 - Rigger	27.19
23870 - Scale Mechanic	23.86
23890 - Sheet-Metal Worker Maintenance	24.40
23910 - Small Engine Mechanic	20.10
23931 - Telecommunications Mechanic I	28.04
23932 - Telecommunications Mechanic II	29.59
23950 - Telephone Lineman	23.24
23960 - Welder Combination Maintenance	29.36

23965 - Well Driller	27.59
23970 - Woodcraft Worker	27.59
23980 - Woodworker	19.86
24000 - Personal Needs Occupations	
24550 - Case Manager	13.90
24570 - Child Care Attendant	10.35
24580 - Child Care Center Clerk	12.93
24610 - Chore Aide	8.90
24620 - Family Readiness And Support Services Coordinator	13.90
24630 - Homemaker	15.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.59
25040 - Sewage Plant Operator	19.61
25070 - Stationary Engineer	27.59
25190 - Ventilation Equipment Tender	17.74
25210 - Water Treatment Plant Operator	19.61
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.46
27007 - Baggage Inspector	12.63
27008 - Corrections Officer	17.40
27010 - Court Security Officer	21.58
27030 - Detection Dog Handler	14.13
27040 - Detention Officer	17.40
27070 - Firefighter	22.28
27101 - Guard I	12.63
27102 - Guard II	14.13
27131 - Police Officer I	22.30
27132 - Police Officer II	24.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.44
28042 - Carnival Equipment Repairer	18.41
28043 - Carnival Worker	10.44
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.75
28350 - Park Attendant (Aide)	17.85
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	17.36
28630 - Sports Official	15.14
28690 - Swimming Pool Operator	22.12
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.86
29020 - Hatch Tender	23.86
29030 - Line Handler	23.86
29041 - Stevedore I	21.94
29042 - Stevedore II	25.84
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		19.16
30022 - Archeological Technician II		21.37
30023 - Archeological Technician III		26.55
30030 - Cartographic Technician		28.56
30040 - Civil Engineering Technician		26.47
30051 - Cryogenic Technician I		29.40
30052 - Cryogenic Technician II		32.47
30061 - Drafter/CAD Operator I		19.16
30062 - Drafter/CAD Operator II		21.37
30063 - Drafter/CAD Operator III		23.89
30064 - Drafter/CAD Operator IV		29.40
30081 - Engineering Technician I		17.07
30082 - Engineering Technician II		19.16
30083 - Engineering Technician III		22.66
30084 - Engineering Technician IV		28.07
30085 - Engineering Technician V		34.03
30086 - Engineering Technician VI		39.30
30090 - Environmental Technician		25.11
30095 - Evidence Control Specialist		26.55
30210 - Laboratory Technician		29.43
30221 - Latent Fingerprint Technician I		29.40
30222 - Latent Fingerprint Technician II		32.47
30240 - Mathematical Technician		28.07
30361 - Paralegal/Legal Assistant I		20.39
30362 - Paralegal/Legal Assistant II		25.26
30363 - Paralegal/Legal Assistant III		30.90
30364 - Paralegal/Legal Assistant IV		37.38
30375 - Petroleum Supply Specialist		32.47
30390 - Photo-Optics Technician		26.64
30395 - Radiation Control Technician		32.47
30461 - Technical Writer I		26.55
30462 - Technical Writer II		32.47
30463 - Technical Writer III		35.42
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		29.40
30502 - Weather Forecaster II		35.77
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.89
30621 - Weather Observer Senior	(see 2)	26.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.24
31030 - Bus Driver		19.64
31043 - Driver Courier		13.12
31260 - Parking and Lot Attendant		9.44
31290 - Shuttle Bus Driver		14.43

31310 - Taxi Driver	10.26
31361 - Truckdriver Light	14.43
31362 - Truckdriver Medium	15.92
31363 - Truckdriver Heavy	21.68
31364 - Truckdriver Tractor-Trailer	21.68
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.85
99050 - Desk Clerk	10.34
99095 - Embalmer	27.04
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.96
99252 - Laboratory Animal Caretaker II	15.48
99260 - Marketing Analyst	23.15
99310 - Mortician	27.04
99410 - Pest Controller	15.00
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.15
99711 - Recycling Specialist	20.49
99730 - Refuse Collector	14.06
99810 - Sales Clerk	11.01
99820 - School Crossing Guard	13.01
99830 - Survey Party Chief	23.26
99831 - Surveying Aide	13.24
99832 - Surveying Technician	17.36
99840 - Vending Machine Attendant	15.74
99841 - Vending Machine Repairer	19.84
99842 - Vending Machine Repairer Helper	15.74

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5186
Revision No.: 13
Date Of Last Revision: 06/26/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Calcasieu Cameron

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.04
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		19.91
01035 - Court Reporter		25.29
01041 - Customer Service Representative I		11.53
01042 - Customer Service Representative II		12.96
01043 - Customer Service Representative III		14.14
01051 - Data Entry Operator I		12.89
01052 - Data Entry Operator II		14.86
01060 - Dispatcher Motor Vehicle		18.78
01070 - Document Preparation Clerk		12.61

01090 - Duplicating Machine Operator 12.61
01111 - General Clerk I 12.26
01112 - General Clerk II 14.23
01113 - General Clerk III 15.01
01120 - Housing Referral Assistant 18.72
01141 - Messenger Courier 10.09
01191 - Order Clerk I 12.02
01192 - Order Clerk II 13.12
01261 - Personnel Assistant (Employment) I 15.52
01262 - Personnel Assistant (Employment) II 17.37
01263 - Personnel Assistant (Employment) III 20.01
01270 - Production Control Clerk 29.20
01290 - Rental Clerk 12.73
01300 - Scheduler Maintenance 14.15
01311 - Secretary I 14.15
01312 - Secretary II 16.07
01313 - Secretary III 18.72
01320 - Service Order Dispatcher 15.59
01410 - Supply Technician 19.91
01420 - Survey Worker 14.73
01460 - Switchboard Operator/Receptionist 11.26
01531 - Travel Clerk I 11.72
01532 - Travel Clerk II 12.79
01533 - Travel Clerk III 13.80
01611 - Word Processor I 12.61
01612 - Word Processor II 14.58
01613 - Word Processor III 18.63
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.83
05010 - Automotive Electrician 21.80
05040 - Automotive Glass Installer 20.84
05070 - Automotive Worker 20.84
05110 - Mobile Equipment Servicer 17.59
05130 - Motor Equipment Metal Mechanic 22.83
05160 - Motor Equipment Metal Worker 20.84
05190 - Motor Vehicle Mechanic 21.16
05220 - Motor Vehicle Mechanic Helper 16.86
05250 - Motor Vehicle Upholstery Worker 20.51
05280 - Motor Vehicle Wrecker 20.84
05310 - Painter Automotive 20.20
05340 - Radiator Repair Specialist 20.84
05370 - Tire Repairer 16.09
05400 - Transmission Repair Specialist 22.83
07000 - Food Preparation And Service Occupations
07010 - Baker 11.56
07041 - Cook I 11.77
07042 - Cook II 14.15
07070 - Dishwasher 9.19
07130 - Food Service Worker 8.96
07210 - Meat Cutter 14.84

07260 - Waiter/Waitress	8.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.84
09040 - Furniture Handler	13.47
09080 - Furniture Refinisher	25.84
09090 - Furniture Refinisher Helper	17.74
09110 - Furniture Repairer Minor	21.94
09130 - Upholsterer	25.84
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.74
11060 - Elevator Operator	11.74
11090 - Gardener	18.92
11122 - Housekeeping Aide	11.00
11150 - Janitor	11.00
11210 - Laborer Grounds Maintenance	12.83
11240 - Maid or Houseman	9.78
11260 - Pruner	10.73
11270 - Tractor Operator	16.84
11330 - Trail Maintenance Worker	12.83
11360 - Window Cleaner	13.16
12000 - Health Occupations	
12010 - Ambulance Driver	16.15
12011 - Breath Alcohol Technician	18.53
12012 - Certified Occupational Therapist Assistant	29.80
12015 - Certified Physical Therapist Assistant	26.17
12020 - Dental Assistant	15.96
12025 - Dental Hygienist	32.21
12030 - EKG Technician	27.94
12035 - Electroneurodiagnostic Technologist	27.94
12040 - Emergency Medical Technician	16.15
12071 - Licensed Practical Nurse I	16.56
12072 - Licensed Practical Nurse II	18.53
12073 - Licensed Practical Nurse III	20.66
12100 - Medical Assistant	13.60
12130 - Medical Laboratory Technician	22.36
12160 - Medical Record Clerk	14.88
12190 - Medical Record Technician	16.65
12195 - Medical Transcriptionist	16.56
12210 - Nuclear Medicine Technologist	40.72
12221 - Nursing Assistant I	11.08
12222 - Nursing Assistant II	12.46
12223 - Nursing Assistant III	13.59
12224 - Nursing Assistant IV	15.25
12235 - Optical Dispenser	14.74
12236 - Optical Technician	16.14
12250 - Pharmacy Technician	15.89
12280 - Phlebotomist	13.18
12305 - Radiologic Technologist	25.09
12311 - Registered Nurse I	23.71
12312 - Registered Nurse II	29.01

12313 - Registered Nurse II Specialist		29.01
12314 - Registered Nurse III		35.10
12315 - Registered Nurse III Anesthetist		35.10
12316 - Registered Nurse IV		42.07
12317 - Scheduler (Drug and Alcohol Testing)		22.95
12320 - Substance Abuse Treatment Counselor		16.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.41
13012 - Exhibits Specialist II		24.54
13013 - Exhibits Specialist III		30.02
13041 - Illustrator I		20.41
13042 - Illustrator II		24.54
13043 - Illustrator III		30.02
13047 - Librarian		27.18
13050 - Library Aide/Clerk		14.23
13054 - Library Information Technology Systems Administrator		24.54
13058 - Library Technician		19.71
13061 - Media Specialist I		17.71
13062 - Media Specialist II		19.81
13063 - Media Specialist III		22.09
13071 - Photographer I		17.71
13072 - Photographer II		19.81
13073 - Photographer III		24.54
13074 - Photographer IV		30.02
13075 - Photographer V		36.32
13090 - Technical Order Library Clerk		19.81
13110 - Video Teleconference Technician		17.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.39
14042 - Computer Operator II		18.34
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.50
14045 - Computer Operator V		28.31
14071 - Computer Programmer I	(see 1)	22.16
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		16.12
14160 - Personal Computer Support Technician		25.50
14170 - System Support Specialist		22.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.73
15020 - Aircrew Training Devices Instructor (Rated)		35.98
15030 - Air Crew Training Devices Instructor (Pilot)		42.72
15050 - Computer Based Training Specialist / Instructor		29.73
15060 - Educational Technologist		29.34

15070 - Flight Instructor (Pilot) 42.72
15080 - Graphic Artist 19.41
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.72
15086 - Maintenance Test Pilot Rotary Wing 42.72
15088 - Non-Maintenance Test/Co-Pilot 42.72
15090 - Technical Instructor 22.46
15095 - Technical Instructor/Course Developer 27.48
15110 - Test Proctor 18.13
15120 - Tutor 18.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.94
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.57
16220 - Tailor 12.21
16250 - Washer Machine 9.68
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.84
19040 - Tool And Die Maker 32.61
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.81
21030 - Material Coordinator 29.20
21040 - Material Expediter 29.20
21050 - Material Handling Laborer 13.48
21071 - Order Filler 10.93
21080 - Production Line Worker (Food Processing) 17.81
21110 - Shipping Packer 17.30
21130 - Shipping/Receiving Clerk 17.30
21140 - Store Worker I 11.61
21150 - Stock Clerk 18.06
21210 - Tools And Parts Attendant 17.81
21410 - Warehouse Specialist 17.81
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.82
23019 - Aircraft Logs and Records Technician 22.30
23021 - Aircraft Mechanic I 28.04
23022 - Aircraft Mechanic II 29.82
23023 - Aircraft Mechanic III 31.57
23040 - Aircraft Mechanic Helper 18.05
23050 - Aircraft Painter 26.27
23060 - Aircraft Servicer 22.30
23070 - Aircraft Survival Flight Equipment Technician 26.27
23080 - Aircraft Worker 24.26
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.26

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.04
23110 - Appliance Mechanic 25.84
23120 - Bicycle Repairer 19.86
23125 - Cable Splicer 28.04
23130 - Carpenter Maintenance 25.84
23140 - Carpet Layer 23.86
23160 - Electrician Maintenance 27.59
23181 - Electronics Technician Maintenance I 29.04
23182 - Electronics Technician Maintenance II 31.44
23183 - Electronics Technician Maintenance III 33.57
23260 - Fabric Worker 21.94
23290 - Fire Alarm System Mechanic 25.03
23310 - Fire Extinguisher Repairer 19.86
23311 - Fuel Distribution System Mechanic 27.59
23312 - Fuel Distribution System Operator 19.86
23370 - General Maintenance Worker 18.40
23380 - Ground Support Equipment Mechanic 28.04
23381 - Ground Support Equipment Servicer 22.30
23382 - Ground Support Equipment Worker 24.26
23391 - Gunsmith I 19.86
23392 - Gunsmith II 23.86
23393 - Gunsmith III 27.59
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.34
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.69
23430 - Heavy Equipment Mechanic 24.81
23440 - Heavy Equipment Operator 27.59
23460 - Instrument Mechanic 28.12
23465 - Laboratory/Shelter Mechanic 25.84
23470 - Laborer 13.48
23510 - Locksmith 25.84
23530 - Machinery Maintenance Mechanic 28.86
23550 - Machinist Maintenance 27.30
23580 - Maintenance Trades Helper 16.57
23591 - Metrology Technician I 28.12
23592 - Metrology Technician II 29.90
23593 - Metrology Technician III 31.65
23640 - Millwright 30.28
23710 - Office Appliance Repairer 23.30
23760 - Painter Maintenance 25.63
23790 - Pipefitter Maintenance 28.29
23810 - Plumber Maintenance 26.17
23820 - Pneudraulic Systems Mechanic 27.59
23850 - Rigger 27.19
23870 - Scale Mechanic 23.86
23890 - Sheet-Metal Worker Maintenance 24.40
23910 - Small Engine Mechanic 20.10
23931 - Telecommunications Mechanic I 28.04

23932 - Telecommunications Mechanic II 29.59
23950 - Telephone Lineman 23.24
23960 - Welder Combination Maintenance 29.36
23965 - Well Driller 27.59
23970 - Woodcraft Worker 27.59
23980 - Woodworker 19.86
24000 - Personal Needs Occupations
24550 - Case Manager 13.90
24570 - Child Care Attendant 10.35
24580 - Child Care Center Clerk 12.93
24610 - Chore Aide 8.90
24620 - Family Readiness And Support Services Coordinator 13.90
24630 - Homemaker 15.33
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.59
25040 - Sewage Plant Operator 19.61
25070 - Stationary Engineer 27.59
25190 - Ventilation Equipment Tender 17.74
25210 - Water Treatment Plant Operator 19.61
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.46
27007 - Baggage Inspector 12.63
27008 - Corrections Officer 17.40
27010 - Court Security Officer 21.58
27030 - Detection Dog Handler 14.13
27040 - Detention Officer 17.40
27070 - Firefighter 22.28
27101 - Guard I 12.63
27102 - Guard II 14.13
27131 - Police Officer I 22.30
27132 - Police Officer II 24.77
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.44
28042 - Carnival Equipment Repairer 18.41
28043 - Carnival Worker 10.44
28210 - Gate Attendant/Gate Tender 15.40
28310 - Lifeguard 11.75
28350 - Park Attendant (Aide) 17.85
28510 - Recreation Aide/Health Facility Attendant 13.43
28515 - Recreation Specialist 17.36
28630 - Sports Official 15.14
28690 - Swimming Pool Operator 22.12
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.86
29020 - Hatch Tender 23.86
29030 - Line Handler 23.86
29041 - Stevedore I 21.94
29042 - Stevedore II 25.84
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 19.16
30022 - Archeological Technician II 21.37
30023 - Archeological Technician III 26.55
30030 - Cartographic Technician 28.56
30040 - Civil Engineering Technician 26.47
30051 - Cryogenic Technician I 29.40
30052 - Cryogenic Technician II 32.47
30061 - Drafter/CAD Operator I 19.16
30062 - Drafter/CAD Operator II 21.37
30063 - Drafter/CAD Operator III 23.89
30064 - Drafter/CAD Operator IV 29.40
30081 - Engineering Technician I 17.07
30082 - Engineering Technician II 19.16
30083 - Engineering Technician III 22.66
30084 - Engineering Technician IV 28.07
30085 - Engineering Technician V 34.03
30086 - Engineering Technician VI 39.30
30090 - Environmental Technician 25.11
30095 - Evidence Control Specialist 26.55
30210 - Laboratory Technician 29.43
30221 - Latent Fingerprint Technician I 29.40
30222 - Latent Fingerprint Technician II 32.47
30240 - Mathematical Technician 28.07
30361 - Paralegal/Legal Assistant I 20.39
30362 - Paralegal/Legal Assistant II 25.26
30363 - Paralegal/Legal Assistant III 30.90
30364 - Paralegal/Legal Assistant IV 37.38
30375 - Petroleum Supply Specialist 32.47
30390 - Photo-Optics Technician 26.64
30395 - Radiation Control Technician 32.47
30461 - Technical Writer I 26.55
30462 - Technical Writer II 32.47
30463 - Technical Writer III 35.42
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 29.40
30502 - Weather Forecaster II 35.77
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.89
30621 - Weather Observer Senior (see 2) 26.55
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.24
31030 - Bus Driver 19.64

31043 - Driver Courier	13.12
31260 - Parking and Lot Attendant	9.44
31290 - Shuttle Bus Driver	14.43
31310 - Taxi Driver	10.26
31361 - Truckdriver Light	14.43
31362 - Truckdriver Medium	15.92
31363 - Truckdriver Heavy	21.68
31364 - Truckdriver Tractor-Trailer	21.68
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.85
99050 - Desk Clerk	10.34
99095 - Embalmer	27.04
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.96
99252 - Laboratory Animal Caretaker II	15.48
99260 - Marketing Analyst	23.15
99310 - Mortician	27.04
99410 - Pest Controller	15.00
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.15
99711 - Recycling Specialist	20.49
99730 - Refuse Collector	14.06
99810 - Sales Clerk	11.01
99820 - School Crossing Guard	13.01
99830 - Survey Party Chief	23.26
99831 - Surveying Aide	13.24
99832 - Surveying Technician	17.36
99840 - Vending Machine Attendant	15.74
99841 - Vending Machine Repairer	19.84
99842 - Vending Machine Repairer Helper	15.74

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5187
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Ouachita Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.07
01012 - Accounting Clerk II		15.79
01013 - Accounting Clerk III		17.67
01020 - Administrative Assistant		18.49
01035 - Court Reporter		19.24
01041 - Customer Service Representative I		11.49
01042 - Customer Service Representative II		12.92
01043 - Customer Service Representative III		14.10
01051 - Data Entry Operator I		15.08
01052 - Data Entry Operator II		16.45
01060 - Dispatcher Motor Vehicle		16.55
01070 - Document Preparation Clerk		12.40
01090 - Duplicating Machine Operator		12.40
01111 - General Clerk I		11.34
01112 - General Clerk II		12.37

01113 - General Clerk III 13.89
01120 - Housing Referral Assistant 17.36
01141 - Messenger Courier 9.26
01191 - Order Clerk I 12.75
01192 - Order Clerk II 13.92
01261 - Personnel Assistant (Employment) I 16.19
01262 - Personnel Assistant (Employment) II 18.11
01263 - Personnel Assistant (Employment) III 20.18
01270 - Production Control Clerk 23.18
01290 - Rental Clerk 13.10
01300 - Scheduler Maintenance 13.92
01311 - Secretary I 13.92
01312 - Secretary II 15.58
01313 - Secretary III 17.36
01320 - Service Order Dispatcher 14.79
01410 - Supply Technician 18.49
01420 - Survey Worker 13.95
01460 - Switchboard Operator/Receptionist 13.52
01531 - Travel Clerk I 13.26
01532 - Travel Clerk II 14.21
01533 - Travel Clerk III 14.93
01611 - Word Processor I 13.43
01612 - Word Processor II 15.15
01613 - Word Processor III 16.86
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.91
05010 - Automotive Electrician 19.87
05040 - Automotive Glass Installer 17.89
05070 - Automotive Worker 17.89
05110 - Mobile Equipment Servicer 16.31
05130 - Motor Equipment Metal Mechanic 20.91
05160 - Motor Equipment Metal Worker 17.89
05190 - Motor Vehicle Mechanic 20.91
05220 - Motor Vehicle Mechanic Helper 15.27
05250 - Motor Vehicle Upholstery Worker 17.57
05280 - Motor Vehicle Wrecker 17.89
05310 - Painter Automotive 19.87
05340 - Radiator Repair Specialist 17.89
05370 - Tire Repairer 14.33
05400 - Transmission Repair Specialist 20.91
07000 - Food Preparation And Service Occupations
07010 - Baker 11.92
07041 - Cook I 10.41
07042 - Cook II 11.98
07070 - Dishwasher 8.90
07130 - Food Service Worker 8.90
07210 - Meat Cutter 14.50
07260 - Waiter/Waitress 8.75
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.79

09040 - Furniture Handler 12.83
09080 - Furniture Refinisher 20.79
09090 - Furniture Refinisher Helper 15.60
09110 - Furniture Repairer Minor 18.33
09130 - Upholsterer 20.79
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 9.24
11060 - Elevator Operator 9.56
11090 - Gardener 13.69
11122 - Housekeeping Aide 9.56
11150 - Janitor 9.56
11210 - Laborer Grounds Maintenance 10.31
11240 - Maid or Houseman 8.92
11260 - Pruner 9.10
11270 - Tractor Operator 12.53
11330 - Trail Maintenance Worker 10.31
11360 - Window Cleaner 10.83
12000 - Health Occupations
12010 - Ambulance Driver 17.16
12011 - Breath Alcohol Technician 17.74
12012 - Certified Occupational Therapist Assistant 28.97
12015 - Certified Physical Therapist Assistant 29.85
12020 - Dental Assistant 15.20
12025 - Dental Hygienist 31.06
12030 - EKG Technician 26.00
12035 - Electroneurodiagnostic Technologist 26.00
12040 - Emergency Medical Technician 17.16
12071 - Licensed Practical Nurse I 16.17
12072 - Licensed Practical Nurse II 18.09
12073 - Licensed Practical Nurse III 20.16
12100 - Medical Assistant 14.44
12130 - Medical Laboratory Technician 21.99
12160 - Medical Record Clerk 14.89
12190 - Medical Record Technician 17.73
12195 - Medical Transcriptionist 15.64
12210 - Nuclear Medicine Technologist 39.01
12221 - Nursing Assistant I 10.51
12222 - Nursing Assistant II 11.82
12223 - Nursing Assistant III 12.89
12224 - Nursing Assistant IV 14.47
12235 - Optical Dispenser 20.89
12236 - Optical Technician 16.17
12250 - Pharmacy Technician 15.45
12280 - Phlebotomist 13.37
12305 - Radiologic Technologist 26.41
12311 - Registered Nurse I 24.76
12312 - Registered Nurse II 30.29
12313 - Registered Nurse II Specialist 30.29
12314 - Registered Nurse III 36.65
12315 - Registered Nurse III Anesthetist 36.65

12316 - Registered Nurse IV		43.92
12317 - Scheduler (Drug and Alcohol Testing)		22.11
12320 - Substance Abuse Treatment Counselor		24.31
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.24
13012 - Exhibits Specialist II		23.83
13013 - Exhibits Specialist III		29.16
13041 - Illustrator I		19.24
13042 - Illustrator II		23.83
13043 - Illustrator III		29.16
13047 - Librarian		26.40
13050 - Library Aide/Clerk		15.32
13054 - Library Information Technology Systems Administrator		23.83
13058 - Library Technician		17.73
13061 - Media Specialist I		17.20
13062 - Media Specialist II		19.24
13063 - Media Specialist III		21.44
13071 - Photographer I		17.20
13072 - Photographer II		19.24
13073 - Photographer III		23.83
13074 - Photographer IV		29.16
13075 - Photographer V		35.27
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		17.20
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.51
14042 - Computer Operator II		17.35
14043 - Computer Operator III		19.35
14044 - Computer Operator IV		21.49
14045 - Computer Operator V		23.80
14071 - Computer Programmer I	(see 1)	19.05
14072 - Computer Programmer II	(see 1)	23.60
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.51
14160 - Personal Computer Support Technician		23.14
14170 - System Support Specialist		25.55
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.73
15020 - Aircrew Training Devices Instructor (Rated)		34.76
15030 - Air Crew Training Devices Instructor (Pilot)		41.66
15050 - Computer Based Training Specialist / Instructor		28.73
15060 - Educational Technologist		29.56
15070 - Flight Instructor (Pilot)		41.66
15080 - Graphic Artist		18.90
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.66

15086 - Maintenance Test Pilot Rotary Wing 41.66
15088 - Non-Maintenance Test/Co-Pilot 41.66
15090 - Technical Instructor 21.28
15095 - Technical Instructor/Course Developer 26.03
15110 - Test Proctor 17.18
15120 - Tutor 17.18
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.93
16030 - Counter Attendant 9.93
16040 - Dry Cleaner 11.75
16070 - Finisher Flatwork Machine 9.93
16090 - Presser Hand 9.93
16110 - Presser Machine Drycleaning 9.93
16130 - Presser Machine Shirts 9.93
16160 - Presser Machine Wearing Apparel Laundry 9.93
16190 - Sewing Machine Operator 12.45
16220 - Tailor 13.12
16250 - Washer Machine 10.49
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.79
19040 - Tool And Die Maker 25.54
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.82
21030 - Material Coordinator 23.18
21040 - Material Expediter 23.18
21050 - Material Handling Laborer 12.50
21071 - Order Filler 11.15
21080 - Production Line Worker (Food Processing) 16.82
21110 - Shipping Packer 14.67
21130 - Shipping/Receiving Clerk 14.67
21140 - Store Worker I 11.99
21150 - Stock Clerk 17.06
21210 - Tools And Parts Attendant 16.82
21410 - Warehouse Specialist 16.82
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.13
23019 - Aircraft Logs and Records Technician 19.06
23021 - Aircraft Mechanic I 22.95
23022 - Aircraft Mechanic II 24.13
23023 - Aircraft Mechanic III 25.35
23040 - Aircraft Mechanic Helper 16.56
23050 - Aircraft Painter 20.79
23060 - Aircraft Servicer 19.06
23070 - Aircraft Survival Flight Equipment Technician 20.79
23080 - Aircraft Worker 20.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.18
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.95
23110 - Appliance Mechanic 20.79

23120 - Bicycle Repairer 17.03
23125 - Cable Splicer 26.93
23130 - Carpenter Maintenance 19.58
23140 - Carpet Layer 19.61
23160 - Electrician Maintenance 23.30
23181 - Electronics Technician Maintenance I 24.79
23182 - Electronics Technician Maintenance II 26.28
23183 - Electronics Technician Maintenance III 27.82
23260 - Fabric Worker 18.33
23290 - Fire Alarm System Mechanic 23.20
23310 - Fire Extinguisher Repairer 17.03
23311 - Fuel Distribution System Mechanic 22.01
23312 - Fuel Distribution System Operator 17.06
23370 - General Maintenance Worker 17.08
23380 - Ground Support Equipment Mechanic 22.95
23381 - Ground Support Equipment Servicer 19.06
23382 - Ground Support Equipment Worker 20.18
23391 - Gunsmith I 17.03
23392 - Gunsmith II 19.61
23393 - Gunsmith III 22.01
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.20
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.40
23430 - Heavy Equipment Mechanic 23.54
23440 - Heavy Equipment Operator 19.20
23460 - Instrument Mechanic 22.01
23465 - Laboratory/Shelter Mechanic 20.79
23470 - Laborer 12.50
23510 - Locksmith 19.92
23530 - Machinery Maintenance Mechanic 24.95
23550 - Machinist Maintenance 23.50
23580 - Maintenance Trades Helper 15.27
23591 - Metrology Technician I 22.01
23592 - Metrology Technician II 23.15
23593 - Metrology Technician III 24.31
23640 - Millwright 22.01
23710 - Office Appliance Repairer 19.92
23760 - Painter Maintenance 18.11
23790 - Pipefitter Maintenance 25.43
23810 - Plumber Maintenance 24.02
23820 - Pneudraulic Systems Mechanic 22.01
23850 - Rigger 22.01
23870 - Scale Mechanic 19.61
23890 - Sheet-Metal Worker Maintenance 19.17
23910 - Small Engine Mechanic 19.61
23931 - Telecommunications Mechanic I 30.61
23932 - Telecommunications Mechanic II 32.18
23950 - Telephone Lineman 22.01
23960 - Welder Combination Maintenance 21.36

23965 - Well Driller		22.01
23970 - Woodcraft Worker		22.01
23980 - Woodworker		17.03
24000 - Personal Needs Occupations		
24550 - Case Manager		14.53
24570 - Child Care Attendant		9.49
24580 - Child Care Center Clerk		13.02
24610 - Chore Aide		8.95
24620 - Family Readiness And Support Services Coordinator		14.53
24630 - Homemaker		14.53
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.00
25040 - Sewage Plant Operator		19.87
25070 - Stationary Engineer		23.71
25190 - Ventilation Equipment Tender		15.69
25210 - Water Treatment Plant Operator		18.06
27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.23
27007 - Baggage Inspector		10.52
27008 - Corrections Officer		17.69
27010 - Court Security Officer		17.74
27030 - Detection Dog Handler		12.94
27040 - Detention Officer		17.69
27070 - Firefighter		18.39
27101 - Guard I		10.52
27102 - Guard II		12.94
27131 - Police Officer I		18.32
27132 - Police Officer II		20.36
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.27
28042 - Carnival Equipment Repairer		13.06
28043 - Carnival Worker		9.71
28210 - Gate Attendant/Gate Tender		14.60
28310 - Lifeguard		11.89
28350 - Park Attendant (Aide)		16.33
28510 - Recreation Aide/Health Facility Attendant		11.91
28515 - Recreation Specialist		20.22
28630 - Sports Official		13.00
28690 - Swimming Pool Operator		22.54
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.80
29020 - Hatch Tender		19.68
29030 - Line Handler		21.65
29041 - Stevedore I		20.45
29042 - Stevedore II		23.10
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		17.64
30022 - Archeological Technician II		19.73
30023 - Archeological Technician III		24.44
30030 - Cartographic Technician		24.44
30040 - Civil Engineering Technician		23.23
30051 - Cryogenic Technician I		26.27
30052 - Cryogenic Technician II		29.02
30061 - Drafter/CAD Operator I		17.64
30062 - Drafter/CAD Operator II		19.73
30063 - Drafter/CAD Operator III		22.00
30064 - Drafter/CAD Operator IV		27.08
30081 - Engineering Technician I		14.86
30082 - Engineering Technician II		19.06
30083 - Engineering Technician III		21.32
30084 - Engineering Technician IV		26.42
30085 - Engineering Technician V		32.32
30086 - Engineering Technician VI		38.24
30090 - Environmental Technician		23.71
30095 - Evidence Control Specialist		23.71
30210 - Laboratory Technician		22.86
30221 - Latent Fingerprint Technician I		26.27
30222 - Latent Fingerprint Technician II		29.02
30240 - Mathematical Technician		24.44
30361 - Paralegal/Legal Assistant I		18.36
30362 - Paralegal/Legal Assistant II		22.74
30363 - Paralegal/Legal Assistant III		27.82
30364 - Paralegal/Legal Assistant IV		33.66
30375 - Petroleum Supply Specialist		29.02
30390 - Photo-Optics Technician		24.44
30395 - Radiation Control Technician		29.02
30461 - Technical Writer I		24.44
30462 - Technical Writer II		31.19
30463 - Technical Writer III		37.52
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.27
30502 - Weather Forecaster II		31.95
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.00
30621 - Weather Observer Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.11
31030 - Bus Driver		17.23
31043 - Driver Courier		12.78
31260 - Parking and Lot Attendant		10.24
31290 - Shuttle Bus Driver		13.16

31310 - Taxi Driver	10.59
31361 - Truckdriver Light	13.16
31362 - Truckdriver Medium	15.99
31363 - Truckdriver Heavy	18.43
31364 - Truckdriver Tractor-Trailer	18.43
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.20
99050 - Desk Clerk	9.85
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.39
99252 - Laboratory Animal Caretaker II	13.54
99260 - Marketing Analyst	29.82
99310 - Mortician	25.35
99410 - Pest Controller	15.03
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.20
99711 - Recycling Specialist	20.85
99730 - Refuse Collector	15.25
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	13.56
99830 - Survey Party Chief	21.11
99831 - Surveying Aide	12.92
99832 - Surveying Technician	17.72
99840 - Vending Machine Attendant	18.67
99841 - Vending Machine Repairer	23.47
99842 - Vending Machine Repairer Helper	18.67

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5188
Revision No.: 12
Date Of Last Revision: 06/26/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Ouachita Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.07
01012 - Accounting Clerk II		15.79
01013 - Accounting Clerk III		17.67
01020 - Administrative Assistant		18.49
01035 - Court Reporter		19.24
01041 - Customer Service Representative I		11.49
01042 - Customer Service Representative II		12.92
01043 - Customer Service Representative III		14.10
01051 - Data Entry Operator I		15.08
01052 - Data Entry Operator II		16.45
01060 - Dispatcher Motor Vehicle		16.55
01070 - Document Preparation Clerk		12.40

01090 - Duplicating Machine Operator 12.40
01111 - General Clerk I 11.34
01112 - General Clerk II 12.37
01113 - General Clerk III 13.89
01120 - Housing Referral Assistant 17.36
01141 - Messenger Courier 9.26
01191 - Order Clerk I 12.75
01192 - Order Clerk II 13.92
01261 - Personnel Assistant (Employment) I 16.19
01262 - Personnel Assistant (Employment) II 18.11
01263 - Personnel Assistant (Employment) III 20.18
01270 - Production Control Clerk 23.18
01290 - Rental Clerk 13.10
01300 - Scheduler Maintenance 13.92
01311 - Secretary I 13.92
01312 - Secretary II 15.58
01313 - Secretary III 17.36
01320 - Service Order Dispatcher 14.79
01410 - Supply Technician 18.49
01420 - Survey Worker 13.95
01460 - Switchboard Operator/Receptionist 13.52
01531 - Travel Clerk I 13.26
01532 - Travel Clerk II 14.21
01533 - Travel Clerk III 14.93
01611 - Word Processor I 13.43
01612 - Word Processor II 15.15
01613 - Word Processor III 16.86
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.91
05010 - Automotive Electrician 19.87
05040 - Automotive Glass Installer 17.89
05070 - Automotive Worker 17.89
05110 - Mobile Equipment Servicer 16.31
05130 - Motor Equipment Metal Mechanic 20.91
05160 - Motor Equipment Metal Worker 17.89
05190 - Motor Vehicle Mechanic 20.91
05220 - Motor Vehicle Mechanic Helper 15.27
05250 - Motor Vehicle Upholstery Worker 17.57
05280 - Motor Vehicle Wrecker 17.89
05310 - Painter Automotive 19.87
05340 - Radiator Repair Specialist 17.89
05370 - Tire Repairer 14.33
05400 - Transmission Repair Specialist 20.91
07000 - Food Preparation And Service Occupations
07010 - Baker 11.92
07041 - Cook I 10.41
07042 - Cook II 11.98
07070 - Dishwasher 8.90
07130 - Food Service Worker 8.90
07210 - Meat Cutter 14.50

07260 - Waiter/Waitress	8.75
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.79
09040 - Furniture Handler	12.83
09080 - Furniture Refinisher	20.79
09090 - Furniture Refinisher Helper	15.60
09110 - Furniture Repairer Minor	18.33
09130 - Upholsterer	20.79
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.24
11060 - Elevator Operator	9.56
11090 - Gardener	13.69
11122 - Housekeeping Aide	9.56
11150 - Janitor	9.56
11210 - Laborer Grounds Maintenance	10.31
11240 - Maid or Houseman	8.92
11260 - Pruner	9.10
11270 - Tractor Operator	12.53
11330 - Trail Maintenance Worker	10.31
11360 - Window Cleaner	10.83
12000 - Health Occupations	
12010 - Ambulance Driver	17.16
12011 - Breath Alcohol Technician	17.74
12012 - Certified Occupational Therapist Assistant	28.97
12015 - Certified Physical Therapist Assistant	29.85
12020 - Dental Assistant	15.20
12025 - Dental Hygienist	31.06
12030 - EKG Technician	26.00
12035 - Electroneurodiagnostic Technologist	26.00
12040 - Emergency Medical Technician	17.16
12071 - Licensed Practical Nurse I	16.17
12072 - Licensed Practical Nurse II	18.09
12073 - Licensed Practical Nurse III	20.16
12100 - Medical Assistant	14.44
12130 - Medical Laboratory Technician	21.99
12160 - Medical Record Clerk	14.89
12190 - Medical Record Technician	17.73
12195 - Medical Transcriptionist	15.64
12210 - Nuclear Medicine Technologist	39.01
12221 - Nursing Assistant I	10.51
12222 - Nursing Assistant II	11.82
12223 - Nursing Assistant III	12.89
12224 - Nursing Assistant IV	14.47
12235 - Optical Dispenser	20.89
12236 - Optical Technician	16.17
12250 - Pharmacy Technician	15.45
12280 - Phlebotomist	13.37
12305 - Radiologic Technologist	26.41
12311 - Registered Nurse I	24.76
12312 - Registered Nurse II	30.29

12313 - Registered Nurse II Specialist		30.29
12314 - Registered Nurse III		36.65
12315 - Registered Nurse III Anesthetist		36.65
12316 - Registered Nurse IV		43.92
12317 - Scheduler (Drug and Alcohol Testing)		22.11
12320 - Substance Abuse Treatment Counselor		24.31
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.24
13012 - Exhibits Specialist II		23.83
13013 - Exhibits Specialist III		29.16
13041 - Illustrator I		19.24
13042 - Illustrator II		23.83
13043 - Illustrator III		29.16
13047 - Librarian		26.40
13050 - Library Aide/Clerk		15.32
13054 - Library Information Technology Systems Administrator		23.83
13058 - Library Technician		17.73
13061 - Media Specialist I		17.20
13062 - Media Specialist II		19.24
13063 - Media Specialist III		21.44
13071 - Photographer I		17.20
13072 - Photographer II		19.24
13073 - Photographer III		23.83
13074 - Photographer IV		29.16
13075 - Photographer V		35.27
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		17.20
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.51
14042 - Computer Operator II		17.35
14043 - Computer Operator III		19.35
14044 - Computer Operator IV		21.49
14045 - Computer Operator V		23.80
14071 - Computer Programmer I	(see 1)	19.05
14072 - Computer Programmer II	(see 1)	23.60
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.51
14160 - Personal Computer Support Technician		23.14
14170 - System Support Specialist		25.55
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.73
15020 - Aircrew Training Devices Instructor (Rated)		34.76
15030 - Air Crew Training Devices Instructor (Pilot)		41.66
15050 - Computer Based Training Specialist / Instructor		28.73
15060 - Educational Technologist		29.56

15070 - Flight Instructor (Pilot) 41.66
15080 - Graphic Artist 18.90
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.66
15086 - Maintenance Test Pilot Rotary Wing 41.66
15088 - Non-Maintenance Test/Co-Pilot 41.66
15090 - Technical Instructor 21.28
15095 - Technical Instructor/Course Developer 26.03
15110 - Test Proctor 17.18
15120 - Tutor 17.18
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.93
16030 - Counter Attendant 9.93
16040 - Dry Cleaner 11.75
16070 - Finisher Flatwork Machine 9.93
16090 - Presser Hand 9.93
16110 - Presser Machine Drycleaning 9.93
16130 - Presser Machine Shirts 9.93
16160 - Presser Machine Wearing Apparel Laundry 9.93
16190 - Sewing Machine Operator 12.45
16220 - Tailor 13.12
16250 - Washer Machine 10.49
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.79
19040 - Tool And Die Maker 25.54
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.82
21030 - Material Coordinator 23.18
21040 - Material Expediter 23.18
21050 - Material Handling Laborer 12.50
21071 - Order Filler 11.15
21080 - Production Line Worker (Food Processing) 16.82
21110 - Shipping Packer 14.67
21130 - Shipping/Receiving Clerk 14.67
21140 - Store Worker I 11.99
21150 - Stock Clerk 17.06
21210 - Tools And Parts Attendant 16.82
21410 - Warehouse Specialist 16.82
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.13
23019 - Aircraft Logs and Records Technician 19.06
23021 - Aircraft Mechanic I 22.95
23022 - Aircraft Mechanic II 24.13
23023 - Aircraft Mechanic III 25.35
23040 - Aircraft Mechanic Helper 16.56
23050 - Aircraft Painter 20.79
23060 - Aircraft Servicer 19.06
23070 - Aircraft Survival Flight Equipment Technician 20.79
23080 - Aircraft Worker 20.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.18

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.95
23110 - Appliance Mechanic 20.79
23120 - Bicycle Repairer 17.03
23125 - Cable Splicer 26.93
23130 - Carpenter Maintenance 19.58
23140 - Carpet Layer 19.61
23160 - Electrician Maintenance 23.30
23181 - Electronics Technician Maintenance I 24.79
23182 - Electronics Technician Maintenance II 26.28
23183 - Electronics Technician Maintenance III 27.82
23260 - Fabric Worker 18.33
23290 - Fire Alarm System Mechanic 23.20
23310 - Fire Extinguisher Repairer 17.03
23311 - Fuel Distribution System Mechanic 22.01
23312 - Fuel Distribution System Operator 17.06
23370 - General Maintenance Worker 17.08
23380 - Ground Support Equipment Mechanic 22.95
23381 - Ground Support Equipment Servicer 19.06
23382 - Ground Support Equipment Worker 20.18
23391 - Gunsmith I 17.03
23392 - Gunsmith II 19.61
23393 - Gunsmith III 22.01
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.20
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.40
23430 - Heavy Equipment Mechanic 23.54
23440 - Heavy Equipment Operator 19.20
23460 - Instrument Mechanic 22.01
23465 - Laboratory/Shelter Mechanic 20.79
23470 - Laborer 12.50
23510 - Locksmith 19.92
23530 - Machinery Maintenance Mechanic 24.95
23550 - Machinist Maintenance 23.50
23580 - Maintenance Trades Helper 15.27
23591 - Metrology Technician I 22.01
23592 - Metrology Technician II 23.15
23593 - Metrology Technician III 24.31
23640 - Millwright 22.01
23710 - Office Appliance Repairer 19.92
23760 - Painter Maintenance 18.11
23790 - Pipefitter Maintenance 25.43
23810 - Plumber Maintenance 24.02
23820 - Pneudraulic Systems Mechanic 22.01
23850 - Rigger 22.01
23870 - Scale Mechanic 19.61
23890 - Sheet-Metal Worker Maintenance 19.17
23910 - Small Engine Mechanic 19.61
23931 - Telecommunications Mechanic I 30.61

23932 - Telecommunications Mechanic II	32.18
23950 - Telephone Lineman	22.01
23960 - Welder Combination Maintenance	21.36
23965 - Well Driller	22.01
23970 - Woodcraft Worker	22.01
23980 - Woodworker	17.03
24000 - Personal Needs Occupations	
24550 - Case Manager	14.53
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	13.02
24610 - Chore Aide	8.95
24620 - Family Readiness And Support Services Coordinator	14.53
24630 - Homemaker	14.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.00
25040 - Sewage Plant Operator	19.87
25070 - Stationary Engineer	23.71
25190 - Ventilation Equipment Tender	15.69
25210 - Water Treatment Plant Operator	18.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.23
27007 - Baggage Inspector	10.52
27008 - Corrections Officer	17.69
27010 - Court Security Officer	17.74
27030 - Detection Dog Handler	12.94
27040 - Detention Officer	17.69
27070 - Firefighter	18.39
27101 - Guard I	10.52
27102 - Guard II	12.94
27131 - Police Officer I	18.32
27132 - Police Officer II	20.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.27
28042 - Carnival Equipment Repairer	13.06
28043 - Carnival Worker	9.71
28210 - Gate Attendant/Gate Tender	14.60
28310 - Lifeguard	11.89
28350 - Park Attendant (Aide)	16.33
28510 - Recreation Aide/Health Facility Attendant	11.91
28515 - Recreation Specialist	20.22
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	22.54
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.80
29020 - Hatch Tender	19.68
29030 - Line Handler	21.65
29041 - Stevedore I	20.45
29042 - Stevedore II	23.10
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.64
30022 - Archeological Technician II 19.73
30023 - Archeological Technician III 24.44
30030 - Cartographic Technician 24.44
30040 - Civil Engineering Technician 23.23
30051 - Cryogenic Technician I 26.27
30052 - Cryogenic Technician II 29.02
30061 - Drafter/CAD Operator I 17.64
30062 - Drafter/CAD Operator II 19.73
30063 - Drafter/CAD Operator III 22.00
30064 - Drafter/CAD Operator IV 27.08
30081 - Engineering Technician I 14.86
30082 - Engineering Technician II 19.06
30083 - Engineering Technician III 21.32
30084 - Engineering Technician IV 26.42
30085 - Engineering Technician V 32.32
30086 - Engineering Technician VI 38.24
30090 - Environmental Technician 23.71
30095 - Evidence Control Specialist 23.71
30210 - Laboratory Technician 22.86
30221 - Latent Fingerprint Technician I 26.27
30222 - Latent Fingerprint Technician II 29.02
30240 - Mathematical Technician 24.44
30361 - Paralegal/Legal Assistant I 18.36
30362 - Paralegal/Legal Assistant II 22.74
30363 - Paralegal/Legal Assistant III 27.82
30364 - Paralegal/Legal Assistant IV 33.66
30375 - Petroleum Supply Specialist 29.02
30390 - Photo-Optics Technician 24.44
30395 - Radiation Control Technician 29.02
30461 - Technical Writer I 24.44
30462 - Technical Writer II 31.19
30463 - Technical Writer III 37.52
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.27
30502 - Weather Forecaster II 31.95
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.00
30621 - Weather Observer Senior (see 2) 24.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.11
31030 - Bus Driver 17.23

31043 - Driver Courier	12.78
31260 - Parking and Lot Attendant	10.24
31290 - Shuttle Bus Driver	13.16
31310 - Taxi Driver	10.59
31361 - Truckdriver Light	13.16
31362 - Truckdriver Medium	15.99
31363 - Truckdriver Heavy	18.43
31364 - Truckdriver Tractor-Trailer	18.43
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.20
99050 - Desk Clerk	9.85
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.39
99252 - Laboratory Animal Caretaker II	13.54
99260 - Marketing Analyst	29.82
99310 - Mortician	25.35
99410 - Pest Controller	15.03
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.20
99711 - Recycling Specialist	20.85
99730 - Refuse Collector	15.25
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	13.56
99830 - Survey Party Chief	21.11
99831 - Surveying Aide	12.92
99832 - Surveying Technician	17.72
99840 - Vending Machine Attendant	18.67
99841 - Vending Machine Repairer	23.47
99842 - Vending Machine Repairer Helper	18.67

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5189
Revision No.: 17
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Jefferson Orleans Plaquemines Saint John The Baptist St Bernard St Charles St Tammany

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.31
01012 - Accounting Clerk II		16.06
01013 - Accounting Clerk III		17.97
01020 - Administrative Assistant		23.95
01035 - Court Reporter		24.53
01041 - Customer Service Representative I		12.03
01042 - Customer Service Representative II		13.53
01043 - Customer Service Representative III		14.76
01051 - Data Entry Operator I		12.32
01052 - Data Entry Operator II		13.68
01060 - Dispatcher Motor Vehicle		18.60
01070 - Document Preparation Clerk		17.50
01090 - Duplicating Machine Operator		17.50
01111 - General Clerk I		11.58

01112 - General Clerk II	12.63
01113 - General Clerk III	14.18
01120 - Housing Referral Assistant	21.88
01141 - Messenger Courier	13.61
01191 - Order Clerk I	14.80
01192 - Order Clerk II	16.15
01261 - Personnel Assistant (Employment) I	15.94
01262 - Personnel Assistant (Employment) II	18.12
01263 - Personnel Assistant (Employment) III	19.97
01270 - Production Control Clerk	27.15
01290 - Rental Clerk	14.14
01300 - Scheduler Maintenance	17.56
01311 - Secretary I	17.56
01312 - Secretary II	19.49
01313 - Secretary III	21.88
01320 - Service Order Dispatcher	16.62
01410 - Supply Technician	23.95
01420 - Survey Worker	15.82
01460 - Switchboard Operator/Receptionist	12.58
01531 - Travel Clerk I	17.08
01532 - Travel Clerk II	18.26
01533 - Travel Clerk III	19.27
01611 - Word Processor I	14.19
01612 - Word Processor II	15.92
01613 - Word Processor III	17.82
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.97
05010 - Automotive Electrician	18.40
05040 - Automotive Glass Installer	17.20
05070 - Automotive Worker	17.20
05110 - Mobile Equipment Servicer	14.80
05130 - Motor Equipment Metal Mechanic	19.45
05160 - Motor Equipment Metal Worker	17.20
05190 - Motor Vehicle Mechanic	19.45
05220 - Motor Vehicle Mechanic Helper	13.61
05250 - Motor Vehicle Upholstery Worker	16.02
05280 - Motor Vehicle Wrecker	17.20
05310 - Painter Automotive	18.40
05340 - Radiator Repair Specialist	17.20
05370 - Tire Repairer	12.78
05400 - Transmission Repair Specialist	19.45
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.90
07041 - Cook I	12.07
07042 - Cook II	14.20
07070 - Dishwasher	9.57
07130 - Food Service Worker	8.92
07210 - Meat Cutter	14.52
07260 - Waiter/Waitress	8.78
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 17.89
09040 - Furniture Handler 12.60
09080 - Furniture Refinisher 19.15
09090 - Furniture Refinisher Helper 14.59
09110 - Furniture Repairer Minor 17.16
09130 - Upholsterer 17.41
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.05
11060 - Elevator Operator 10.68
11090 - Gardener 16.72
11122 - Housekeeping Aide 10.68
11150 - Janitor 10.68
11210 - Laborer Grounds Maintenance 12.27
11240 - Maid or Houseman 10.63
11260 - Pruner 10.79
11270 - Tractor Operator 15.21
11330 - Trail Maintenance Worker 12.27
11360 - Window Cleaner 12.14
12000 - Health Occupations
12010 - Ambulance Driver 21.29
12011 - Breath Alcohol Technician 21.29
12012 - Certified Occupational Therapist Assistant 27.07
12015 - Certified Physical Therapist Assistant 27.07
12020 - Dental Assistant 16.13
12025 - Dental Hygienist 32.84
12030 - EKG Technician 27.12
12035 - Electroneurodiagnostic Technologist 27.12
12040 - Emergency Medical Technician 21.29
12071 - Licensed Practical Nurse I 17.06
12072 - Licensed Practical Nurse II 19.09
12073 - Licensed Practical Nurse III 21.28
12100 - Medical Assistant 14.82
12130 - Medical Laboratory Technician 23.24
12160 - Medical Record Clerk 15.41
12190 - Medical Record Technician 17.74
12195 - Medical Transcriptionist 16.67
12210 - Nuclear Medicine Technologist 33.53
12221 - Nursing Assistant I 11.45
12222 - Nursing Assistant II 12.87
12223 - Nursing Assistant III 14.04
12224 - Nursing Assistant IV 15.76
12235 - Optical Dispenser 16.47
12236 - Optical Technician 16.86
12250 - Pharmacy Technician 16.26
12280 - Phlebotomist 16.78
12305 - Radiologic Technologist 26.89
12311 - Registered Nurse I 26.17
12312 - Registered Nurse II 33.59
12313 - Registered Nurse II Specialist 33.59
12314 - Registered Nurse III 40.65

12315 - Registered Nurse III Anesthetist		40.65
12316 - Registered Nurse IV		48.72
12317 - Scheduler (Drug and Alcohol Testing)		26.37
12320 - Substance Abuse Treatment Counselor		19.07
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.94
13012 - Exhibits Specialist II		23.46
13013 - Exhibits Specialist III		28.70
13041 - Illustrator I		19.74
13042 - Illustrator II		24.45
13043 - Illustrator III		29.91
13047 - Librarian		26.44
13050 - Library Aide/Clerk		14.30
13054 - Library Information Technology Systems Administrator		23.87
13058 - Library Technician		16.79
13061 - Media Specialist I		17.23
13062 - Media Specialist II		19.27
13063 - Media Specialist III		21.49
13071 - Photographer I		15.35
13072 - Photographer II		17.18
13073 - Photographer III		21.28
13074 - Photographer IV		26.03
13075 - Photographer V		31.49
13090 - Technical Order Library Clerk		16.62
13110 - Video Teleconference Technician		23.20
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.11
14042 - Computer Operator II		19.13
14043 - Computer Operator III		21.34
14044 - Computer Operator IV		23.72
14045 - Computer Operator V		26.25
14071 - Computer Programmer I	(see 1)	21.79
14072 - Computer Programmer II	(see 1)	25.53
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		17.11
14160 - Personal Computer Support Technician		23.72
14170 - System Support Specialist		29.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.11
15020 - Aircrew Training Devices Instructor (Rated)		35.65
15030 - Air Crew Training Devices Instructor (Pilot)		40.77
15050 - Computer Based Training Specialist / Instructor		28.12
15060 - Educational Technologist		23.29
15070 - Flight Instructor (Pilot)		40.77
15080 - Graphic Artist		22.26

15085 - Maintenance Test Pilot Fixed Jet/Prop 40.12
15086 - Maintenance Test Pilot Rotary Wing 40.12
15088 - Non-Maintenance Test/Co-Pilot 40.12
15090 - Technical Instructor 20.08
15095 - Technical Instructor/Course Developer 24.57
15110 - Test Proctor 16.22
15120 - Tutor 16.22
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.38
16030 - Counter Attendant 10.38
16040 - Dry Cleaner 12.95
16070 - Finisher Flatwork Machine 10.38
16090 - Presser Hand 10.38
16110 - Presser Machine Drycleaning 10.38
16130 - Presser Machine Shirts 10.38
16160 - Presser Machine Wearing Apparel Laundry 10.38
16190 - Sewing Machine Operator 13.81
16220 - Tailor 14.65
16250 - Washer Machine 11.24
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.31
19040 - Tool And Die Maker 29.85
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.43
21030 - Material Coordinator 27.76
21040 - Material Expediter 27.76
21050 - Material Handling Laborer 14.29
21071 - Order Filler 11.82
21080 - Production Line Worker (Food Processing) 17.43
21110 - Shipping Packer 14.66
21130 - Shipping/Receiving Clerk 14.66
21140 - Store Worker I 10.19
21150 - Stock Clerk 15.09
21210 - Tools And Parts Attendant 17.43
21410 - Warehouse Specialist 17.43
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.17
23019 - Aircraft Logs and Records Technician 26.51
23021 - Aircraft Mechanic I 33.01
23022 - Aircraft Mechanic II 35.17
23023 - Aircraft Mechanic III 37.31
23040 - Aircraft Mechanic Helper 22.17
23050 - Aircraft Painter 30.28
23060 - Aircraft Servicer 26.51
23070 - Aircraft Survival Flight Equipment Technician 30.28
23080 - Aircraft Worker 28.64
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.64
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.01

23110 - Appliance Mechanic 20.37
23120 - Bicycle Repairer 18.41
23125 - Cable Splicer 28.39
23130 - Carpenter Maintenance 20.84
23140 - Carpet Layer 21.66
23160 - Electrician Maintenance 24.25
23181 - Electronics Technician Maintenance I 29.64
23182 - Electronics Technician Maintenance II 31.88
23183 - Electronics Technician Maintenance III 34.14
23260 - Fabric Worker 20.05
23290 - Fire Alarm System Mechanic 21.10
23310 - Fire Extinguisher Repairer 18.41
23311 - Fuel Distribution System Mechanic 24.83
23312 - Fuel Distribution System Operator 18.32
23370 - General Maintenance Worker 17.74
23380 - Ground Support Equipment Mechanic 33.01
23381 - Ground Support Equipment Servicer 26.51
23382 - Ground Support Equipment Worker 28.64
23391 - Gunsmith I 18.41
23392 - Gunsmith II 21.66
23393 - Gunsmith III 24.96
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.03
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.47
23430 - Heavy Equipment Mechanic 25.24
23440 - Heavy Equipment Operator 21.13
23460 - Instrument Mechanic 30.80
23465 - Laboratory/Shelter Mechanic 23.31
23470 - Laborer 12.91
23510 - Locksmith 23.38
23530 - Machinery Maintenance Mechanic 26.53
23550 - Machinist Maintenance 24.14
23580 - Maintenance Trades Helper 15.30
23591 - Metrology Technician I 30.80
23592 - Metrology Technician II 32.81
23593 - Metrology Technician III 34.81
23640 - Millwright 27.71
23710 - Office Appliance Repairer 19.05
23760 - Painter Maintenance 18.14
23790 - Pipefitter Maintenance 25.44
23810 - Plumber Maintenance 23.75
23820 - Pneudraulic Systems Mechanic 24.96
23850 - Rigger 24.38
23870 - Scale Mechanic 21.66
23890 - Sheet-Metal Worker Maintenance 22.03
23910 - Small Engine Mechanic 18.40
23931 - Telecommunications Mechanic I 30.28
23932 - Telecommunications Mechanic II 32.26
23950 - Telephone Lineman 21.16

23960 - Welder Combination Maintenance		24.89
23965 - Well Driller		24.96
23970 - Woodcraft Worker		24.96
23980 - Woodworker		18.41
24000 - Personal Needs Occupations		
24550 - Case Manager		15.86
24570 - Child Care Attendant		9.58
24580 - Child Care Center Clerk		12.73
24610 - Chore Aide		9.26
24620 - Family Readiness And Support Services Coordinator		15.86
24630 - Homemaker		15.86
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.11
25040 - Sewage Plant Operator		19.50
25070 - Stationary Engineer		23.11
25190 - Ventilation Equipment Tender		15.51
25210 - Water Treatment Plant Operator		19.50
27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.66
27007 - Baggage Inspector		13.13
27008 - Corrections Officer		15.61
27010 - Court Security Officer		16.52
27030 - Detection Dog Handler		14.69
27040 - Detention Officer		15.61
27070 - Firefighter		17.56
27101 - Guard I		13.13
27102 - Guard II		14.69
27131 - Police Officer I		20.83
27132 - Police Officer II		23.14
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.53
28042 - Carnival Equipment Repairer		17.07
28043 - Carnival Worker		11.02
28210 - Gate Attendant/Gate Tender		13.76
28310 - Lifeguard		12.10
28350 - Park Attendant (Aide)		15.40
28510 - Recreation Aide/Health Facility Attendant		11.24
28515 - Recreation Specialist		18.61
28630 - Sports Official		12.26
28690 - Swimming Pool Operator		20.91
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.68
29020 - Hatch Tender		23.68
29030 - Line Handler		23.68
29041 - Stevedore I		21.91
29042 - Stevedore II		25.48
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 19.63
30022 - Archeological Technician II 21.96
30023 - Archeological Technician III 27.09
30030 - Cartographic Technician 27.22
30040 - Civil Engineering Technician 24.59
30051 - Cryogenic Technician I 29.13
30052 - Cryogenic Technician II 32.17
30061 - Drafter/CAD Operator I 19.63
30062 - Drafter/CAD Operator II 21.96
30063 - Drafter/CAD Operator III 24.49
30064 - Drafter/CAD Operator IV 30.13
30081 - Engineering Technician I 16.09
30082 - Engineering Technician II 18.05
30083 - Engineering Technician III 20.19
30084 - Engineering Technician IV 25.02
30085 - Engineering Technician V 30.61
30086 - Engineering Technician VI 37.03
30090 - Environmental Technician 23.87
30095 - Evidence Control Specialist 26.30
30210 - Laboratory Technician 28.23
30221 - Latent Fingerprint Technician I 28.19
30222 - Latent Fingerprint Technician II 31.15
30240 - Mathematical Technician 27.22
30361 - Paralegal/Legal Assistant I 20.64
30362 - Paralegal/Legal Assistant II 26.00
30363 - Paralegal/Legal Assistant III 31.81
30364 - Paralegal/Legal Assistant IV 38.48
30375 - Petroleum Supply Specialist 32.17
30390 - Photo-Optics Technician 27.22
30395 - Radiation Control Technician 32.17
30461 - Technical Writer I 25.72
30462 - Technical Writer II 31.47
30463 - Technical Writer III 38.07
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 29.13
30502 - Weather Forecaster II 35.43
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.49
30621 - Weather Observer Senior (see 2) 26.36
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.14
31030 - Bus Driver 18.06
31043 - Driver Courier 15.28
31260 - Parking and Lot Attendant 9.46

31290 - Shuttle Bus Driver	16.79
31310 - Taxi Driver	13.50
31361 - Truckdriver Light	16.79
31362 - Truckdriver Medium	18.28
31363 - Truckdriver Heavy	20.58
31364 - Truckdriver Tractor-Trailer	20.58
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.61
99050 - Desk Clerk	12.20
99095 - Embalmer	23.61
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.66
99252 - Laboratory Animal Caretaker II	12.81
99260 - Marketing Analyst	23.85
99310 - Mortician	27.18
99410 - Pest Controller	17.16
99510 - Photofinishing Worker	14.97
99710 - Recycling Laborer	18.73
99711 - Recycling Specialist	23.23
99730 - Refuse Collector	16.48
99810 - Sales Clerk	11.60
99820 - School Crossing Guard	12.36
99830 - Survey Party Chief	22.91
99831 - Surveying Aide	16.93
99832 - Surveying Technician	20.82
99840 - Vending Machine Attendant	12.18
99841 - Vending Machine Repairer	16.52
99842 - Vending Machine Repairer Helper	12.18

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5190
Revision No.: 17
Date Of Last Revision: 05/26/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Jefferson Orleans Plaquemines Saint John The Baptist St Bernard St Charles St Tammany

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.31
01012 - Accounting Clerk II		16.06
01013 - Accounting Clerk III		17.97
01020 - Administrative Assistant		23.95
01035 - Court Reporter		24.53
01041 - Customer Service Representative I		12.03
01042 - Customer Service Representative II		13.53
01043 - Customer Service Representative III		14.76
01051 - Data Entry Operator I		12.32
01052 - Data Entry Operator II		13.68
01060 - Dispatcher Motor Vehicle		18.60

01070 - Document Preparation Clerk 17.50
01090 - Duplicating Machine Operator 17.50
01111 - General Clerk I 11.58
01112 - General Clerk II 12.63
01113 - General Clerk III 14.18
01120 - Housing Referral Assistant 21.88
01141 - Messenger Courier 13.61
01191 - Order Clerk I 14.80
01192 - Order Clerk II 16.15
01261 - Personnel Assistant (Employment) I 15.94
01262 - Personnel Assistant (Employment) II 18.12
01263 - Personnel Assistant (Employment) III 19.97
01270 - Production Control Clerk 27.15
01290 - Rental Clerk 14.14
01300 - Scheduler Maintenance 17.56
01311 - Secretary I 17.56
01312 - Secretary II 19.49
01313 - Secretary III 21.88
01320 - Service Order Dispatcher 16.62
01410 - Supply Technician 23.95
01420 - Survey Worker 15.82
01460 - Switchboard Operator/Receptionist 12.58
01531 - Travel Clerk I 17.08
01532 - Travel Clerk II 18.26
01533 - Travel Clerk III 19.27
01611 - Word Processor I 14.19
01612 - Word Processor II 15.92
01613 - Word Processor III 17.82
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.97
05010 - Automotive Electrician 18.40
05040 - Automotive Glass Installer 17.20
05070 - Automotive Worker 17.20
05110 - Mobile Equipment Servicer 14.80
05130 - Motor Equipment Metal Mechanic 19.45
05160 - Motor Equipment Metal Worker 17.20
05190 - Motor Vehicle Mechanic 19.45
05220 - Motor Vehicle Mechanic Helper 13.61
05250 - Motor Vehicle Upholstery Worker 16.02
05280 - Motor Vehicle Wrecker 17.20
05310 - Painter Automotive 18.40
05340 - Radiator Repair Specialist 17.20
05370 - Tire Repairer 12.78
05400 - Transmission Repair Specialist 19.45
07000 - Food Preparation And Service Occupations
07010 - Baker 12.90
07041 - Cook I 12.07
07042 - Cook II 14.20
07070 - Dishwasher 9.57
07130 - Food Service Worker 8.92

07210 - Meat Cutter 14.52
07260 - Waiter/Waitress 8.78
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.89
09040 - Furniture Handler 12.60
09080 - Furniture Refinisher 19.15
09090 - Furniture Refinisher Helper 14.59
09110 - Furniture Repairer Minor 17.16
09130 - Upholsterer 17.41
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.05
11060 - Elevator Operator 10.68
11090 - Gardener 16.72
11122 - Housekeeping Aide 10.68
11150 - Janitor 10.68
11210 - Laborer Grounds Maintenance 12.27
11240 - Maid or Houseman 10.63
11260 - Pruner 10.79
11270 - Tractor Operator 15.21
11330 - Trail Maintenance Worker 12.27
11360 - Window Cleaner 12.14
12000 - Health Occupations
12010 - Ambulance Driver 21.29
12011 - Breath Alcohol Technician 21.29
12012 - Certified Occupational Therapist Assistant 27.07
12015 - Certified Physical Therapist Assistant 27.07
12020 - Dental Assistant 16.13
12025 - Dental Hygienist 32.84
12030 - EKG Technician 27.12
12035 - Electroneurodiagnostic Technologist 27.12
12040 - Emergency Medical Technician 21.29
12071 - Licensed Practical Nurse I 17.06
12072 - Licensed Practical Nurse II 19.09
12073 - Licensed Practical Nurse III 21.28
12100 - Medical Assistant 14.82
12130 - Medical Laboratory Technician 23.24
12160 - Medical Record Clerk 15.41
12190 - Medical Record Technician 17.74
12195 - Medical Transcriptionist 16.67
12210 - Nuclear Medicine Technologist 33.53
12221 - Nursing Assistant I 11.45
12222 - Nursing Assistant II 12.87
12223 - Nursing Assistant III 14.04
12224 - Nursing Assistant IV 15.76
12235 - Optical Dispenser 16.47
12236 - Optical Technician 16.86
12250 - Pharmacy Technician 16.26
12280 - Phlebotomist 16.78
12305 - Radiologic Technologist 26.89
12311 - Registered Nurse I 26.17

12312 - Registered Nurse II		33.59
12313 - Registered Nurse II Specialist		33.59
12314 - Registered Nurse III		40.65
12315 - Registered Nurse III Anesthetist		40.65
12316 - Registered Nurse IV		48.72
12317 - Scheduler (Drug and Alcohol Testing)		26.37
12320 - Substance Abuse Treatment Counselor		19.07
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.94
13012 - Exhibits Specialist II		23.46
13013 - Exhibits Specialist III		28.70
13041 - Illustrator I		19.74
13042 - Illustrator II		24.45
13043 - Illustrator III		29.91
13047 - Librarian		26.44
13050 - Library Aide/Clerk		14.30
13054 - Library Information Technology Systems Administrator		23.87
13058 - Library Technician		16.79
13061 - Media Specialist I		17.23
13062 - Media Specialist II		19.27
13063 - Media Specialist III		21.49
13071 - Photographer I		15.35
13072 - Photographer II		17.18
13073 - Photographer III		21.28
13074 - Photographer IV		26.03
13075 - Photographer V		31.49
13090 - Technical Order Library Clerk		16.62
13110 - Video Teleconference Technician		23.20
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.11
14042 - Computer Operator II		19.13
14043 - Computer Operator III		21.34
14044 - Computer Operator IV		23.72
14045 - Computer Operator V		26.25
14071 - Computer Programmer I	(see 1)	21.79
14072 - Computer Programmer II	(see 1)	25.53
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		17.11
14160 - Personal Computer Support Technician		23.72
14170 - System Support Specialist		29.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.11
15020 - Aircrew Training Devices Instructor (Rated)		35.65
15030 - Air Crew Training Devices Instructor (Pilot)		40.77
15050 - Computer Based Training Specialist / Instructor		28.12

15060 - Educational Technologist 23.29
15070 - Flight Instructor (Pilot) 40.77
15080 - Graphic Artist 22.26
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.12
15086 - Maintenance Test Pilot Rotary Wing 40.12
15088 - Non-Maintenance Test/Co-Pilot 40.12
15090 - Technical Instructor 20.08
15095 - Technical Instructor/Course Developer 24.57
15110 - Test Proctor 16.22
15120 - Tutor 16.22
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.38
16030 - Counter Attendant 10.38
16040 - Dry Cleaner 12.95
16070 - Finisher Flatwork Machine 10.38
16090 - Presser Hand 10.38
16110 - Presser Machine Drycleaning 10.38
16130 - Presser Machine Shirts 10.38
16160 - Presser Machine Wearing Apparel Laundry 10.38
16190 - Sewing Machine Operator 13.81
16220 - Tailor 14.65
16250 - Washer Machine 11.24
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.31
19040 - Tool And Die Maker 29.85
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.43
21030 - Material Coordinator 27.76
21040 - Material Expediter 27.76
21050 - Material Handling Laborer 14.29
21071 - Order Filler 11.82
21080 - Production Line Worker (Food Processing) 17.43
21110 - Shipping Packer 14.66
21130 - Shipping/Receiving Clerk 14.66
21140 - Store Worker I 10.19
21150 - Stock Clerk 15.09
21210 - Tools And Parts Attendant 17.43
21410 - Warehouse Specialist 17.43
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.17
23019 - Aircraft Logs and Records Technician 26.51
23021 - Aircraft Mechanic I 33.01
23022 - Aircraft Mechanic II 35.17
23023 - Aircraft Mechanic III 37.31
23040 - Aircraft Mechanic Helper 22.17
23050 - Aircraft Painter 30.28
23060 - Aircraft Servicer 26.51
23070 - Aircraft Survival Flight Equipment Technician 30.28
23080 - Aircraft Worker 28.64
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 28.64

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 33.01
II
23110 - Appliance Mechanic 20.37
23120 - Bicycle Repairer 18.41
23125 - Cable Splicer 28.39
23130 - Carpenter Maintenance 20.84
23140 - Carpet Layer 21.66
23160 - Electrician Maintenance 24.25
23181 - Electronics Technician Maintenance I 29.64
23182 - Electronics Technician Maintenance II 31.88
23183 - Electronics Technician Maintenance III 34.14
23260 - Fabric Worker 20.05
23290 - Fire Alarm System Mechanic 21.10
23310 - Fire Extinguisher Repairer 18.41
23311 - Fuel Distribution System Mechanic 24.83
23312 - Fuel Distribution System Operator 18.32
23370 - General Maintenance Worker 17.74
23380 - Ground Support Equipment Mechanic 33.01
23381 - Ground Support Equipment Servicer 26.51
23382 - Ground Support Equipment Worker 28.64
23391 - Gunsmith I 18.41
23392 - Gunsmith II 21.66
23393 - Gunsmith III 24.96
23410 - Heating Ventilation And Air-Conditioning 22.03
Mechanic
23411 - Heating Ventilation And Air Contidioning 23.47
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 25.24
23440 - Heavy Equipment Operator 21.13
23460 - Instrument Mechanic 30.80
23465 - Laboratory/Shelter Mechanic 23.31
23470 - Laborer 12.91
23510 - Locksmith 23.38
23530 - Machinery Maintenance Mechanic 26.53
23550 - Machinist Maintenance 24.14
23580 - Maintenance Trades Helper 15.30
23591 - Metrology Technician I 30.80
23592 - Metrology Technician II 32.81
23593 - Metrology Technician III 34.81
23640 - Millwright 27.71
23710 - Office Appliance Repairer 19.05
23760 - Painter Maintenance 18.14
23790 - Pipefitter Maintenance 25.44
23810 - Plumber Maintenance 23.75
23820 - Pneudraulic Systems Mechanic 24.96
23850 - Rigger 24.38
23870 - Scale Mechanic 21.66
23890 - Sheet-Metal Worker Maintenance 22.03
23910 - Small Engine Mechanic 18.40

23931 - Telecommunications Mechanic I	30.28
23932 - Telecommunications Mechanic II	32.26
23950 - Telephone Lineman	21.16
23960 - Welder Combination Maintenance	24.89
23965 - Well Driller	24.96
23970 - Woodcraft Worker	24.96
23980 - Woodworker	18.41
24000 - Personal Needs Occupations	
24550 - Case Manager	15.86
24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	12.73
24610 - Chore Aide	9.26
24620 - Family Readiness And Support Services Coordinator	15.86
24630 - Homemaker	15.86
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.11
25040 - Sewage Plant Operator	19.50
25070 - Stationary Engineer	23.11
25190 - Ventilation Equipment Tender	15.51
25210 - Water Treatment Plant Operator	19.50
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.66
27007 - Baggage Inspector	13.13
27008 - Corrections Officer	15.61
27010 - Court Security Officer	16.52
27030 - Detection Dog Handler	14.69
27040 - Detention Officer	15.61
27070 - Firefighter	17.56
27101 - Guard I	13.13
27102 - Guard II	14.69
27131 - Police Officer I	20.83
27132 - Police Officer II	23.14
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.53
28042 - Carnival Equipment Repairer	17.07
28043 - Carnival Worker	11.02
28210 - Gate Attendant/Gate Tender	13.76
28310 - Lifeguard	12.10
28350 - Park Attendant (Aide)	15.40
28510 - Recreation Aide/Health Facility Attendant	11.24
28515 - Recreation Specialist	18.61
28630 - Sports Official	12.26
28690 - Swimming Pool Operator	20.91
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.68
29020 - Hatch Tender	23.68
29030 - Line Handler	23.68
29041 - Stevedore I	21.91
29042 - Stevedore II	25.48

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		19.63
30022 - Archeological Technician II		21.96
30023 - Archeological Technician III		27.09
30030 - Cartographic Technician		27.22
30040 - Civil Engineering Technician		24.59
30051 - Cryogenic Technician I		29.13
30052 - Cryogenic Technician II		32.17
30061 - Drafter/CAD Operator I		19.63
30062 - Drafter/CAD Operator II		21.96
30063 - Drafter/CAD Operator III		24.49
30064 - Drafter/CAD Operator IV		30.13
30081 - Engineering Technician I		16.09
30082 - Engineering Technician II		18.05
30083 - Engineering Technician III		20.19
30084 - Engineering Technician IV		25.02
30085 - Engineering Technician V		30.61
30086 - Engineering Technician VI		37.03
30090 - Environmental Technician		23.87
30095 - Evidence Control Specialist		26.30
30210 - Laboratory Technician		28.23
30221 - Latent Fingerprint Technician I		28.19
30222 - Latent Fingerprint Technician II		31.15
30240 - Mathematical Technician		27.22
30361 - Paralegal/Legal Assistant I		20.64
30362 - Paralegal/Legal Assistant II		26.00
30363 - Paralegal/Legal Assistant III		31.81
30364 - Paralegal/Legal Assistant IV		38.48
30375 - Petroleum Supply Specialist		32.17
30390 - Photo-Optics Technician		27.22
30395 - Radiation Control Technician		32.17
30461 - Technical Writer I		25.72
30462 - Technical Writer II		31.47
30463 - Technical Writer III		38.07
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		29.13
30502 - Weather Forecaster II		35.43
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.49
30621 - Weather Observer Senior	(see 2)	26.36

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.14

31030 - Bus Driver	18.06
31043 - Driver Courier	15.28
31260 - Parking and Lot Attendant	9.46
31290 - Shuttle Bus Driver	16.79
31310 - Taxi Driver	13.50
31361 - Truckdriver Light	16.79
31362 - Truckdriver Medium	18.28
31363 - Truckdriver Heavy	20.58
31364 - Truckdriver Tractor-Trailer	20.58
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.61
99050 - Desk Clerk	12.20
99095 - Embalmer	23.61
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.66
99252 - Laboratory Animal Caretaker II	12.81
99260 - Marketing Analyst	23.85
99310 - Mortician	27.18
99410 - Pest Controller	17.16
99510 - Photofinishing Worker	14.97
99710 - Recycling Laborer	18.73
99711 - Recycling Specialist	23.23
99730 - Refuse Collector	16.48
99810 - Sales Clerk	11.60
99820 - School Crossing Guard	12.36
99830 - Survey Party Chief	22.91
99831 - Surveying Aide	16.93
99832 - Surveying Technician	20.82
99840 - Vending Machine Attendant	12.18
99841 - Vending Machine Repairer	16.52
99842 - Vending Machine Repairer Helper	12.18

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5191
Revision No.: 12
Date Of Last Revision: 12/21/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Bossier Caddo De Soto Webster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.20
01012 - Accounting Clerk II		15.94
01013 - Accounting Clerk III		17.84
01020 - Administrative Assistant		19.06
01035 - Court Reporter		23.28
01041 - Customer Service Representative I		12.73
01042 - Customer Service Representative II		14.31
01043 - Customer Service Representative III		15.61
01051 - Data Entry Operator I		12.78
01052 - Data Entry Operator II		13.94
01060 - Dispatcher Motor Vehicle		17.86
01070 - Document Preparation Clerk		13.59
01090 - Duplicating Machine Operator		13.59
01111 - General Clerk I		11.69
01112 - General Clerk II		12.75

01113 - General Clerk III 14.32
01120 - Housing Referral Assistant 18.64
01141 - Messenger Courier 11.54
01191 - Order Clerk I 13.92
01192 - Order Clerk II 15.18
01261 - Personnel Assistant (Employment) I 15.63
01262 - Personnel Assistant (Employment) II 17.49
01263 - Personnel Assistant (Employment) III 19.49
01270 - Production Control Clerk 25.02
01290 - Rental Clerk 11.61
01300 - Scheduler Maintenance 14.95
01311 - Secretary I 14.95
01312 - Secretary II 16.73
01313 - Secretary III 18.64
01320 - Service Order Dispatcher 15.88
01410 - Supply Technician 19.06
01420 - Survey Worker 13.89
01460 - Switchboard Operator/Receptionist 12.96
01531 - Travel Clerk I 14.59
01532 - Travel Clerk II 15.63
01533 - Travel Clerk III 16.42
01611 - Word Processor I 13.43
01612 - Word Processor II 15.15
01613 - Word Processor III 16.86
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.91
05010 - Automotive Electrician 19.87
05040 - Automotive Glass Installer 18.15
05070 - Automotive Worker 18.15
05110 - Mobile Equipment Servicer 16.31
05130 - Motor Equipment Metal Mechanic 20.91
05160 - Motor Equipment Metal Worker 18.15
05190 - Motor Vehicle Mechanic 20.91
05220 - Motor Vehicle Mechanic Helper 15.27
05250 - Motor Vehicle Upholstery Worker 17.57
05280 - Motor Vehicle Wrecker 18.15
05310 - Painter Automotive 19.87
05340 - Radiator Repair Specialist 18.15
05370 - Tire Repairer 14.33
05400 - Transmission Repair Specialist 20.91
07000 - Food Preparation And Service Occupations
07010 - Baker 11.52
07041 - Cook I 11.05
07042 - Cook II 12.72
07070 - Dishwasher 9.06
07130 - Food Service Worker 9.08
07210 - Meat Cutter 13.63
07260 - Waiter/Waitress 8.82
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.93

09040 - Furniture Handler	12.97
09080 - Furniture Refinisher	20.93
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer Minor	18.46
09130 - Upholsterer	20.93
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.60
11060 - Elevator Operator	9.53
11090 - Gardener	17.60
11122 - Housekeeping Aide	9.53
11150 - Janitor	9.53
11210 - Laborer Grounds Maintenance	13.26
11240 - Maid or Houseman	9.48
11260 - Pruner	11.74
11270 - Tractor Operator	16.12
11330 - Trail Maintenance Worker	13.26
11360 - Window Cleaner	10.80
12000 - Health Occupations	
12010 - Ambulance Driver	17.07
12011 - Breath Alcohol Technician	17.92
12012 - Certified Occupational Therapist Assistant	27.49
12015 - Certified Physical Therapist Assistant	28.21
12020 - Dental Assistant	16.11
12025 - Dental Hygienist	31.06
12030 - EKG Technician	24.24
12035 - Electroneurodiagnostic Technologist	24.24
12040 - Emergency Medical Technician	17.07
12071 - Licensed Practical Nurse I	16.02
12072 - Licensed Practical Nurse II	17.92
12073 - Licensed Practical Nurse III	19.98
12100 - Medical Assistant	13.16
12130 - Medical Laboratory Technician	16.87
12160 - Medical Record Clerk	15.72
12190 - Medical Record Technician	18.10
12195 - Medical Transcriptionist	16.62
12210 - Nuclear Medicine Technologist	39.38
12221 - Nursing Assistant I	11.42
12222 - Nursing Assistant II	12.84
12223 - Nursing Assistant III	14.01
12224 - Nursing Assistant IV	15.72
12235 - Optical Dispenser	20.89
12236 - Optical Technician	15.12
12250 - Pharmacy Technician	16.81
12280 - Phlebotomist	15.08
12305 - Radiologic Technologist	23.45
12311 - Registered Nurse I	24.36
12312 - Registered Nurse II	29.80
12313 - Registered Nurse II Specialist	29.80
12314 - Registered Nurse III	36.05
12315 - Registered Nurse III Anesthetist	36.05

12316 - Registered Nurse IV		43.21
12317 - Scheduler (Drug and Alcohol Testing)		22.20
12320 - Substance Abuse Treatment Counselor		21.54
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.23
13012 - Exhibits Specialist II		25.05
13013 - Exhibits Specialist III		30.65
13041 - Illustrator I		20.23
13042 - Illustrator II		25.05
13043 - Illustrator III		30.65
13047 - Librarian		27.75
13050 - Library Aide/Clerk		15.86
13054 - Library Information Technology Systems Administrator		25.05
13058 - Library Technician		15.29
13061 - Media Specialist I		18.08
13062 - Media Specialist II		20.23
13063 - Media Specialist III		22.55
13071 - Photographer I		17.90
13072 - Photographer II		20.01
13073 - Photographer III		25.05
13074 - Photographer IV		30.35
13075 - Photographer V		36.71
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		20.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.46
14042 - Computer Operator II		18.42
14043 - Computer Operator III		20.53
14044 - Computer Operator IV		22.81
14045 - Computer Operator V		25.15
14071 - Computer Programmer I	(see 1)	20.78
14072 - Computer Programmer II	(see 1)	25.74
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		16.46
14160 - Personal Computer Support Technician		23.14
14170 - System Support Specialist		23.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.06
15020 - Aircrew Training Devices Instructor (Rated)		35.34
15030 - Air Crew Training Devices Instructor (Pilot)		42.37
15050 - Computer Based Training Specialist / Instructor		29.06
15060 - Educational Technologist		26.22
15070 - Flight Instructor (Pilot)		42.37
15080 - Graphic Artist		18.90
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.14

15086 - Maintenance Test Pilot Rotary Wing 42.14
15088 - Non-Maintenance Test/Co-Pilot 42.14
15090 - Technical Instructor 18.38
15095 - Technical Instructor/Course Developer 22.48
15110 - Test Proctor 14.83
15120 - Tutor 14.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.93
16030 - Counter Attendant 9.93
16040 - Dry Cleaner 11.75
16070 - Finisher Flatwork Machine 9.93
16090 - Presser Hand 9.93
16110 - Presser Machine Drycleaning 9.93
16130 - Presser Machine Shirts 9.93
16160 - Presser Machine Wearing Apparel Laundry 9.93
16190 - Sewing Machine Operator 12.45
16220 - Tailor 13.12
16250 - Washer Machine 10.49
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.89
19040 - Tool And Die Maker 28.12
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.24
21030 - Material Coordinator 25.02
21040 - Material Expediter 25.02
21050 - Material Handling Laborer 12.16
21071 - Order Filler 11.51
21080 - Production Line Worker (Food Processing) 17.24
21110 - Shipping Packer 14.20
21130 - Shipping/Receiving Clerk 14.20
21140 - Store Worker I 11.99
21150 - Stock Clerk 17.06
21210 - Tools And Parts Attendant 17.24
21410 - Warehouse Specialist 17.24
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.47
23019 - Aircraft Logs and Records Technician 24.12
23021 - Aircraft Mechanic I 28.96
23022 - Aircraft Mechanic II 30.47
23023 - Aircraft Mechanic III 31.99
23040 - Aircraft Mechanic Helper 20.53
23050 - Aircraft Painter 27.35
23060 - Aircraft Servicer 24.12
23070 - Aircraft Survival Flight Equipment Technician 27.35
23080 - Aircraft Worker 25.80
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.80
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.96
23110 - Appliance Mechanic 22.89

23120 - Bicycle Repairer	18.76
23125 - Cable Splicer	29.62
23130 - Carpenter Maintenance	19.00
23140 - Carpet Layer	21.59
23160 - Electrician Maintenance	25.39
23181 - Electronics Technician Maintenance I	24.10
23182 - Electronics Technician Maintenance II	25.55
23183 - Electronics Technician Maintenance III	27.05
23260 - Fabric Worker	20.18
23290 - Fire Alarm System Mechanic	21.23
23310 - Fire Extinguisher Repairer	18.76
23311 - Fuel Distribution System Mechanic	24.23
23312 - Fuel Distribution System Operator	18.76
23370 - General Maintenance Worker	17.08
23380 - Ground Support Equipment Mechanic	28.96
23381 - Ground Support Equipment Servicer	24.12
23382 - Ground Support Equipment Worker	25.80
23391 - Gunsmith I	18.76
23392 - Gunsmith II	21.59
23393 - Gunsmith III	24.23
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.35
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.62
23430 - Heavy Equipment Mechanic	22.51
23440 - Heavy Equipment Operator	21.09
23460 - Instrument Mechanic	24.23
23465 - Laboratory/Shelter Mechanic	22.89
23470 - Laborer	12.16
23510 - Locksmith	22.89
23530 - Machinery Maintenance Mechanic	28.00
23550 - Machinist Maintenance	22.28
23580 - Maintenance Trades Helper	15.27
23591 - Metrology Technician I	24.23
23592 - Metrology Technician II	25.49
23593 - Metrology Technician III	26.77
23640 - Millwright	25.17
23710 - Office Appliance Repairer	18.11
23760 - Painter Maintenance	18.14
23790 - Pipefitter Maintenance	25.81
23810 - Plumber Maintenance	24.38
23820 - Pneudraulic Systems Mechanic	24.23
23850 - Rigger	23.84
23870 - Scale Mechanic	21.59
23890 - Sheet-Metal Worker Maintenance	25.52
23910 - Small Engine Mechanic	19.73
23931 - Telecommunications Mechanic I	25.23
23932 - Telecommunications Mechanic II	26.55
23950 - Telephone Lineman	23.72
23960 - Welder Combination Maintenance	20.58

23965 - Well Driller		24.23
23970 - Woodcraft Worker		24.23
23980 - Woodworker		18.76
24000 - Personal Needs Occupations		
24550 - Case Manager		14.53
24570 - Child Care Attendant		9.49
24580 - Child Care Center Clerk		13.02
24610 - Chore Aide		8.99
24620 - Family Readiness And Support Services Coordinator		14.53
24630 - Homemaker		14.53
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.23
25040 - Sewage Plant Operator		19.88
25070 - Stationary Engineer		24.23
25190 - Ventilation Equipment Tender		17.18
25210 - Water Treatment Plant Operator		19.87
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.02
27007 - Baggage Inspector		12.18
27008 - Corrections Officer		20.42
27010 - Court Security Officer		19.88
27030 - Detection Dog Handler		14.12
27040 - Detention Officer		20.42
27070 - Firefighter		19.33
27101 - Guard I		12.18
27102 - Guard II		14.12
27131 - Police Officer I		21.06
27132 - Police Officer II		23.40
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.49
28042 - Carnival Equipment Repairer		13.64
28043 - Carnival Worker		9.07
28210 - Gate Attendant/Gate Tender		15.75
28310 - Lifeguard		12.87
28350 - Park Attendant (Aide)		17.63
28510 - Recreation Aide/Health Facility Attendant		12.86
28515 - Recreation Specialist		21.83
28630 - Sports Official		14.03
28690 - Swimming Pool Operator		15.70
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.18
29020 - Hatch Tender		22.18
29030 - Line Handler		22.18
29041 - Stevedore I		20.73
29042 - Stevedore II		23.51
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		17.64
30022 - Archeological Technician II		19.73
30023 - Archeological Technician III		24.44
30030 - Cartographic Technician		24.44
30040 - Civil Engineering Technician		26.85
30051 - Cryogenic Technician I		25.72
30052 - Cryogenic Technician II		28.40
30061 - Drafter/CAD Operator I		17.64
30062 - Drafter/CAD Operator II		19.73
30063 - Drafter/CAD Operator III		22.00
30064 - Drafter/CAD Operator IV		27.08
30081 - Engineering Technician I		14.86
30082 - Engineering Technician II		19.06
30083 - Engineering Technician III		21.32
30084 - Engineering Technician IV		26.42
30085 - Engineering Technician V		32.32
30086 - Engineering Technician VI		38.24
30090 - Environmental Technician		25.16
30095 - Evidence Control Specialist		23.22
30210 - Laboratory Technician		26.74
30221 - Latent Fingerprint Technician I		25.72
30222 - Latent Fingerprint Technician II		28.40
30240 - Mathematical Technician		24.44
30361 - Paralegal/Legal Assistant I		18.85
30362 - Paralegal/Legal Assistant II		23.34
30363 - Paralegal/Legal Assistant III		28.56
30364 - Paralegal/Legal Assistant IV		34.55
30375 - Petroleum Supply Specialist		28.40
30390 - Photo-Optics Technician		24.44
30395 - Radiation Control Technician		28.40
30461 - Technical Writer I		24.44
30462 - Technical Writer II		31.19
30463 - Technical Writer III		37.52
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.08
30502 - Weather Forecaster II		32.94
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.00
30621 - Weather Observer Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.18
31030 - Bus Driver		17.40
31043 - Driver Courier		12.78
31260 - Parking and Lot Attendant		9.07
31290 - Shuttle Bus Driver		13.94

31310 - Taxi Driver	10.10
31361 - Truckdriver Light	13.94
31362 - Truckdriver Medium	15.99
31363 - Truckdriver Heavy	19.27
31364 - Truckdriver Tractor-Trailer	19.27
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.33
99050 - Desk Clerk	9.97
99095 - Embalmer	24.58
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.99
99252 - Laboratory Animal Caretaker II	13.09
99260 - Marketing Analyst	25.59
99310 - Mortician	24.58
99410 - Pest Controller	14.72
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.50
99711 - Recycling Specialist	17.56
99730 - Refuse Collector	12.84
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	13.56
99830 - Survey Party Chief	21.56
99831 - Surveying Aide	13.20
99832 - Surveying Technician	18.10
99840 - Vending Machine Attendant	12.31
99841 - Vending Machine Repairer	15.21
99842 - Vending Machine Repairer Helper	12.31

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5192
Revision No.: 13
Date Of Last Revision: 06/26/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Bossier Caddo De Soto Webster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.20
01012 - Accounting Clerk II		15.94
01013 - Accounting Clerk III		17.84
01020 - Administrative Assistant		19.06
01035 - Court Reporter		23.28
01041 - Customer Service Representative I		12.73
01042 - Customer Service Representative II		14.31
01043 - Customer Service Representative III		15.61
01051 - Data Entry Operator I		12.78
01052 - Data Entry Operator II		13.94
01060 - Dispatcher Motor Vehicle		17.86
01070 - Document Preparation Clerk		13.59

01090 - Duplicating Machine Operator 13.59
01111 - General Clerk I 11.69
01112 - General Clerk II 12.75
01113 - General Clerk III 14.32
01120 - Housing Referral Assistant 18.64
01141 - Messenger Courier 11.54
01191 - Order Clerk I 13.92
01192 - Order Clerk II 15.18
01261 - Personnel Assistant (Employment) I 15.63
01262 - Personnel Assistant (Employment) II 17.49
01263 - Personnel Assistant (Employment) III 19.49
01270 - Production Control Clerk 25.02
01290 - Rental Clerk 11.61
01300 - Scheduler Maintenance 14.95
01311 - Secretary I 14.95
01312 - Secretary II 16.73
01313 - Secretary III 18.64
01320 - Service Order Dispatcher 15.88
01410 - Supply Technician 19.06
01420 - Survey Worker 13.89
01460 - Switchboard Operator/Receptionist 12.96
01531 - Travel Clerk I 14.59
01532 - Travel Clerk II 15.63
01533 - Travel Clerk III 16.42
01611 - Word Processor I 13.43
01612 - Word Processor II 15.15
01613 - Word Processor III 16.86
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.91
05010 - Automotive Electrician 19.87
05040 - Automotive Glass Installer 18.15
05070 - Automotive Worker 18.15
05110 - Mobile Equipment Servicer 16.31
05130 - Motor Equipment Metal Mechanic 20.91
05160 - Motor Equipment Metal Worker 18.15
05190 - Motor Vehicle Mechanic 20.91
05220 - Motor Vehicle Mechanic Helper 15.27
05250 - Motor Vehicle Upholstery Worker 17.57
05280 - Motor Vehicle Wrecker 18.15
05310 - Painter Automotive 19.87
05340 - Radiator Repair Specialist 18.15
05370 - Tire Repairer 14.33
05400 - Transmission Repair Specialist 20.91
07000 - Food Preparation And Service Occupations
07010 - Baker 11.52
07041 - Cook I 11.05
07042 - Cook II 12.72
07070 - Dishwasher 9.06
07130 - Food Service Worker 9.08
07210 - Meat Cutter 13.63

07260 - Waiter/Waitress	8.82
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.93
09040 - Furniture Handler	12.97
09080 - Furniture Refinisher	20.93
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer Minor	18.46
09130 - Upholsterer	20.93
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.60
11060 - Elevator Operator	9.53
11090 - Gardener	17.60
11122 - Housekeeping Aide	9.53
11150 - Janitor	9.53
11210 - Laborer Grounds Maintenance	13.26
11240 - Maid or Houseman	9.48
11260 - Pruner	11.74
11270 - Tractor Operator	16.12
11330 - Trail Maintenance Worker	13.26
11360 - Window Cleaner	10.80
12000 - Health Occupations	
12010 - Ambulance Driver	17.07
12011 - Breath Alcohol Technician	17.92
12012 - Certified Occupational Therapist Assistant	27.49
12015 - Certified Physical Therapist Assistant	28.21
12020 - Dental Assistant	16.11
12025 - Dental Hygienist	31.06
12030 - EKG Technician	24.24
12035 - Electroneurodiagnostic Technologist	24.24
12040 - Emergency Medical Technician	17.07
12071 - Licensed Practical Nurse I	16.02
12072 - Licensed Practical Nurse II	17.92
12073 - Licensed Practical Nurse III	19.98
12100 - Medical Assistant	13.16
12130 - Medical Laboratory Technician	16.87
12160 - Medical Record Clerk	15.72
12190 - Medical Record Technician	18.10
12195 - Medical Transcriptionist	16.62
12210 - Nuclear Medicine Technologist	39.38
12221 - Nursing Assistant I	11.42
12222 - Nursing Assistant II	12.84
12223 - Nursing Assistant III	14.01
12224 - Nursing Assistant IV	15.72
12235 - Optical Dispenser	20.89
12236 - Optical Technician	15.12
12250 - Pharmacy Technician	16.81
12280 - Phlebotomist	15.08
12305 - Radiologic Technologist	23.45
12311 - Registered Nurse I	24.36
12312 - Registered Nurse II	29.80

12313 - Registered Nurse II Specialist		29.80
12314 - Registered Nurse III		36.05
12315 - Registered Nurse III Anesthetist		36.05
12316 - Registered Nurse IV		43.21
12317 - Scheduler (Drug and Alcohol Testing)		22.20
12320 - Substance Abuse Treatment Counselor		21.54
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.23
13012 - Exhibits Specialist II		25.05
13013 - Exhibits Specialist III		30.65
13041 - Illustrator I		20.23
13042 - Illustrator II		25.05
13043 - Illustrator III		30.65
13047 - Librarian		27.75
13050 - Library Aide/Clerk		15.86
13054 - Library Information Technology Systems Administrator		25.05
13058 - Library Technician		15.29
13061 - Media Specialist I		18.08
13062 - Media Specialist II		20.23
13063 - Media Specialist III		22.55
13071 - Photographer I		17.90
13072 - Photographer II		20.01
13073 - Photographer III		25.05
13074 - Photographer IV		30.35
13075 - Photographer V		36.71
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		20.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.46
14042 - Computer Operator II		18.42
14043 - Computer Operator III		20.53
14044 - Computer Operator IV		22.81
14045 - Computer Operator V		25.15
14071 - Computer Programmer I	(see 1)	20.78
14072 - Computer Programmer II	(see 1)	25.74
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		16.46
14160 - Personal Computer Support Technician		23.14
14170 - System Support Specialist		23.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.06
15020 - Aircrew Training Devices Instructor (Rated)		35.34
15030 - Air Crew Training Devices Instructor (Pilot)		42.37
15050 - Computer Based Training Specialist / Instructor		29.06
15060 - Educational Technologist		26.22

15070 - Flight Instructor (Pilot) 42.37
15080 - Graphic Artist 18.90
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.14
15086 - Maintenance Test Pilot Rotary Wing 42.14
15088 - Non-Maintenance Test/Co-Pilot 42.14
15090 - Technical Instructor 18.38
15095 - Technical Instructor/Course Developer 22.48
15110 - Test Proctor 14.83
15120 - Tutor 14.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.93
16030 - Counter Attendant 9.93
16040 - Dry Cleaner 11.75
16070 - Finisher Flatwork Machine 9.93
16090 - Presser Hand 9.93
16110 - Presser Machine Drycleaning 9.93
16130 - Presser Machine Shirts 9.93
16160 - Presser Machine Wearing Apparel Laundry 9.93
16190 - Sewing Machine Operator 12.45
16220 - Tailor 13.12
16250 - Washer Machine 10.49
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.89
19040 - Tool And Die Maker 28.12
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.24
21030 - Material Coordinator 25.02
21040 - Material Expediter 25.02
21050 - Material Handling Laborer 12.16
21071 - Order Filler 11.51
21080 - Production Line Worker (Food Processing) 17.24
21110 - Shipping Packer 14.20
21130 - Shipping/Receiving Clerk 14.20
21140 - Store Worker I 11.99
21150 - Stock Clerk 17.06
21210 - Tools And Parts Attendant 17.24
21410 - Warehouse Specialist 17.24
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.47
23019 - Aircraft Logs and Records Technician 24.12
23021 - Aircraft Mechanic I 28.96
23022 - Aircraft Mechanic II 30.47
23023 - Aircraft Mechanic III 31.99
23040 - Aircraft Mechanic Helper 20.53
23050 - Aircraft Painter 27.35
23060 - Aircraft Servicer 24.12
23070 - Aircraft Survival Flight Equipment Technician 27.35
23080 - Aircraft Worker 25.80
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.80

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.96
23110 - Appliance Mechanic 22.89
23120 - Bicycle Repairer 18.76
23125 - Cable Splicer 29.62
23130 - Carpenter Maintenance 19.00
23140 - Carpet Layer 21.59
23160 - Electrician Maintenance 25.39
23181 - Electronics Technician Maintenance I 24.10
23182 - Electronics Technician Maintenance II 25.55
23183 - Electronics Technician Maintenance III 27.05
23260 - Fabric Worker 20.18
23290 - Fire Alarm System Mechanic 21.23
23310 - Fire Extinguisher Repairer 18.76
23311 - Fuel Distribution System Mechanic 24.23
23312 - Fuel Distribution System Operator 18.76
23370 - General Maintenance Worker 17.08
23380 - Ground Support Equipment Mechanic 28.96
23381 - Ground Support Equipment Servicer 24.12
23382 - Ground Support Equipment Worker 25.80
23391 - Gunsmith I 18.76
23392 - Gunsmith II 21.59
23393 - Gunsmith III 24.23
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.35
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.62
23430 - Heavy Equipment Mechanic 22.51
23440 - Heavy Equipment Operator 21.09
23460 - Instrument Mechanic 24.23
23465 - Laboratory/Shelter Mechanic 22.89
23470 - Laborer 12.16
23510 - Locksmith 22.89
23530 - Machinery Maintenance Mechanic 28.00
23550 - Machinist Maintenance 22.28
23580 - Maintenance Trades Helper 15.27
23591 - Metrology Technician I 24.23
23592 - Metrology Technician II 25.49
23593 - Metrology Technician III 26.77
23640 - Millwright 25.17
23710 - Office Appliance Repairer 18.11
23760 - Painter Maintenance 18.14
23790 - Pipefitter Maintenance 25.81
23810 - Plumber Maintenance 24.38
23820 - Pneudraulic Systems Mechanic 24.23
23850 - Rigger 23.84
23870 - Scale Mechanic 21.59
23890 - Sheet-Metal Worker Maintenance 25.52
23910 - Small Engine Mechanic 19.73
23931 - Telecommunications Mechanic I 25.23

23932 - Telecommunications Mechanic II 26.55
23950 - Telephone Lineman 23.72
23960 - Welder Combination Maintenance 20.58
23965 - Well Driller 24.23
23970 - Woodcraft Worker 24.23
23980 - Woodworker 18.76
24000 - Personal Needs Occupations
24550 - Case Manager 14.53
24570 - Child Care Attendant 9.49
24580 - Child Care Center Clerk 13.02
24610 - Chore Aide 8.99
24620 - Family Readiness And Support Services Coordinator 14.53
24630 - Homemaker 14.53
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.23
25040 - Sewage Plant Operator 19.88
25070 - Stationary Engineer 24.23
25190 - Ventilation Equipment Tender 17.18
25210 - Water Treatment Plant Operator 19.87
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.02
27007 - Baggage Inspector 12.18
27008 - Corrections Officer 20.42
27010 - Court Security Officer 19.88
27030 - Detection Dog Handler 14.12
27040 - Detention Officer 20.42
27070 - Firefighter 19.33
27101 - Guard I 12.18
27102 - Guard II 14.12
27131 - Police Officer I 21.06
27132 - Police Officer II 23.40
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.49
28042 - Carnival Equipment Repairer 13.64
28043 - Carnival Worker 9.07
28210 - Gate Attendant/Gate Tender 15.75
28310 - Lifeguard 12.87
28350 - Park Attendant (Aide) 17.63
28510 - Recreation Aide/Health Facility Attendant 12.86
28515 - Recreation Specialist 21.83
28630 - Sports Official 14.03
28690 - Swimming Pool Operator 15.70
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.18
29020 - Hatch Tender 22.18
29030 - Line Handler 22.18
29041 - Stevedore I 20.73
29042 - Stevedore II 23.51
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.64
30022 - Archeological Technician II 19.73
30023 - Archeological Technician III 24.44
30030 - Cartographic Technician 24.44
30040 - Civil Engineering Technician 26.85
30051 - Cryogenic Technician I 25.72
30052 - Cryogenic Technician II 28.40
30061 - Drafter/CAD Operator I 17.64
30062 - Drafter/CAD Operator II 19.73
30063 - Drafter/CAD Operator III 22.00
30064 - Drafter/CAD Operator IV 27.08
30081 - Engineering Technician I 14.86
30082 - Engineering Technician II 19.06
30083 - Engineering Technician III 21.32
30084 - Engineering Technician IV 26.42
30085 - Engineering Technician V 32.32
30086 - Engineering Technician VI 38.24
30090 - Environmental Technician 25.16
30095 - Evidence Control Specialist 23.22
30210 - Laboratory Technician 26.74
30221 - Latent Fingerprint Technician I 25.72
30222 - Latent Fingerprint Technician II 28.40
30240 - Mathematical Technician 24.44
30361 - Paralegal/Legal Assistant I 18.85
30362 - Paralegal/Legal Assistant II 23.34
30363 - Paralegal/Legal Assistant III 28.56
30364 - Paralegal/Legal Assistant IV 34.55
30375 - Petroleum Supply Specialist 28.40
30390 - Photo-Optics Technician 24.44
30395 - Radiation Control Technician 28.40
30461 - Technical Writer I 24.44
30462 - Technical Writer II 31.19
30463 - Technical Writer III 37.52
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.08
30502 - Weather Forecaster II 32.94
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.00
30621 - Weather Observer Senior (see 2) 24.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.18
31030 - Bus Driver 17.40

31043 - Driver Courier	12.78
31260 - Parking and Lot Attendant	9.07
31290 - Shuttle Bus Driver	13.94
31310 - Taxi Driver	10.10
31361 - Truckdriver Light	13.94
31362 - Truckdriver Medium	15.99
31363 - Truckdriver Heavy	19.27
31364 - Truckdriver Tractor-Trailer	19.27
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.33
99050 - Desk Clerk	9.97
99095 - Embalmer	24.58
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.99
99252 - Laboratory Animal Caretaker II	13.09
99260 - Marketing Analyst	25.59
99310 - Mortician	24.58
99410 - Pest Controller	14.72
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.50
99711 - Recycling Specialist	17.56
99730 - Refuse Collector	12.84
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	13.56
99830 - Survey Party Chief	21.56
99831 - Surveying Aide	13.20
99832 - Surveying Technician	18.10
99840 - Vending Machine Attendant	12.31
99841 - Vending Machine Repairer	15.21
99842 - Vending Machine Repairer Helper	12.31

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5195
Revision No.: 13
Date Of Last Revision: 04/07/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parish of Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.47
01013 - Accounting Clerk III		18.42
01020 - Administrative Assistant		23.95
01035 - Court Reporter		19.08
01041 - Customer Service Representative I		13.38
01042 - Customer Service Representative II		14.60
01043 - Customer Service Representative III		16.40
01051 - Data Entry Operator I		12.54
01052 - Data Entry Operator II		13.68
01060 - Dispatcher Motor Vehicle		21.44
01070 - Document Preparation Clerk		13.48
01090 - Duplicating Machine Operator		13.48
01111 - General Clerk I		11.35
01112 - General Clerk II		12.39

01113 - General Clerk III 14.07
01120 - Housing Referral Assistant 21.88
01141 - Messenger Courier 12.11
01191 - Order Clerk I 12.55
01192 - Order Clerk II 13.69
01261 - Personnel Assistant (Employment) I 16.96
01262 - Personnel Assistant (Employment) II 18.97
01263 - Personnel Assistant (Employment) III 21.14
01270 - Production Control Clerk 24.81
01290 - Rental Clerk 16.65
01300 - Scheduler Maintenance 17.56
01311 - Secretary I 17.56
01312 - Secretary II 19.49
01313 - Secretary III 21.88
01320 - Service Order Dispatcher 19.32
01410 - Supply Technician 23.95
01420 - Survey Worker 16.94
01460 - Switchboard Operator/Receptionist 12.74
01531 - Travel Clerk I 12.84
01532 - Travel Clerk II 13.72
01533 - Travel Clerk III 14.48
01611 - Word Processor I 13.92
01612 - Word Processor II 15.62
01613 - Word Processor III 17.47
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.97
05010 - Automotive Electrician 18.40
05040 - Automotive Glass Installer 17.20
05070 - Automotive Worker 17.20
05110 - Mobile Equipment Servicer 14.80
05130 - Motor Equipment Metal Mechanic 19.45
05160 - Motor Equipment Metal Worker 17.20
05190 - Motor Vehicle Mechanic 19.45
05220 - Motor Vehicle Mechanic Helper 13.61
05250 - Motor Vehicle Upholstery Worker 16.02
05280 - Motor Vehicle Wrecker 17.02
05310 - Painter Automotive 18.40
05340 - Radiator Repair Specialist 17.20
05370 - Tire Repairer 13.21
05400 - Transmission Repair Specialist 19.45
07000 - Food Preparation And Service Occupations
07010 - Baker 15.64
07041 - Cook I 10.98
07042 - Cook II 12.94
07070 - Dishwasher 8.79
07130 - Food Service Worker 9.00
07210 - Meat Cutter 12.69
07260 - Waiter/Waitress 8.74
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.10

09040 - Furniture Handler 13.07
09080 - Furniture Refinisher 21.10
09090 - Furniture Refinisher Helper 15.96
09110 - Furniture Repairer Minor 18.88
09130 - Upholsterer 21.10
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.82
11060 - Elevator Operator 10.36
11090 - Gardener 17.92
11122 - Housekeeping Aide 10.82
11150 - Janitor 10.82
11210 - Laborer Grounds Maintenance 12.63
11240 - Maid or Houseman 9.14
11260 - Pruner 11.00
11270 - Tractor Operator 16.15
11330 - Trail Maintenance Worker 12.63
11360 - Window Cleaner 12.30
12000 - Health Occupations
12010 - Ambulance Driver 16.82
12011 - Breath Alcohol Technician 18.80
12012 - Certified Occupational Therapist Assistant 27.92
12015 - Certified Physical Therapist Assistant 30.94
12020 - Dental Assistant 16.86
12025 - Dental Hygienist 36.12
12030 - EKG Technician 28.49
12035 - Electroneurodiagnostic Technologist 28.49
12040 - Emergency Medical Technician 16.82
12071 - Licensed Practical Nurse I 16.81
12072 - Licensed Practical Nurse II 18.80
12073 - Licensed Practical Nurse III 20.95
12100 - Medical Assistant 15.03
12130 - Medical Laboratory Technician 22.36
12160 - Medical Record Clerk 16.07
12190 - Medical Record Technician 18.38
12195 - Medical Transcriptionist 16.81
12210 - Nuclear Medicine Technologist 41.32
12221 - Nursing Assistant I 10.93
12222 - Nursing Assistant II 12.28
12223 - Nursing Assistant III 13.40
12224 - Nursing Assistant IV 15.05
12235 - Optical Dispenser 16.82
12236 - Optical Technician 16.81
12250 - Pharmacy Technician 15.02
12280 - Phlebotomist 14.69
12305 - Radiologic Technologist 26.06
12311 - Registered Nurse I 26.17
12312 - Registered Nurse II 33.59
12313 - Registered Nurse II Specialist 33.59
12314 - Registered Nurse III 40.65
12315 - Registered Nurse III Anesthetist 40.65

12316 - Registered Nurse IV		48.72
12317 - Scheduler (Drug and Alcohol Testing)		23.28
12320 - Substance Abuse Treatment Counselor		20.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.40
13012 - Exhibits Specialist II		22.61
13013 - Exhibits Specialist III		27.58
13041 - Illustrator I		18.40
13042 - Illustrator II		22.61
13043 - Illustrator III		27.58
13047 - Librarian		24.17
13050 - Library Aide/Clerk		13.74
13054 - Library Information Technology Systems Administrator		21.83
13058 - Library Technician		17.19
13061 - Media Specialist I		15.75
13062 - Media Specialist II		17.62
13063 - Media Specialist III		19.65
13071 - Photographer I		15.43
13072 - Photographer II		17.26
13073 - Photographer III		21.38
13074 - Photographer IV		26.16
13075 - Photographer V		31.65
13090 - Technical Order Library Clerk		17.26
13110 - Video Teleconference Technician		19.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.07
14042 - Computer Operator II		17.98
14043 - Computer Operator III		20.05
14044 - Computer Operator IV		22.27
14045 - Computer Operator V		24.67
14071 - Computer Programmer I	(see 1)	21.79
14072 - Computer Programmer II	(see 1)	25.53
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		16.07
14160 - Personal Computer Support Technician		22.27
14170 - System Support Specialist		24.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.11
15020 - Aircrew Training Devices Instructor (Rated)		35.65
15030 - Air Crew Training Devices Instructor (Pilot)		40.77
15050 - Computer Based Training Specialist / Instructor		28.12
15060 - Educational Technologist		23.99
15070 - Flight Instructor (Pilot)		40.77
15080 - Graphic Artist		24.35
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.77

15086 - Maintenance Test Pilot Rotary Wing 40.77
15088 - Non-Maintenance Test/Co-Pilot 40.77
15090 - Technical Instructor 19.91
15095 - Technical Instructor/Course Developer 24.35
15110 - Test Proctor 16.06
15120 - Tutor 16.06
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.44
16030 - Counter Attendant 9.44
16040 - Dry Cleaner 11.80
16070 - Finisher Flatwork Machine 9.44
16090 - Presser Hand 9.44
16110 - Presser Machine Drycleaning 9.44
16130 - Presser Machine Shirts 9.44
16160 - Presser Machine Wearing Apparel Laundry 9.44
16190 - Sewing Machine Operator 12.59
16220 - Tailor 13.38
16250 - Washer Machine 10.22
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.20
19040 - Tool And Die Maker 28.44
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.04
21030 - Material Coordinator 24.81
21040 - Material Expediter 24.81
21050 - Material Handling Laborer 14.64
21071 - Order Filler 11.64
21080 - Production Line Worker (Food Processing) 18.04
21110 - Shipping Packer 16.26
21130 - Shipping/Receiving Clerk 16.26
21140 - Store Worker I 10.96
21150 - Stock Clerk 16.66
21210 - Tools And Parts Attendant 18.04
21410 - Warehouse Specialist 18.04
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.66
23019 - Aircraft Logs and Records Technician 20.60
23021 - Aircraft Mechanic I 25.04
23022 - Aircraft Mechanic II 26.66
23023 - Aircraft Mechanic III 28.30
23040 - Aircraft Mechanic Helper 17.33
23050 - Aircraft Painter 22.20
23060 - Aircraft Servicer 20.60
23070 - Aircraft Survival Flight Equipment Technician 22.20
23080 - Aircraft Worker 22.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.15
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.04
23110 - Appliance Mechanic 22.20

23120 - Bicycle Repairer 16.41
23125 - Cable Splicer 25.55
23130 - Carpenter Maintenance 19.37
23140 - Carpet Layer 20.64
23160 - Electrician Maintenance 24.17
23181 - Electronics Technician Maintenance I 23.31
23182 - Electronics Technician Maintenance II 25.07
23183 - Electronics Technician Maintenance III 26.85
23260 - Fabric Worker 19.10
23290 - Fire Alarm System Mechanic 23.78
23310 - Fire Extinguisher Repairer 17.55
23311 - Fuel Distribution System Mechanic 24.06
23312 - Fuel Distribution System Operator 17.74
23370 - General Maintenance Worker 16.70
23380 - Ground Support Equipment Mechanic 25.04
23381 - Ground Support Equipment Servicer 20.60
23382 - Ground Support Equipment Worker 22.15
23391 - Gunsmith I 17.55
23392 - Gunsmith II 20.64
23393 - Gunsmith III 23.78
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.78
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.45
23430 - Heavy Equipment Mechanic 24.90
23440 - Heavy Equipment Operator 23.78
23460 - Instrument Mechanic 24.27
23465 - Laboratory/Shelter Mechanic 22.20
23470 - Laborer 12.82
23510 - Locksmith 22.20
23530 - Machinery Maintenance Mechanic 27.76
23550 - Machinist Maintenance 24.23
23580 - Maintenance Trades Helper 15.96
23591 - Metrology Technician I 24.27
23592 - Metrology Technician II 25.85
23593 - Metrology Technician III 27.43
23640 - Millwright 25.81
23710 - Office Appliance Repairer 22.20
23760 - Painter Maintenance 22.20
23790 - Pipefitter Maintenance 26.86
23810 - Plumber Maintenance 25.12
23820 - Pneudraulic Systems Mechanic 23.78
23850 - Rigger 23.78
23870 - Scale Mechanic 20.64
23890 - Sheet-Metal Worker Maintenance 23.78
23910 - Small Engine Mechanic 20.64
23931 - Telecommunications Mechanic I 29.08
23932 - Telecommunications Mechanic II 30.95
23950 - Telephone Lineman 23.78
23960 - Welder Combination Maintenance 24.23

23965 - Well Driller	23.78
23970 - Woodcraft Worker	23.78
23980 - Woodworker	17.55
24000 - Personal Needs Occupations	
24550 - Case Manager	13.04
24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	12.73
24610 - Chore Aide	8.95
24620 - Family Readiness And Support Services Coordinator	13.04
24630 - Homemaker	14.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.78
25040 - Sewage Plant Operator	21.87
25070 - Stationary Engineer	23.78
25190 - Ventilation Equipment Tender	15.96
25210 - Water Treatment Plant Operator	21.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.58
27007 - Baggage Inspector	11.46
27008 - Corrections Officer	16.39
27010 - Court Security Officer	15.04
27030 - Detection Dog Handler	13.71
27040 - Detention Officer	16.39
27070 - Firefighter	15.41
27101 - Guard I	11.46
27102 - Guard II	13.71
27131 - Police Officer I	18.29
27132 - Police Officer II	20.32
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.68
28042 - Carnival Equipment Repairer	14.89
28043 - Carnival Worker	10.07
28210 - Gate Attendant/Gate Tender	13.10
28310 - Lifeguard	12.74
28350 - Park Attendant (Aide)	14.66
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - Recreation Specialist	17.42
28630 - Sports Official	11.68
28690 - Swimming Pool Operator	22.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.70
29020 - Hatch Tender	22.70
29030 - Line Handler	22.70
29041 - Stevedore I	21.01
29042 - Stevedore II	24.42
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		19.63
30022 - Archeological Technician II		21.96
30023 - Archeological Technician III		27.09
30030 - Cartographic Technician		27.22
30040 - Civil Engineering Technician		24.02
30051 - Cryogenic Technician I		21.59
30052 - Cryogenic Technician II		23.85
30061 - Drafter/CAD Operator I		19.63
30062 - Drafter/CAD Operator II		21.96
30063 - Drafter/CAD Operator III		24.49
30064 - Drafter/CAD Operator IV		30.13
30081 - Engineering Technician I		16.09
30082 - Engineering Technician II		18.05
30083 - Engineering Technician III		20.19
30084 - Engineering Technician IV		25.02
30085 - Engineering Technician V		30.61
30086 - Engineering Technician VI		37.03
30090 - Environmental Technician		22.92
30095 - Evidence Control Specialist		19.49
30210 - Laboratory Technician		29.03
30221 - Latent Fingerprint Technician I		21.59
30222 - Latent Fingerprint Technician II		23.85
30240 - Mathematical Technician		27.22
30361 - Paralegal/Legal Assistant I		20.64
30362 - Paralegal/Legal Assistant II		26.00
30363 - Paralegal/Legal Assistant III		31.81
30364 - Paralegal/Legal Assistant IV		38.48
30375 - Petroleum Supply Specialist		23.85
30390 - Photo-Optics Technician		27.22
30395 - Radiation Control Technician		23.85
30461 - Technical Writer I		22.62
30462 - Technical Writer II		27.67
30463 - Technical Writer III		35.20
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		30.13
30502 - Weather Forecaster II		36.65
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.49
30621 - Weather Observer Senior	(see 2)	26.36
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		11.98
31030 - Bus Driver		18.90
31043 - Driver Courier		13.44
31260 - Parking and Lot Attendant		11.14
31290 - Shuttle Bus Driver		14.76

31310 - Taxi Driver	12.99
31361 - Truckdriver Light	14.76
31362 - Truckdriver Medium	16.07
31363 - Truckdriver Heavy	20.50
31364 - Truckdriver Tractor-Trailer	20.50
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.59
99050 - Desk Clerk	14.10
99095 - Embalmer	27.18
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.56
99252 - Laboratory Animal Caretaker II	14.91
99260 - Marketing Analyst	25.81
99310 - Mortician	27.18
99410 - Pest Controller	18.88
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.99
99711 - Recycling Specialist	20.49
99730 - Refuse Collector	13.70
99810 - Sales Clerk	11.60
99820 - School Crossing Guard	12.24
99830 - Survey Party Chief	22.37
99831 - Surveying Aide	16.53
99832 - Surveying Technician	20.33
99840 - Vending Machine Attendant	15.85
99841 - Vending Machine Repairer	20.49
99842 - Vending Machine Repairer Helper	15.85

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5196
Revision No.: 12
Date Of Last Revision: 05/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parish of Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.15
01012 - Accounting Clerk II		15.88
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		23.95
01035 - Court Reporter		19.08
01041 - Customer Service Representative I		12.48
01042 - Customer Service Representative II		14.03
01043 - Customer Service Representative III		15.31
01051 - Data Entry Operator I		12.54
01052 - Data Entry Operator II		13.68
01060 - Dispatcher Motor Vehicle		21.44
01070 - Document Preparation Clerk		13.48

01090 - Duplicating Machine Operator 13.48
01111 - General Clerk I 11.35
01112 - General Clerk II 12.39
01113 - General Clerk III 14.07
01120 - Housing Referral Assistant 21.88
01141 - Messenger Courier 12.11
01191 - Order Clerk I 12.14
01192 - Order Clerk II 13.48
01261 - Personnel Assistant (Employment) I 16.23
01262 - Personnel Assistant (Employment) II 18.17
01263 - Personnel Assistant (Employment) III 20.25
01270 - Production Control Clerk 22.90
01290 - Rental Clerk 15.14
01300 - Scheduler Maintenance 17.56
01311 - Secretary I 17.56
01312 - Secretary II 19.49
01313 - Secretary III 21.88
01320 - Service Order Dispatcher 19.32
01410 - Supply Technician 23.95
01420 - Survey Worker 16.94
01460 - Switchboard Operator/Receptionist 12.08
01531 - Travel Clerk I 12.84
01532 - Travel Clerk II 13.72
01533 - Travel Clerk III 14.48
01611 - Word Processor I 13.92
01612 - Word Processor II 15.62
01613 - Word Processor III 17.47
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.97
05010 - Automotive Electrician 18.40
05040 - Automotive Glass Installer 17.20
05070 - Automotive Worker 17.20
05110 - Mobile Equipment Servicer 14.80
05130 - Motor Equipment Metal Mechanic 19.45
05160 - Motor Equipment Metal Worker 17.20
05190 - Motor Vehicle Mechanic 19.45
05220 - Motor Vehicle Mechanic Helper 13.61
05250 - Motor Vehicle Upholstery Worker 16.02
05280 - Motor Vehicle Wrecker 17.02
05310 - Painter Automotive 18.40
05340 - Radiator Repair Specialist 17.20
05370 - Tire Repairer 12.66
05400 - Transmission Repair Specialist 19.45
07000 - Food Preparation And Service Occupations
07010 - Baker 15.64
07041 - Cook I 10.98
07042 - Cook II 12.93
07070 - Dishwasher 8.79
07130 - Food Service Worker 8.88
07210 - Meat Cutter 12.69

07260 - Waiter/Waitress	8.72
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.10
09040 - Furniture Handler	13.07
09080 - Furniture Refinisher	21.10
09090 - Furniture Refinisher Helper	15.96
09110 - Furniture Repairer Minor	18.88
09130 - Upholsterer	21.10
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.82
11060 - Elevator Operator	10.14
11090 - Gardener	17.92
11122 - Housekeeping Aide	10.82
11150 - Janitor	10.82
11210 - Laborer Grounds Maintenance	12.63
11240 - Maid or Houseman	9.14
11260 - Pruner	11.00
11270 - Tractor Operator	16.15
11330 - Trail Maintenance Worker	12.63
11360 - Window Cleaner	12.30
12000 - Health Occupations	
12010 - Ambulance Driver	16.82
12011 - Breath Alcohol Technician	17.74
12012 - Certified Occupational Therapist Assistant	25.38
12015 - Certified Physical Therapist Assistant	28.13
12020 - Dental Assistant	16.86
12025 - Dental Hygienist	36.12
12030 - EKG Technician	26.67
12035 - Electroneurodiagnostic Technologist	26.67
12040 - Emergency Medical Technician	16.82
12071 - Licensed Practical Nurse I	15.86
12072 - Licensed Practical Nurse II	17.74
12073 - Licensed Practical Nurse III	19.79
12100 - Medical Assistant	15.03
12130 - Medical Laboratory Technician	20.33
12160 - Medical Record Clerk	16.07
12190 - Medical Record Technician	18.38
12195 - Medical Transcriptionist	15.73
12210 - Nuclear Medicine Technologist	38.67
12221 - Nursing Assistant I	10.67
12222 - Nursing Assistant II	12.00
12223 - Nursing Assistant III	13.09
12224 - Nursing Assistant IV	14.69
12235 - Optical Dispenser	16.82
12236 - Optical Technician	15.73
12250 - Pharmacy Technician	15.02
12280 - Phlebotomist	14.69
12305 - Radiologic Technologist	25.48
12311 - Registered Nurse I	26.17
12312 - Registered Nurse II	33.59

12313 - Registered Nurse II Specialist		33.59
12314 - Registered Nurse III		40.65
12315 - Registered Nurse III Anesthetist		40.65
12316 - Registered Nurse IV		48.72
12317 - Scheduler (Drug and Alcohol Testing)		21.69
12320 - Substance Abuse Treatment Counselor		20.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.40
13012 - Exhibits Specialist II		22.61
13013 - Exhibits Specialist III		27.58
13041 - Illustrator I		18.40
13042 - Illustrator II		22.61
13043 - Illustrator III		27.58
13047 - Librarian		24.17
13050 - Library Aide/Clerk		13.74
13054 - Library Information Technology Systems Administrator		21.83
13058 - Library Technician		17.19
13061 - Media Specialist I		15.75
13062 - Media Specialist II		17.62
13063 - Media Specialist III		19.65
13071 - Photographer I		15.43
13072 - Photographer II		17.26
13073 - Photographer III		21.38
13074 - Photographer IV		26.16
13075 - Photographer V		31.65
13090 - Technical Order Library Clerk		17.26
13110 - Video Teleconference Technician		19.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.07
14042 - Computer Operator II		17.98
14043 - Computer Operator III		20.05
14044 - Computer Operator IV		22.27
14045 - Computer Operator V		24.67
14071 - Computer Programmer I	(see 1)	21.79
14072 - Computer Programmer II	(see 1)	25.53
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		16.07
14160 - Personal Computer Support Technician		22.27
14170 - System Support Specialist		24.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.11
15020 - Aircrew Training Devices Instructor (Rated)		35.65
15030 - Air Crew Training Devices Instructor (Pilot)		40.77
15050 - Computer Based Training Specialist / Instructor		28.12
15060 - Educational Technologist		23.29

15070 - Flight Instructor (Pilot) 40.77
15080 - Graphic Artist 24.35
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.77
15086 - Maintenance Test Pilot Rotary Wing 40.77
15088 - Non-Maintenance Test/Co-Pilot 40.77
15090 - Technical Instructor 19.91
15095 - Technical Instructor/Course Developer 24.35
15110 - Test Proctor 16.06
15120 - Tutor 16.06
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.44
16030 - Counter Attendant 9.44
16040 - Dry Cleaner 11.80
16070 - Finisher Flatwork Machine 9.44
16090 - Presser Hand 9.44
16110 - Presser Machine Drycleaning 9.44
16130 - Presser Machine Shirts 9.44
16160 - Presser Machine Wearing Apparel Laundry 9.44
16190 - Sewing Machine Operator 12.59
16220 - Tailor 13.38
16250 - Washer Machine 10.22
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.20
19040 - Tool And Die Maker 28.44
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.04
21030 - Material Coordinator 23.00
21040 - Material Expediter 23.00
21050 - Material Handling Laborer 14.64
21071 - Order Filler 11.35
21080 - Production Line Worker (Food Processing) 18.04
21110 - Shipping Packer 16.17
21130 - Shipping/Receiving Clerk 16.17
21140 - Store Worker I 10.74
21150 - Stock Clerk 16.32
21210 - Tools And Parts Attendant 18.04
21410 - Warehouse Specialist 18.04
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.66
23019 - Aircraft Logs and Records Technician 20.60
23021 - Aircraft Mechanic I 25.04
23022 - Aircraft Mechanic II 26.66
23023 - Aircraft Mechanic III 28.30
23040 - Aircraft Mechanic Helper 17.33
23050 - Aircraft Painter 22.20
23060 - Aircraft Servicer 20.60
23070 - Aircraft Survival Flight Equipment Technician 22.20
23080 - Aircraft Worker 22.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.15

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.04
23110 - Appliance Mechanic 22.20
23120 - Bicycle Repairer 16.41
23125 - Cable Splicer 25.55
23130 - Carpenter Maintenance 19.37
23140 - Carpet Layer 20.64
23160 - Electrician Maintenance 24.17
23181 - Electronics Technician Maintenance I 23.31
23182 - Electronics Technician Maintenance II 25.07
23183 - Electronics Technician Maintenance III 26.85
23260 - Fabric Worker 19.10
23290 - Fire Alarm System Mechanic 23.78
23310 - Fire Extinguisher Repairer 17.55
23311 - Fuel Distribution System Mechanic 24.06
23312 - Fuel Distribution System Operator 17.74
23370 - General Maintenance Worker 16.43
23380 - Ground Support Equipment Mechanic 25.04
23381 - Ground Support Equipment Servicer 20.60
23382 - Ground Support Equipment Worker 22.15
23391 - Gunsmith I 17.55
23392 - Gunsmith II 20.64
23393 - Gunsmith III 23.78
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.78
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.45
23430 - Heavy Equipment Mechanic 23.78
23440 - Heavy Equipment Operator 23.78
23460 - Instrument Mechanic 24.27
23465 - Laboratory/Shelter Mechanic 22.20
23470 - Laborer 12.82
23510 - Locksmith 22.20
23530 - Machinery Maintenance Mechanic 27.48
23550 - Machinist Maintenance 24.23
23580 - Maintenance Trades Helper 15.96
23591 - Metrology Technician I 24.27
23592 - Metrology Technician II 25.85
23593 - Metrology Technician III 27.43
23640 - Millwright 25.81
23710 - Office Appliance Repairer 22.20
23760 - Painter Maintenance 22.20
23790 - Pipefitter Maintenance 26.86
23810 - Plumber Maintenance 25.12
23820 - Pneudraulic Systems Mechanic 23.78
23850 - Rigger 23.78
23870 - Scale Mechanic 20.64
23890 - Sheet-Metal Worker Maintenance 23.78
23910 - Small Engine Mechanic 20.64
23931 - Telecommunications Mechanic I 26.44

23932 - Telecommunications Mechanic II	28.14
23950 - Telephone Lineman	23.78
23960 - Welder Combination Maintenance	24.23
23965 - Well Driller	23.78
23970 - Woodcraft Worker	23.78
23980 - Woodworker	17.55
24000 - Personal Needs Occupations	
24550 - Case Manager	13.04
24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	12.73
24610 - Chore Aide	8.95
24620 - Family Readiness And Support Services Coordinator	13.04
24630 - Homemaker	14.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.78
25040 - Sewage Plant Operator	21.87
25070 - Stationary Engineer	23.78
25190 - Ventilation Equipment Tender	15.96
25210 - Water Treatment Plant Operator	21.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.58
27007 - Baggage Inspector	11.34
27008 - Corrections Officer	16.39
27010 - Court Security Officer	15.04
27030 - Detection Dog Handler	13.71
27040 - Detention Officer	16.39
27070 - Firefighter	15.41
27101 - Guard I	11.34
27102 - Guard II	13.71
27131 - Police Officer I	18.29
27132 - Police Officer II	20.32
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.68
28042 - Carnival Equipment Repairer	14.89
28043 - Carnival Worker	10.07
28210 - Gate Attendant/Gate Tender	13.10
28310 - Lifeguard	12.74
28350 - Park Attendant (Aide)	14.66
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - Recreation Specialist	16.12
28630 - Sports Official	11.68
28690 - Swimming Pool Operator	22.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.64
29020 - Hatch Tender	20.64
29030 - Line Handler	20.64
29041 - Stevedore I	19.10
29042 - Stevedore II	22.20
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 19.63
30022 - Archeological Technician II 21.96
30023 - Archeological Technician III 27.09
30030 - Cartographic Technician 27.22
30040 - Civil Engineering Technician 24.02
30051 - Cryogenic Technician I 21.59
30052 - Cryogenic Technician II 23.85
30061 - Drafter/CAD Operator I 19.63
30062 - Drafter/CAD Operator II 21.96
30063 - Drafter/CAD Operator III 24.49
30064 - Drafter/CAD Operator IV 30.13
30081 - Engineering Technician I 16.09
30082 - Engineering Technician II 18.05
30083 - Engineering Technician III 20.19
30084 - Engineering Technician IV 25.02
30085 - Engineering Technician V 30.61
30086 - Engineering Technician VI 37.03
30090 - Environmental Technician 22.92
30095 - Evidence Control Specialist 19.49
30210 - Laboratory Technician 26.39
30221 - Latent Fingerprint Technician I 21.59
30222 - Latent Fingerprint Technician II 23.85
30240 - Mathematical Technician 27.22
30361 - Paralegal/Legal Assistant I 20.64
30362 - Paralegal/Legal Assistant II 26.00
30363 - Paralegal/Legal Assistant III 31.81
30364 - Paralegal/Legal Assistant IV 38.48
30375 - Petroleum Supply Specialist 23.85
30390 - Photo-Optics Technician 27.22
30395 - Radiation Control Technician 23.85
30461 - Technical Writer I 22.62
30462 - Technical Writer II 27.67
30463 - Technical Writer III 35.20
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 30.13
30502 - Weather Forecaster II 36.65
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.49
30621 - Weather Observer Senior (see 2) 26.36
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.98
31030 - Bus Driver 18.40

31043 - Driver Courier	13.44
31260 - Parking and Lot Attendant	11.14
31290 - Shuttle Bus Driver	14.76
31310 - Taxi Driver	12.99
31361 - Truckdriver Light	14.76
31362 - Truckdriver Medium	16.07
31363 - Truckdriver Heavy	19.95
31364 - Truckdriver Tractor-Trailer	19.95
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.39
99050 - Desk Clerk	14.10
99095 - Embalmer	27.18
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.56
99252 - Laboratory Animal Caretaker II	14.91
99260 - Marketing Analyst	25.81
99310 - Mortician	27.18
99410 - Pest Controller	18.88
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.99
99711 - Recycling Specialist	20.49
99730 - Refuse Collector	13.70
99810 - Sales Clerk	11.60
99820 - School Crossing Guard	12.24
99830 - Survey Party Chief	22.37
99831 - Surveying Aide	16.53
99832 - Surveying Technician	20.33
99840 - Vending Machine Attendant	15.85
99841 - Vending Machine Repairer	20.49
99842 - Vending Machine Repairer Helper	15.85

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5197
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Allen Avoyelles Beauregard Evangeline La Salle Natchitoches Sabine Vernon Winn

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.41
01012 - Accounting Clerk II		14.79
01013 - Accounting Clerk III		16.55
01020 - Administrative Assistant		16.43
01035 - Court Reporter		14.48
01041 - Customer Service Representative I		10.70
01042 - Customer Service Representative II		12.04
01043 - Customer Service Representative III		13.14
01051 - Data Entry Operator I		13.71
01052 - Data Entry Operator II		15.14
01060 - Dispatcher Motor Vehicle		20.61
01070 - Document Preparation Clerk		11.53
01090 - Duplicating Machine Operator		11.53
01111 - General Clerk I		11.11

01112 - General Clerk II	12.12
01113 - General Clerk III	13.61
01120 - Housing Referral Assistant	16.14
01141 - Messenger Courier	11.47
01191 - Order Clerk I	12.22
01192 - Order Clerk II	13.34
01261 - Personnel Assistant (Employment) I	14.25
01262 - Personnel Assistant (Employment) II	15.95
01263 - Personnel Assistant (Employment) III	17.77
01270 - Production Control Clerk	27.46
01290 - Rental Clerk	12.58
01300 - Scheduler Maintenance	12.94
01311 - Secretary I	12.94
01312 - Secretary II	14.48
01313 - Secretary III	16.14
01320 - Service Order Dispatcher	18.90
01410 - Supply Technician	16.43
01420 - Survey Worker	12.55
01460 - Switchboard Operator/Receptionist	10.56
01531 - Travel Clerk I	11.72
01532 - Travel Clerk II	12.79
01533 - Travel Clerk III	13.80
01611 - Word Processor I	11.53
01612 - Word Processor II	12.94
01613 - Word Processor III	14.48
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.01
05010 - Automotive Electrician	17.86
05040 - Automotive Glass Installer	16.72
05070 - Automotive Worker	16.72
05110 - Mobile Equipment Servicer	14.63
05130 - Motor Equipment Metal Mechanic	19.00
05160 - Motor Equipment Metal Worker	17.23
05190 - Motor Vehicle Mechanic	19.00
05220 - Motor Vehicle Mechanic Helper	13.30
05250 - Motor Vehicle Upholstery Worker	15.77
05280 - Motor Vehicle Wrecker	16.72
05310 - Painter Automotive	17.86
05340 - Radiator Repair Specialist	16.72
05370 - Tire Repairer	12.05
05400 - Transmission Repair Specialist	19.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.66
07041 - Cook I	10.53
07042 - Cook II	12.80
07070 - Dishwasher	8.81
07130 - Food Service Worker	8.92
07210 - Meat Cutter	16.53
07260 - Waiter/Waitress	8.89
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 20.19
09040 - Furniture Handler 12.21
09080 - Furniture Refinisher 20.19
09090 - Furniture Refinisher Helper 15.47
09110 - Furniture Repairer Minor 18.67
09130 - Upholsterer 20.19
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 9.96
11060 - Elevator Operator 9.96
11090 - Gardener 16.35
11122 - Housekeeping Aide 10.16
11150 - Janitor 10.16
11210 - Laborer Grounds Maintenance 11.67
11240 - Maid or Houseman 9.24
11260 - Pruner 10.03
11270 - Tractor Operator 14.78
11330 - Trail Maintenance Worker 11.67
11360 - Window Cleaner 11.82
12000 - Health Occupations
12010 - Ambulance Driver 16.65
12011 - Breath Alcohol Technician 17.84
12012 - Certified Occupational Therapist Assistant 33.18
12015 - Certified Physical Therapist Assistant 30.47
12020 - Dental Assistant 14.07
12025 - Dental Hygienist 32.85
12030 - EKG Technician 27.03
12035 - Electroneurodiagnostic Technologist 27.03
12040 - Emergency Medical Technician 16.65
12071 - Licensed Practical Nurse I 15.94
12072 - Licensed Practical Nurse II 17.84
12073 - Licensed Practical Nurse III 19.88
12100 - Medical Assistant 13.28
12130 - Medical Laboratory Technician 22.96
12160 - Medical Record Clerk 14.18
12190 - Medical Record Technician 15.87
12195 - Medical Transcriptionist 15.94
12210 - Nuclear Medicine Technologist 39.19
12221 - Nursing Assistant I 10.54
12222 - Nursing Assistant II 11.85
12223 - Nursing Assistant III 12.93
12224 - Nursing Assistant IV 14.51
12235 - Optical Dispenser 17.84
12236 - Optical Technician 15.94
12250 - Pharmacy Technician 15.11
12280 - Phlebotomist 13.07
12305 - Radiologic Technologist 23.70
12311 - Registered Nurse I 24.39
12312 - Registered Nurse II 29.84
12313 - Registered Nurse II Specialist 29.84
12314 - Registered Nurse III 36.10

12315 - Registered Nurse III Anesthetist		36.10
12316 - Registered Nurse IV		43.27
12317 - Scheduler (Drug and Alcohol Testing)		22.09
12320 - Substance Abuse Treatment Counselor		21.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.15
13012 - Exhibits Specialist II		21.23
13013 - Exhibits Specialist III		25.98
13041 - Illustrator I		17.15
13042 - Illustrator II		21.23
13043 - Illustrator III		25.98
13047 - Librarian		23.52
13050 - Library Aide/Clerk		13.65
13054 - Library Information Technology Systems Administrator		21.23
13058 - Library Technician		14.24
13061 - Media Specialist I		15.32
13062 - Media Specialist II		17.15
13063 - Media Specialist III		19.11
13071 - Photographer I		15.32
13072 - Photographer II		17.15
13073 - Photographer III		21.23
13074 - Photographer IV		25.98
13075 - Photographer V		31.43
13090 - Technical Order Library Clerk		17.15
13110 - Video Teleconference Technician		15.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.18
14042 - Computer Operator II		18.10
14043 - Computer Operator III		20.92
14044 - Computer Operator IV		23.22
14045 - Computer Operator V		25.78
14071 - Computer Programmer I	(see 1)	20.16
14072 - Computer Programmer II	(see 1)	26.93
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		16.18
14160 - Personal Computer Support Technician		23.22
14170 - System Support Specialist		25.78
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.34
15020 - Aircrew Training Devices Instructor (Rated)		35.50
15030 - Air Crew Training Devices Instructor (Pilot)		40.55
15050 - Computer Based Training Specialist / Instructor		29.34
15060 - Educational Technologist		26.06
15070 - Flight Instructor (Pilot)		40.55
15080 - Graphic Artist		23.23

15085 - Maintenance Test Pilot Fixed Jet/Prop 40.55
15086 - Maintenance Test Pilot Rotary Wing 40.55
15088 - Non-Maintenance Test/Co-Pilot 40.55
15090 - Technical Instructor 18.99
15095 - Technical Instructor/Course Developer 23.23
15110 - Test Proctor 15.33
15120 - Tutor 15.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.94
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.57
16220 - Tailor 12.21
16250 - Washer Machine 9.68
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.60
19040 - Tool And Die Maker 26.93
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.35
21030 - Material Coordinator 26.10
21040 - Material Expediter 26.10
21050 - Material Handling Laborer 13.31
21071 - Order Filler 11.24
21080 - Production Line Worker (Food Processing) 17.35
21110 - Shipping Packer 19.68
21130 - Shipping/Receiving Clerk 19.68
21140 - Store Worker I 11.64
21150 - Stock Clerk 17.31
21210 - Tools And Parts Attendant 17.35
21410 - Warehouse Specialist 17.35
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.31
23019 - Aircraft Logs and Records Technician 18.67
23021 - Aircraft Mechanic I 22.97
23022 - Aircraft Mechanic II 24.31
23023 - Aircraft Mechanic III 25.64
23040 - Aircraft Mechanic Helper 15.47
23050 - Aircraft Painter 21.60
23060 - Aircraft Servicer 18.67
23070 - Aircraft Survival Flight Equipment Technician 21.60
23080 - Aircraft Worker 20.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.15
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.97

23110 - Appliance Mechanic 21.60
23120 - Bicycle Repairer 17.11
23125 - Cable Splicer 24.09
23130 - Carpenter Maintenance 17.90
23140 - Carpet Layer 20.15
23160 - Electrician Maintenance 23.48
23181 - Electronics Technician Maintenance I 27.59
23182 - Electronics Technician Maintenance II 29.58
23183 - Electronics Technician Maintenance III 31.45
23260 - Fabric Worker 18.67
23290 - Fire Alarm System Mechanic 22.97
23310 - Fire Extinguisher Repairer 17.11
23311 - Fuel Distribution System Mechanic 22.97
23312 - Fuel Distribution System Operator 17.11
23370 - General Maintenance Worker 14.84
23380 - Ground Support Equipment Mechanic 22.97
23381 - Ground Support Equipment Servicer 18.67
23382 - Ground Support Equipment Worker 20.15
23391 - Gunsmith I 17.11
23392 - Gunsmith II 20.15
23393 - Gunsmith III 22.97
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.15
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.21
23430 - Heavy Equipment Mechanic 24.83
23440 - Heavy Equipment Operator 17.52
23460 - Instrument Mechanic 22.97
23465 - Laboratory/Shelter Mechanic 21.60
23470 - Laborer 13.31
23510 - Locksmith 21.60
23530 - Machinery Maintenance Mechanic 28.82
23550 - Machinist Maintenance 22.98
23580 - Maintenance Trades Helper 14.87
23591 - Metrology Technician I 22.97
23592 - Metrology Technician II 24.31
23593 - Metrology Technician III 25.64
23640 - Millwright 26.49
23710 - Office Appliance Repairer 22.91
23760 - Painter Maintenance 17.68
23790 - Pipefitter Maintenance 25.03
23810 - Plumber Maintenance 23.55
23820 - Pneudraulic Systems Mechanic 22.97
23850 - Rigger 21.34
23870 - Scale Mechanic 20.15
23890 - Sheet-Metal Worker Maintenance 22.97
23910 - Small Engine Mechanic 19.43
23931 - Telecommunications Mechanic I 26.84
23932 - Telecommunications Mechanic II 28.39
23950 - Telephone Lineman 22.18

23960 - Welder Combination Maintenance		21.24
23965 - Well Driller		22.97
23970 - Woodcraft Worker		22.97
23980 - Woodworker		17.11
24000 - Personal Needs Occupations		
24550 - Case Manager		15.60
24570 - Child Care Attendant		11.48
24580 - Child Care Center Clerk		13.66
24610 - Chore Aide		9.02
24620 - Family Readiness And Support Services Coordinator		15.60
24630 - Homemaker		15.60
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.97
25040 - Sewage Plant Operator		17.29
25070 - Stationary Engineer		22.97
25190 - Ventilation Equipment Tender		15.47
25210 - Water Treatment Plant Operator		17.29
27000 - Protective Service Occupations		
27004 - Alarm Monitor		13.01
27007 - Baggage Inspector		13.57
27008 - Corrections Officer		18.44
27010 - Court Security Officer		15.65
27030 - Detection Dog Handler		15.25
27040 - Detention Officer		18.44
27070 - Firefighter		14.63
27101 - Guard I		13.57
27102 - Guard II		15.25
27131 - Police Officer I		15.14
27132 - Police Officer II		16.82
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.35
28042 - Carnival Equipment Repairer		14.77
28043 - Carnival Worker		9.13
28210 - Gate Attendant/Gate Tender		13.41
28310 - Lifeguard		11.95
28350 - Park Attendant (Aide)		15.00
28510 - Recreation Aide/Health Facility Attendant		10.95
28515 - Recreation Specialist		16.60
28630 - Sports Official		11.95
28690 - Swimming Pool Operator		21.00
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.76
29020 - Hatch Tender		23.76
29030 - Line Handler		23.76
29041 - Stevedore I		22.02
29042 - Stevedore II		25.49
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.60
30022 - Archeological Technician II 18.58
30023 - Archeological Technician III 23.02
30030 - Cartographic Technician 23.02
30040 - Civil Engineering Technician 21.67
30051 - Cryogenic Technician I 23.26
30052 - Cryogenic Technician II 25.69
30061 - Drafter/CAD Operator I 16.60
30062 - Drafter/CAD Operator II 18.58
30063 - Drafter/CAD Operator III 20.71
30064 - Drafter/CAD Operator IV 25.48
30081 - Engineering Technician I 13.50
30082 - Engineering Technician II 15.24
30083 - Engineering Technician III 17.04
30084 - Engineering Technician IV 21.11
30085 - Engineering Technician V 25.83
30086 - Engineering Technician VI 31.43
30090 - Environmental Technician 21.11
30095 - Evidence Control Specialist 21.00
30210 - Laboratory Technician 20.71
30221 - Latent Fingerprint Technician I 23.26
30222 - Latent Fingerprint Technician II 25.69
30240 - Mathematical Technician 21.11
30361 - Paralegal/Legal Assistant I 17.68
30362 - Paralegal/Legal Assistant II 21.89
30363 - Paralegal/Legal Assistant III 26.79
30364 - Paralegal/Legal Assistant IV 32.41
30375 - Petroleum Supply Specialist 25.69
30390 - Photo-Optics Technician 23.02
30395 - Radiation Control Technician 25.69
30461 - Technical Writer I 21.11
30462 - Technical Writer II 25.83
30463 - Technical Writer III 31.25
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 23.26
30502 - Weather Forecaster II 28.29
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.71
30621 - Weather Observer Senior (see 2) 21.11
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.61
31030 - Bus Driver 17.49
31043 - Driver Courier 13.59
31260 - Parking and Lot Attendant 9.99

31290 - Shuttle Bus Driver	14.52
31310 - Taxi Driver	11.20
31361 - Truckdriver Light	14.52
31362 - Truckdriver Medium	15.84
31363 - Truckdriver Heavy	19.08
31364 - Truckdriver Tractor-Trailer	19.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.04
99050 - Desk Clerk	9.27
99095 - Embalmer	26.17
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.83
99252 - Laboratory Animal Caretaker II	12.94
99260 - Marketing Analyst	25.54
99310 - Mortician	26.17
99410 - Pest Controller	18.48
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.53
99711 - Recycling Specialist	20.94
99730 - Refuse Collector	14.25
99810 - Sales Clerk	11.67
99820 - School Crossing Guard	13.10
99830 - Survey Party Chief	17.60
99831 - Surveying Aide	10.86
99832 - Surveying Technician	16.00
99840 - Vending Machine Attendant	13.88
99841 - Vending Machine Repairer	17.20
99842 - Vending Machine Repairer Helper	13.88

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5198
Revision No.: 15
Date Of Last Revision: 05/26/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Allen Avoyelles Beauregard Evangeline La Salle Natchitoches Sabine Vernon Winn

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.41
01012 - Accounting Clerk II		14.79
01013 - Accounting Clerk III		16.55
01020 - Administrative Assistant		16.43
01035 - Court Reporter		14.48
01041 - Customer Service Representative I		10.70
01042 - Customer Service Representative II		12.04
01043 - Customer Service Representative III		13.14
01051 - Data Entry Operator I		13.71
01052 - Data Entry Operator II		15.14
01060 - Dispatcher Motor Vehicle		20.61

01070 - Document Preparation Clerk 11.53
01090 - Duplicating Machine Operator 11.53
01111 - General Clerk I 11.11
01112 - General Clerk II 12.12
01113 - General Clerk III 13.61
01120 - Housing Referral Assistant 16.14
01141 - Messenger Courier 11.47
01191 - Order Clerk I 12.22
01192 - Order Clerk II 13.34
01261 - Personnel Assistant (Employment) I 14.25
01262 - Personnel Assistant (Employment) II 15.95
01263 - Personnel Assistant (Employment) III 17.77
01270 - Production Control Clerk 27.46
01290 - Rental Clerk 12.58
01300 - Scheduler Maintenance 12.94
01311 - Secretary I 12.94
01312 - Secretary II 14.48
01313 - Secretary III 16.14
01320 - Service Order Dispatcher 18.90
01410 - Supply Technician 16.43
01420 - Survey Worker 12.55
01460 - Switchboard Operator/Receptionist 10.56
01531 - Travel Clerk I 11.72
01532 - Travel Clerk II 12.79
01533 - Travel Clerk III 13.80
01611 - Word Processor I 11.53
01612 - Word Processor II 12.94
01613 - Word Processor III 14.48
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.01
05010 - Automotive Electrician 17.86
05040 - Automotive Glass Installer 16.72
05070 - Automotive Worker 16.72
05110 - Mobile Equipment Servicer 14.63
05130 - Motor Equipment Metal Mechanic 19.00
05160 - Motor Equipment Metal Worker 17.23
05190 - Motor Vehicle Mechanic 19.00
05220 - Motor Vehicle Mechanic Helper 13.30
05250 - Motor Vehicle Upholstery Worker 15.77
05280 - Motor Vehicle Wrecker 16.72
05310 - Painter Automotive 17.86
05340 - Radiator Repair Specialist 16.72
05370 - Tire Repairer 12.05
05400 - Transmission Repair Specialist 19.00
07000 - Food Preparation And Service Occupations
07010 - Baker 13.66
07041 - Cook I 10.53
07042 - Cook II 12.80
07070 - Dishwasher 8.81
07130 - Food Service Worker 8.92

07210 - Meat Cutter	16.53
07260 - Waiter/Waitress	8.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.19
09040 - Furniture Handler	12.21
09080 - Furniture Refinisher	20.19
09090 - Furniture Refinisher Helper	15.47
09110 - Furniture Repairer Minor	18.67
09130 - Upholsterer	20.19
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.96
11060 - Elevator Operator	9.96
11090 - Gardener	16.35
11122 - Housekeeping Aide	10.16
11150 - Janitor	10.16
11210 - Laborer Grounds Maintenance	11.67
11240 - Maid or Houseman	9.24
11260 - Pruner	10.03
11270 - Tractor Operator	14.78
11330 - Trail Maintenance Worker	11.67
11360 - Window Cleaner	11.82
12000 - Health Occupations	
12010 - Ambulance Driver	16.65
12011 - Breath Alcohol Technician	17.84
12012 - Certified Occupational Therapist Assistant	33.18
12015 - Certified Physical Therapist Assistant	30.47
12020 - Dental Assistant	14.07
12025 - Dental Hygienist	32.85
12030 - EKG Technician	27.03
12035 - Electroneurodiagnostic Technologist	27.03
12040 - Emergency Medical Technician	16.65
12071 - Licensed Practical Nurse I	15.94
12072 - Licensed Practical Nurse II	17.84
12073 - Licensed Practical Nurse III	19.88
12100 - Medical Assistant	13.28
12130 - Medical Laboratory Technician	22.96
12160 - Medical Record Clerk	14.18
12190 - Medical Record Technician	15.87
12195 - Medical Transcriptionist	15.94
12210 - Nuclear Medicine Technologist	39.19
12221 - Nursing Assistant I	10.54
12222 - Nursing Assistant II	11.85
12223 - Nursing Assistant III	12.93
12224 - Nursing Assistant IV	14.51
12235 - Optical Dispenser	17.84
12236 - Optical Technician	15.94
12250 - Pharmacy Technician	15.11
12280 - Phlebotomist	13.07
12305 - Radiologic Technologist	23.70
12311 - Registered Nurse I	24.39

12312 - Registered Nurse II		29.84
12313 - Registered Nurse II Specialist		29.84
12314 - Registered Nurse III		36.10
12315 - Registered Nurse III Anesthetist		36.10
12316 - Registered Nurse IV		43.27
12317 - Scheduler (Drug and Alcohol Testing)		22.09
12320 - Substance Abuse Treatment Counselor		21.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.15
13012 - Exhibits Specialist II		21.23
13013 - Exhibits Specialist III		25.98
13041 - Illustrator I		17.15
13042 - Illustrator II		21.23
13043 - Illustrator III		25.98
13047 - Librarian		23.52
13050 - Library Aide/Clerk		13.65
13054 - Library Information Technology Systems Administrator		21.23
13058 - Library Technician		14.24
13061 - Media Specialist I		15.32
13062 - Media Specialist II		17.15
13063 - Media Specialist III		19.11
13071 - Photographer I		15.32
13072 - Photographer II		17.15
13073 - Photographer III		21.23
13074 - Photographer IV		25.98
13075 - Photographer V		31.43
13090 - Technical Order Library Clerk		17.15
13110 - Video Teleconference Technician		15.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.18
14042 - Computer Operator II		18.10
14043 - Computer Operator III		20.92
14044 - Computer Operator IV		23.22
14045 - Computer Operator V		25.78
14071 - Computer Programmer I	(see 1)	20.16
14072 - Computer Programmer II	(see 1)	26.93
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		16.18
14160 - Personal Computer Support Technician		23.22
14170 - System Support Specialist		25.78
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.34
15020 - Aircrew Training Devices Instructor (Rated)		35.50
15030 - Air Crew Training Devices Instructor (Pilot)		40.55
15050 - Computer Based Training Specialist / Instructor		29.34

15060 - Educational Technologist 26.06
15070 - Flight Instructor (Pilot) 40.55
15080 - Graphic Artist 23.23
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.55
15086 - Maintenance Test Pilot Rotary Wing 40.55
15088 - Non-Maintenance Test/Co-Pilot 40.55
15090 - Technical Instructor 18.99
15095 - Technical Instructor/Course Developer 23.23
15110 - Test Proctor 15.33
15120 - Tutor 15.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.94
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.57
16220 - Tailor 12.21
16250 - Washer Machine 9.68
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.60
19040 - Tool And Die Maker 26.93
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.35
21030 - Material Coordinator 26.10
21040 - Material Expediter 26.10
21050 - Material Handling Laborer 13.31
21071 - Order Filler 11.24
21080 - Production Line Worker (Food Processing) 17.35
21110 - Shipping Packer 19.68
21130 - Shipping/Receiving Clerk 19.68
21140 - Store Worker I 11.64
21150 - Stock Clerk 17.31
21210 - Tools And Parts Attendant 17.35
21410 - Warehouse Specialist 17.35
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.31
23019 - Aircraft Logs and Records Technician 18.67
23021 - Aircraft Mechanic I 22.97
23022 - Aircraft Mechanic II 24.31
23023 - Aircraft Mechanic III 25.64
23040 - Aircraft Mechanic Helper 15.47
23050 - Aircraft Painter 21.60
23060 - Aircraft Servicer 18.67
23070 - Aircraft Survival Flight Equipment Technician 21.60
23080 - Aircraft Worker 20.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 20.15

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.97
23110 - Appliance Mechanic 21.60
23120 - Bicycle Repairer 17.11
23125 - Cable Splicer 24.09
23130 - Carpenter Maintenance 17.90
23140 - Carpet Layer 20.15
23160 - Electrician Maintenance 23.48
23181 - Electronics Technician Maintenance I 27.59
23182 - Electronics Technician Maintenance II 29.58
23183 - Electronics Technician Maintenance III 31.45
23260 - Fabric Worker 18.67
23290 - Fire Alarm System Mechanic 22.97
23310 - Fire Extinguisher Repairer 17.11
23311 - Fuel Distribution System Mechanic 22.97
23312 - Fuel Distribution System Operator 17.11
23370 - General Maintenance Worker 14.84
23380 - Ground Support Equipment Mechanic 22.97
23381 - Ground Support Equipment Servicer 18.67
23382 - Ground Support Equipment Worker 20.15
23391 - Gunsmith I 17.11
23392 - Gunsmith II 20.15
23393 - Gunsmith III 22.97
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.15
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.21
23430 - Heavy Equipment Mechanic 24.83
23440 - Heavy Equipment Operator 17.52
23460 - Instrument Mechanic 22.97
23465 - Laboratory/Shelter Mechanic 21.60
23470 - Laborer 13.31
23510 - Locksmith 21.60
23530 - Machinery Maintenance Mechanic 28.82
23550 - Machinist Maintenance 22.98
23580 - Maintenance Trades Helper 14.87
23591 - Metrology Technician I 22.97
23592 - Metrology Technician II 24.31
23593 - Metrology Technician III 25.64
23640 - Millwright 26.49
23710 - Office Appliance Repairer 22.91
23760 - Painter Maintenance 17.68
23790 - Pipefitter Maintenance 25.03
23810 - Plumber Maintenance 23.55
23820 - Pneudraulic Systems Mechanic 22.97
23850 - Rigger 21.34
23870 - Scale Mechanic 20.15
23890 - Sheet-Metal Worker Maintenance 22.97
23910 - Small Engine Mechanic 19.43

23931 - Telecommunications Mechanic I	26.84
23932 - Telecommunications Mechanic II	28.39
23950 - Telephone Lineman	22.18
23960 - Welder Combination Maintenance	21.24
23965 - Well Driller	22.97
23970 - Woodcraft Worker	22.97
23980 - Woodworker	17.11
24000 - Personal Needs Occupations	
24550 - Case Manager	15.60
24570 - Child Care Attendant	11.48
24580 - Child Care Center Clerk	13.66
24610 - Chore Aide	9.02
24620 - Family Readiness And Support Services Coordinator	15.60
24630 - Homemaker	15.60
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.97
25040 - Sewage Plant Operator	17.29
25070 - Stationary Engineer	22.97
25190 - Ventilation Equipment Tender	15.47
25210 - Water Treatment Plant Operator	17.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.01
27007 - Baggage Inspector	13.57
27008 - Corrections Officer	18.44
27010 - Court Security Officer	15.65
27030 - Detection Dog Handler	15.25
27040 - Detention Officer	18.44
27070 - Firefighter	14.63
27101 - Guard I	13.57
27102 - Guard II	15.25
27131 - Police Officer I	15.14
27132 - Police Officer II	16.82
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.35
28042 - Carnival Equipment Repairer	14.77
28043 - Carnival Worker	9.13
28210 - Gate Attendant/Gate Tender	13.41
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.00
28510 - Recreation Aide/Health Facility Attendant	10.95
28515 - Recreation Specialist	16.60
28630 - Sports Official	11.95
28690 - Swimming Pool Operator	21.00
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.76
29020 - Hatch Tender	23.76
29030 - Line Handler	23.76
29041 - Stevedore I	22.02
29042 - Stevedore II	25.49

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		16.60
30022 - Archeological Technician II		18.58
30023 - Archeological Technician III		23.02
30030 - Cartographic Technician		23.02
30040 - Civil Engineering Technician		21.67
30051 - Cryogenic Technician I		23.26
30052 - Cryogenic Technician II		25.69
30061 - Drafter/CAD Operator I		16.60
30062 - Drafter/CAD Operator II		18.58
30063 - Drafter/CAD Operator III		20.71
30064 - Drafter/CAD Operator IV		25.48
30081 - Engineering Technician I		13.50
30082 - Engineering Technician II		15.24
30083 - Engineering Technician III		17.04
30084 - Engineering Technician IV		21.11
30085 - Engineering Technician V		25.83
30086 - Engineering Technician VI		31.43
30090 - Environmental Technician		21.11
30095 - Evidence Control Specialist		21.00
30210 - Laboratory Technician		20.71
30221 - Latent Fingerprint Technician I		23.26
30222 - Latent Fingerprint Technician II		25.69
30240 - Mathematical Technician		21.11
30361 - Paralegal/Legal Assistant I		17.68
30362 - Paralegal/Legal Assistant II		21.89
30363 - Paralegal/Legal Assistant III		26.79
30364 - Paralegal/Legal Assistant IV		32.41
30375 - Petroleum Supply Specialist		25.69
30390 - Photo-Optics Technician		23.02
30395 - Radiation Control Technician		25.69
30461 - Technical Writer I		21.11
30462 - Technical Writer II		25.83
30463 - Technical Writer III		31.25
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		23.26
30502 - Weather Forecaster II		28.29
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.71
30621 - Weather Observer Senior	(see 2)	21.11

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.61

31030 - Bus Driver	17.49
31043 - Driver Courier	13.59
31260 - Parking and Lot Attendant	9.99
31290 - Shuttle Bus Driver	14.52
31310 - Taxi Driver	11.20
31361 - Truckdriver Light	14.52
31362 - Truckdriver Medium	15.84
31363 - Truckdriver Heavy	19.08
31364 - Truckdriver Tractor-Trailer	19.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.04
99050 - Desk Clerk	9.27
99095 - Embalmer	26.17
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.83
99252 - Laboratory Animal Caretaker II	12.94
99260 - Marketing Analyst	25.54
99310 - Mortician	26.17
99410 - Pest Controller	18.48
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.53
99711 - Recycling Specialist	20.94
99730 - Refuse Collector	14.25
99810 - Sales Clerk	11.67
99820 - School Crossing Guard	13.10
99830 - Survey Party Chief	17.60
99831 - Surveying Aide	10.86
99832 - Surveying Technician	16.00
99840 - Vending Machine Attendant	13.88
99841 - Vending Machine Repairer	17.20
99842 - Vending Machine Repairer Helper	13.88

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5199
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parish of Red River

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.18
01012 - Accounting Clerk II		14.79
01013 - Accounting Clerk III		16.55
01020 - Administrative Assistant		17.12
01035 - Court Reporter		19.24
01041 - Customer Service Representative I		10.70
01042 - Customer Service Representative II		12.04
01043 - Customer Service Representative III		13.14
01051 - Data Entry Operator I		13.99
01052 - Data Entry Operator II		15.27
01060 - Dispatcher Motor Vehicle		20.87
01070 - Document Preparation Clerk		11.74
01090 - Duplicating Machine Operator		11.74
01111 - General Clerk I		10.90
01112 - General Clerk II		12.12

01113 - General Clerk III 13.61
01120 - Housing Referral Assistant 16.14
01141 - Messenger Courier 11.47
01191 - Order Clerk I 12.75
01192 - Order Clerk II 13.92
01261 - Personnel Assistant (Employment) I 14.45
01262 - Personnel Assistant (Employment) II 16.17
01263 - Personnel Assistant (Employment) III 18.02
01270 - Production Control Clerk 24.05
01290 - Rental Clerk 11.88
01300 - Scheduler Maintenance 12.94
01311 - Secretary I 12.94
01312 - Secretary II 14.48
01313 - Secretary III 16.14
01320 - Service Order Dispatcher 18.65
01410 - Supply Technician 17.22
01420 - Survey Worker 13.89
01460 - Switchboard Operator/Receptionist 10.56
01531 - Travel Clerk I 11.80
01532 - Travel Clerk II 12.79
01533 - Travel Clerk III 13.80
01611 - Word Processor I 13.43
01612 - Word Processor II 15.15
01613 - Word Processor III 16.86
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.44
05010 - Automotive Electrician 19.87
05040 - Automotive Glass Installer 17.89
05070 - Automotive Worker 17.89
05110 - Mobile Equipment Servicer 16.31
05130 - Motor Equipment Metal Mechanic 20.91
05160 - Motor Equipment Metal Worker 17.89
05190 - Motor Vehicle Mechanic 20.91
05220 - Motor Vehicle Mechanic Helper 15.27
05250 - Motor Vehicle Upholstery Worker 17.57
05280 - Motor Vehicle Wrecker 17.89
05310 - Painter Automotive 19.87
05340 - Radiator Repair Specialist 17.89
05370 - Tire Repairer 14.33
05400 - Transmission Repair Specialist 20.91
07000 - Food Preparation And Service Occupations
07010 - Baker 12.49
07041 - Cook I 10.23
07042 - Cook II 12.05
07070 - Dishwasher 8.81
07130 - Food Service Worker 8.92
07210 - Meat Cutter 17.62
07260 - Waiter/Waitress 8.89
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.60

09040 - Furniture Handler 12.21
09080 - Furniture Refinisher 21.60
09090 - Furniture Refinisher Helper 15.47
09110 - Furniture Repairer Minor 18.67
09130 - Upholsterer 21.60
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 9.96
11060 - Elevator Operator 9.96
11090 - Gardener 16.35
11122 - Housekeeping Aide 10.16
11150 - Janitor 10.16
11210 - Laborer Grounds Maintenance 11.67
11240 - Maid or Houseman 9.24
11260 - Pruner 10.03
11270 - Tractor Operator 14.78
11330 - Trail Maintenance Worker 11.67
11360 - Window Cleaner 11.82
12000 - Health Occupations
12010 - Ambulance Driver 16.65
12011 - Breath Alcohol Technician 17.84
12012 - Certified Occupational Therapist Assistant 33.18
12015 - Certified Physical Therapist Assistant 30.47
12020 - Dental Assistant 14.07
12025 - Dental Hygienist 31.06
12030 - EKG Technician 26.66
12035 - Electroneurodiagnostic Technologist 26.66
12040 - Emergency Medical Technician 16.65
12071 - Licensed Practical Nurse I 15.94
12072 - Licensed Practical Nurse II 17.84
12073 - Licensed Practical Nurse III 19.88
12100 - Medical Assistant 12.61
12130 - Medical Laboratory Technician 22.67
12160 - Medical Record Clerk 13.40
12190 - Medical Record Technician 15.87
12195 - Medical Transcriptionist 15.94
12210 - Nuclear Medicine Technologist 39.19
12221 - Nursing Assistant I 10.54
12222 - Nursing Assistant II 11.85
12223 - Nursing Assistant III 12.93
12224 - Nursing Assistant IV 14.51
12235 - Optical Dispenser 20.89
12236 - Optical Technician 15.94
12250 - Pharmacy Technician 15.11
12280 - Phlebotomist 12.34
12305 - Radiologic Technologist 23.70
12311 - Registered Nurse I 24.39
12312 - Registered Nurse II 29.84
12313 - Registered Nurse II Specialist 29.84
12314 - Registered Nurse III 36.10
12315 - Registered Nurse III Anesthetist 36.10

12316 - Registered Nurse IV		43.27
12317 - Scheduler (Drug and Alcohol Testing)		22.09
12320 - Substance Abuse Treatment Counselor		21.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.15
13012 - Exhibits Specialist II		21.88
13013 - Exhibits Specialist III		25.98
13041 - Illustrator I		17.15
13042 - Illustrator II		21.88
13043 - Illustrator III		25.98
13047 - Librarian		23.52
13050 - Library Aide/Clerk		13.65
13054 - Library Information Technology Systems Administrator		21.23
13058 - Library Technician		13.32
13061 - Media Specialist I		15.32
13062 - Media Specialist II		17.15
13063 - Media Specialist III		19.11
13071 - Photographer I		15.32
13072 - Photographer II		17.15
13073 - Photographer III		21.23
13074 - Photographer IV		25.98
13075 - Photographer V		31.43
13090 - Technical Order Library Clerk		17.15
13110 - Video Teleconference Technician		15.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.35
14042 - Computer Operator II		16.62
14043 - Computer Operator III		20.99
14044 - Computer Operator IV		22.44
14045 - Computer Operator V		24.49
14071 - Computer Programmer I	(see 1)	18.85
14072 - Computer Programmer II	(see 1)	23.36
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.52
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.35
14160 - Personal Computer Support Technician		23.14
14170 - System Support Specialist		24.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.96
15020 - Aircrew Training Devices Instructor (Rated)		33.83
15030 - Air Crew Training Devices Instructor (Pilot)		40.55
15050 - Computer Based Training Specialist / Instructor		27.96
15060 - Educational Technologist		26.07
15070 - Flight Instructor (Pilot)		40.55
15080 - Graphic Artist		24.73
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.55

15086 - Maintenance Test Pilot Rotary Wing 40.55
15088 - Non-Maintenance Test/Co-Pilot 40.55
15090 - Technical Instructor 20.22
15095 - Technical Instructor/Course Developer 24.73
15110 - Test Proctor 16.31
15120 - Tutor 16.31
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.94
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.57
16220 - Tailor 12.21
16250 - Washer Machine 9.68
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.60
19040 - Tool And Die Maker 26.93
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.35
21030 - Material Coordinator 24.48
21040 - Material Expediter 24.48
21050 - Material Handling Laborer 13.31
21071 - Order Filler 11.72
21080 - Production Line Worker (Food Processing) 17.35
21110 - Shipping Packer 17.75
21130 - Shipping/Receiving Clerk 17.75
21140 - Store Worker I 11.64
21150 - Stock Clerk 17.31
21210 - Tools And Parts Attendant 17.35
21410 - Warehouse Specialist 17.35
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.31
23019 - Aircraft Logs and Records Technician 19.06
23021 - Aircraft Mechanic I 22.97
23022 - Aircraft Mechanic II 24.31
23023 - Aircraft Mechanic III 25.64
23040 - Aircraft Mechanic Helper 16.56
23050 - Aircraft Painter 21.60
23060 - Aircraft Servicer 19.06
23070 - Aircraft Survival Flight Equipment Technician 21.60
23080 - Aircraft Worker 20.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.18
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.97
23110 - Appliance Mechanic 21.60

23120 - Bicycle Repairer 17.11
23125 - Cable Splicer 24.09
23130 - Carpenter Maintenance 18.48
23140 - Carpet Layer 20.15
23160 - Electrician Maintenance 24.29
23181 - Electronics Technician Maintenance I 26.08
23182 - Electronics Technician Maintenance II 27.96
23183 - Electronics Technician Maintenance III 29.83
23260 - Fabric Worker 18.67
23290 - Fire Alarm System Mechanic 22.97
23310 - Fire Extinguisher Repairer 17.11
23311 - Fuel Distribution System Mechanic 22.97
23312 - Fuel Distribution System Operator 17.11
23370 - General Maintenance Worker 17.08
23380 - Ground Support Equipment Mechanic 22.97
23381 - Ground Support Equipment Servicer 19.06
23382 - Ground Support Equipment Worker 20.18
23391 - Gunsmith I 17.11
23392 - Gunsmith II 20.15
23393 - Gunsmith III 22.97
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.16
23430 - Heavy Equipment Mechanic 23.68
23440 - Heavy Equipment Operator 19.17
23460 - Instrument Mechanic 22.97
23465 - Laboratory/Shelter Mechanic 21.60
23470 - Laborer 13.31
23510 - Locksmith 21.60
23530 - Machinery Maintenance Mechanic 31.77
23550 - Machinist Maintenance 22.98
23580 - Maintenance Trades Helper 17.09
23591 - Metrology Technician I 22.97
23592 - Metrology Technician II 24.31
23593 - Metrology Technician III 25.64
23640 - Millwright 26.49
23710 - Office Appliance Repairer 22.91
23760 - Painter Maintenance 18.11
23790 - Pipefitter Maintenance 25.03
23810 - Plumber Maintenance 23.67
23820 - Pneudraulic Systems Mechanic 22.97
23850 - Rigger 22.97
23870 - Scale Mechanic 20.15
23890 - Sheet-Metal Worker Maintenance 22.97
23910 - Small Engine Mechanic 19.43
23931 - Telecommunications Mechanic I 28.11
23932 - Telecommunications Mechanic II 29.74
23950 - Telephone Lineman 22.97
23960 - Welder Combination Maintenance 22.77

23965 - Well Driller		22.97
23970 - Woodcraft Worker		22.97
23980 - Woodworker		17.11
24000 - Personal Needs Occupations		
24550 - Case Manager		14.53
24570 - Child Care Attendant		9.49
24580 - Child Care Center Clerk		13.02
24610 - Chore Aide		9.02
24620 - Family Readiness And Support Services Coordinator		14.53
24630 - Homemaker		14.53
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.00
25040 - Sewage Plant Operator		19.87
25070 - Stationary Engineer		23.71
25190 - Ventilation Equipment Tender		15.69
25210 - Water Treatment Plant Operator		18.06
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.88
27007 - Baggage Inspector		13.57
27008 - Corrections Officer		18.44
27010 - Court Security Officer		17.74
27030 - Detection Dog Handler		15.19
27040 - Detention Officer		18.44
27070 - Firefighter		18.39
27101 - Guard I		13.57
27102 - Guard II		15.19
27131 - Police Officer I		18.32
27132 - Police Officer II		20.36
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.35
28042 - Carnival Equipment Repairer		14.37
28043 - Carnival Worker		9.13
28210 - Gate Attendant/Gate Tender		13.13
28310 - Lifeguard		11.70
28350 - Park Attendant (Aide)		14.68
28510 - Recreation Aide/Health Facility Attendant		10.72
28515 - Recreation Specialist		17.55
28630 - Sports Official		11.70
28690 - Swimming Pool Operator		21.04
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.98
29020 - Hatch Tender		23.76
29030 - Line Handler		23.82
29041 - Stevedore I		22.50
29042 - Stevedore II		25.49
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		17.64
30022 - Archeological Technician II		19.73
30023 - Archeological Technician III		24.44
30030 - Cartographic Technician		24.44
30040 - Civil Engineering Technician		23.23
30051 - Cryogenic Technician I		23.26
30052 - Cryogenic Technician II		25.69
30061 - Drafter/CAD Operator I		17.64
30062 - Drafter/CAD Operator II		19.73
30063 - Drafter/CAD Operator III		22.00
30064 - Drafter/CAD Operator IV		27.08
30081 - Engineering Technician I		14.86
30082 - Engineering Technician II		19.06
30083 - Engineering Technician III		21.32
30084 - Engineering Technician IV		26.42
30085 - Engineering Technician V		32.32
30086 - Engineering Technician VI		38.24
30090 - Environmental Technician		23.24
30095 - Evidence Control Specialist		21.00
30210 - Laboratory Technician		22.86
30221 - Latent Fingerprint Technician I		23.26
30222 - Latent Fingerprint Technician II		25.69
30240 - Mathematical Technician		24.44
30361 - Paralegal/Legal Assistant I		17.68
30362 - Paralegal/Legal Assistant II		21.89
30363 - Paralegal/Legal Assistant III		26.79
30364 - Paralegal/Legal Assistant IV		32.41
30375 - Petroleum Supply Specialist		25.69
30390 - Photo-Optics Technician		24.44
30395 - Radiation Control Technician		25.69
30461 - Technical Writer I		24.44
30462 - Technical Writer II		31.19
30463 - Technical Writer III		37.52
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		24.78
30502 - Weather Forecaster II		30.14
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.00
30621 - Weather Observer Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.61
31030 - Bus Driver		17.49
31043 - Driver Courier		13.17
31260 - Parking and Lot Attendant		9.99
31290 - Shuttle Bus Driver		14.48

31310 - Taxi Driver	10.89
31361 - Truckdriver Light	14.48
31362 - Truckdriver Medium	15.99
31363 - Truckdriver Heavy	19.08
31364 - Truckdriver Tractor-Trailer	19.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.04
99050 - Desk Clerk	9.85
99095 - Embalmer	26.09
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.51
99252 - Laboratory Animal Caretaker II	12.73
99260 - Marketing Analyst	25.54
99310 - Mortician	26.09
99410 - Pest Controller	18.63
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.53
99711 - Recycling Specialist	20.94
99730 - Refuse Collector	14.25
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	13.10
99830 - Survey Party Chief	19.05
99831 - Surveying Aide	11.67
99832 - Surveying Technician	16.00
99840 - Vending Machine Attendant	13.20
99841 - Vending Machine Repairer	17.20
99842 - Vending Machine Repairer Helper	13.20

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5200
Revision No.: 16
Date Of Last Revision: 05/26/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parish of Red River

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.18
01012 - Accounting Clerk II		14.79
01013 - Accounting Clerk III		16.55
01020 - Administrative Assistant		17.12
01035 - Court Reporter		19.24
01041 - Customer Service Representative I		10.70
01042 - Customer Service Representative II		12.04
01043 - Customer Service Representative III		13.14
01051 - Data Entry Operator I		13.99
01052 - Data Entry Operator II		15.27
01060 - Dispatcher Motor Vehicle		20.87
01070 - Document Preparation Clerk		11.74

01090 - Duplicating Machine Operator	11.74
01111 - General Clerk I	10.90
01112 - General Clerk II	12.12
01113 - General Clerk III	13.61
01120 - Housing Referral Assistant	16.14
01141 - Messenger Courier	11.47
01191 - Order Clerk I	12.75
01192 - Order Clerk II	13.92
01261 - Personnel Assistant (Employment) I	14.45
01262 - Personnel Assistant (Employment) II	16.17
01263 - Personnel Assistant (Employment) III	18.02
01270 - Production Control Clerk	24.05
01290 - Rental Clerk	11.88
01300 - Scheduler Maintenance	12.94
01311 - Secretary I	12.94
01312 - Secretary II	14.48
01313 - Secretary III	16.14
01320 - Service Order Dispatcher	18.65
01410 - Supply Technician	17.22
01420 - Survey Worker	13.89
01460 - Switchboard Operator/Receptionist	10.56
01531 - Travel Clerk I	11.80
01532 - Travel Clerk II	12.79
01533 - Travel Clerk III	13.80
01611 - Word Processor I	13.43
01612 - Word Processor II	15.15
01613 - Word Processor III	16.86
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.44
05010 - Automotive Electrician	19.87
05040 - Automotive Glass Installer	17.89
05070 - Automotive Worker	17.89
05110 - Mobile Equipment Servicer	16.31
05130 - Motor Equipment Metal Mechanic	20.91
05160 - Motor Equipment Metal Worker	17.89
05190 - Motor Vehicle Mechanic	20.91
05220 - Motor Vehicle Mechanic Helper	15.27
05250 - Motor Vehicle Upholstery Worker	17.57
05280 - Motor Vehicle Wrecker	17.89
05310 - Painter Automotive	19.87
05340 - Radiator Repair Specialist	17.89
05370 - Tire Repairer	14.33
05400 - Transmission Repair Specialist	20.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.49
07041 - Cook I	10.23
07042 - Cook II	12.05
07070 - Dishwasher	8.81
07130 - Food Service Worker	8.92
07210 - Meat Cutter	17.62

07260 - Waiter/Waitress	8.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.60
09040 - Furniture Handler	12.21
09080 - Furniture Refinisher	21.60
09090 - Furniture Refinisher Helper	15.47
09110 - Furniture Repairer Minor	18.67
09130 - Upholsterer	21.60
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.96
11060 - Elevator Operator	9.96
11090 - Gardener	16.35
11122 - Housekeeping Aide	10.16
11150 - Janitor	10.16
11210 - Laborer Grounds Maintenance	11.67
11240 - Maid or Houseman	9.24
11260 - Pruner	10.03
11270 - Tractor Operator	14.78
11330 - Trail Maintenance Worker	11.67
11360 - Window Cleaner	11.82
12000 - Health Occupations	
12010 - Ambulance Driver	16.65
12011 - Breath Alcohol Technician	17.84
12012 - Certified Occupational Therapist Assistant	33.18
12015 - Certified Physical Therapist Assistant	30.47
12020 - Dental Assistant	14.07
12025 - Dental Hygienist	31.06
12030 - EKG Technician	26.66
12035 - Electroneurodiagnostic Technologist	26.66
12040 - Emergency Medical Technician	16.65
12071 - Licensed Practical Nurse I	15.94
12072 - Licensed Practical Nurse II	17.84
12073 - Licensed Practical Nurse III	19.88
12100 - Medical Assistant	12.61
12130 - Medical Laboratory Technician	22.67
12160 - Medical Record Clerk	13.40
12190 - Medical Record Technician	15.87
12195 - Medical Transcriptionist	15.94
12210 - Nuclear Medicine Technologist	39.19
12221 - Nursing Assistant I	10.54
12222 - Nursing Assistant II	11.85
12223 - Nursing Assistant III	12.93
12224 - Nursing Assistant IV	14.51
12235 - Optical Dispenser	20.89
12236 - Optical Technician	15.94
12250 - Pharmacy Technician	15.11
12280 - Phlebotomist	12.34
12305 - Radiologic Technologist	23.70
12311 - Registered Nurse I	24.39
12312 - Registered Nurse II	29.84

12313 - Registered Nurse II Specialist		29.84
12314 - Registered Nurse III		36.10
12315 - Registered Nurse III Anesthetist		36.10
12316 - Registered Nurse IV		43.27
12317 - Scheduler (Drug and Alcohol Testing)		22.09
12320 - Substance Abuse Treatment Counselor		21.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.15
13012 - Exhibits Specialist II		21.88
13013 - Exhibits Specialist III		25.98
13041 - Illustrator I		17.15
13042 - Illustrator II		21.88
13043 - Illustrator III		25.98
13047 - Librarian		23.52
13050 - Library Aide/Clerk		13.65
13054 - Library Information Technology Systems Administrator		21.23
13058 - Library Technician		13.32
13061 - Media Specialist I		15.32
13062 - Media Specialist II		17.15
13063 - Media Specialist III		19.11
13071 - Photographer I		15.32
13072 - Photographer II		17.15
13073 - Photographer III		21.23
13074 - Photographer IV		25.98
13075 - Photographer V		31.43
13090 - Technical Order Library Clerk		17.15
13110 - Video Teleconference Technician		15.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.35
14042 - Computer Operator II		16.62
14043 - Computer Operator III		20.99
14044 - Computer Operator IV		22.44
14045 - Computer Operator V		24.49
14071 - Computer Programmer I	(see 1)	18.85
14072 - Computer Programmer II	(see 1)	23.36
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.52
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.35
14160 - Personal Computer Support Technician		23.14
14170 - System Support Specialist		24.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.96
15020 - Aircrew Training Devices Instructor (Rated)		33.83
15030 - Air Crew Training Devices Instructor (Pilot)		40.55
15050 - Computer Based Training Specialist / Instructor		27.96
15060 - Educational Technologist		26.07

15070 - Flight Instructor (Pilot) 40.55
15080 - Graphic Artist 24.73
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.55
15086 - Maintenance Test Pilot Rotary Wing 40.55
15088 - Non-Maintenance Test/Co-Pilot 40.55
15090 - Technical Instructor 20.22
15095 - Technical Instructor/Course Developer 24.73
15110 - Test Proctor 16.31
15120 - Tutor 16.31
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.94
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.57
16220 - Tailor 12.21
16250 - Washer Machine 9.68
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.60
19040 - Tool And Die Maker 26.93
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.35
21030 - Material Coordinator 24.48
21040 - Material Expediter 24.48
21050 - Material Handling Laborer 13.31
21071 - Order Filler 11.72
21080 - Production Line Worker (Food Processing) 17.35
21110 - Shipping Packer 17.75
21130 - Shipping/Receiving Clerk 17.75
21140 - Store Worker I 11.64
21150 - Stock Clerk 17.31
21210 - Tools And Parts Attendant 17.35
21410 - Warehouse Specialist 17.35
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.31
23019 - Aircraft Logs and Records Technician 19.06
23021 - Aircraft Mechanic I 22.97
23022 - Aircraft Mechanic II 24.31
23023 - Aircraft Mechanic III 25.64
23040 - Aircraft Mechanic Helper 16.56
23050 - Aircraft Painter 21.60
23060 - Aircraft Servicer 19.06
23070 - Aircraft Survival Flight Equipment Technician 21.60
23080 - Aircraft Worker 20.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.18

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.97
23110 - Appliance Mechanic 21.60
23120 - Bicycle Repairer 17.11
23125 - Cable Splicer 24.09
23130 - Carpenter Maintenance 18.48
23140 - Carpet Layer 20.15
23160 - Electrician Maintenance 24.29
23181 - Electronics Technician Maintenance I 26.08
23182 - Electronics Technician Maintenance II 27.96
23183 - Electronics Technician Maintenance III 29.83
23260 - Fabric Worker 18.67
23290 - Fire Alarm System Mechanic 22.97
23310 - Fire Extinguisher Repairer 17.11
23311 - Fuel Distribution System Mechanic 22.97
23312 - Fuel Distribution System Operator 17.11
23370 - General Maintenance Worker 17.08
23380 - Ground Support Equipment Mechanic 22.97
23381 - Ground Support Equipment Servicer 19.06
23382 - Ground Support Equipment Worker 20.18
23391 - Gunsmith I 17.11
23392 - Gunsmith II 20.15
23393 - Gunsmith III 22.97
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.16
23430 - Heavy Equipment Mechanic 23.68
23440 - Heavy Equipment Operator 19.17
23460 - Instrument Mechanic 22.97
23465 - Laboratory/Shelter Mechanic 21.60
23470 - Laborer 13.31
23510 - Locksmith 21.60
23530 - Machinery Maintenance Mechanic 31.77
23550 - Machinist Maintenance 22.98
23580 - Maintenance Trades Helper 17.09
23591 - Metrology Technician I 22.97
23592 - Metrology Technician II 24.31
23593 - Metrology Technician III 25.64
23640 - Millwright 26.49
23710 - Office Appliance Repairer 22.91
23760 - Painter Maintenance 18.11
23790 - Pipefitter Maintenance 25.03
23810 - Plumber Maintenance 23.67
23820 - Pneudraulic Systems Mechanic 22.97
23850 - Rigger 22.97
23870 - Scale Mechanic 20.15
23890 - Sheet-Metal Worker Maintenance 22.97
23910 - Small Engine Mechanic 19.43
23931 - Telecommunications Mechanic I 28.11

23932 - Telecommunications Mechanic II	29.74
23950 - Telephone Lineman	22.97
23960 - Welder Combination Maintenance	22.77
23965 - Well Driller	22.97
23970 - Woodcraft Worker	22.97
23980 - Woodworker	17.11
24000 - Personal Needs Occupations	
24550 - Case Manager	14.53
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	13.02
24610 - Chore Aide	9.02
24620 - Family Readiness And Support Services Coordinator	14.53
24630 - Homemaker	14.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.00
25040 - Sewage Plant Operator	19.87
25070 - Stationary Engineer	23.71
25190 - Ventilation Equipment Tender	15.69
25210 - Water Treatment Plant Operator	18.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.88
27007 - Baggage Inspector	13.57
27008 - Corrections Officer	18.44
27010 - Court Security Officer	17.74
27030 - Detection Dog Handler	15.19
27040 - Detention Officer	18.44
27070 - Firefighter	18.39
27101 - Guard I	13.57
27102 - Guard II	15.19
27131 - Police Officer I	18.32
27132 - Police Officer II	20.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.35
28042 - Carnival Equipment Repairer	14.37
28043 - Carnival Worker	9.13
28210 - Gate Attendant/Gate Tender	13.13
28310 - Lifeguard	11.70
28350 - Park Attendant (Aide)	14.68
28510 - Recreation Aide/Health Facility Attendant	10.72
28515 - Recreation Specialist	17.55
28630 - Sports Official	11.70
28690 - Swimming Pool Operator	21.04
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.98
29020 - Hatch Tender	23.76
29030 - Line Handler	23.82
29041 - Stevedore I	22.50
29042 - Stevedore II	25.49
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.64
30022 - Archeological Technician II 19.73
30023 - Archeological Technician III 24.44
30030 - Cartographic Technician 24.44
30040 - Civil Engineering Technician 23.23
30051 - Cryogenic Technician I 23.26
30052 - Cryogenic Technician II 25.69
30061 - Drafter/CAD Operator I 17.64
30062 - Drafter/CAD Operator II 19.73
30063 - Drafter/CAD Operator III 22.00
30064 - Drafter/CAD Operator IV 27.08
30081 - Engineering Technician I 14.86
30082 - Engineering Technician II 19.06
30083 - Engineering Technician III 21.32
30084 - Engineering Technician IV 26.42
30085 - Engineering Technician V 32.32
30086 - Engineering Technician VI 38.24
30090 - Environmental Technician 23.24
30095 - Evidence Control Specialist 21.00
30210 - Laboratory Technician 22.86
30221 - Latent Fingerprint Technician I 23.26
30222 - Latent Fingerprint Technician II 25.69
30240 - Mathematical Technician 24.44
30361 - Paralegal/Legal Assistant I 17.68
30362 - Paralegal/Legal Assistant II 21.89
30363 - Paralegal/Legal Assistant III 26.79
30364 - Paralegal/Legal Assistant IV 32.41
30375 - Petroleum Supply Specialist 25.69
30390 - Photo-Optics Technician 24.44
30395 - Radiation Control Technician 25.69
30461 - Technical Writer I 24.44
30462 - Technical Writer II 31.19
30463 - Technical Writer III 37.52
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 24.78
30502 - Weather Forecaster II 30.14
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.00
30621 - Weather Observer Senior (see 2) 24.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.61
31030 - Bus Driver 17.49

31043 - Driver Courier	13.17
31260 - Parking and Lot Attendant	9.99
31290 - Shuttle Bus Driver	14.48
31310 - Taxi Driver	10.89
31361 - Truckdriver Light	14.48
31362 - Truckdriver Medium	15.99
31363 - Truckdriver Heavy	19.08
31364 - Truckdriver Tractor-Trailer	19.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.04
99050 - Desk Clerk	9.85
99095 - Embalmer	26.09
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.51
99252 - Laboratory Animal Caretaker II	12.73
99260 - Marketing Analyst	25.54
99310 - Mortician	26.09
99410 - Pest Controller	18.63
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.53
99711 - Recycling Specialist	20.94
99730 - Refuse Collector	14.25
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	13.10
99830 - Survey Party Chief	19.05
99831 - Surveying Aide	11.67
99832 - Surveying Technician	16.00
99840 - Vending Machine Attendant	13.20
99841 - Vending Machine Repairer	17.20
99842 - Vending Machine Repairer Helper	13.20

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5201
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Caldwell Catahoula Concordia Franklin Tensas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.93
01012 - Accounting Clerk II		14.51
01013 - Accounting Clerk III		16.24
01020 - Administrative Assistant		17.87
01035 - Court Reporter		15.43
01041 - Customer Service Representative I		10.77
01042 - Customer Service Representative II		12.11
01043 - Customer Service Representative III		13.31
01051 - Data Entry Operator I		10.59
01052 - Data Entry Operator II		11.55
01060 - Dispatcher Motor Vehicle		17.07
01070 - Document Preparation Clerk		12.29
01090 - Duplicating Machine Operator		12.29
01111 - General Clerk I		10.97
01112 - General Clerk II		11.97

01113 - General Clerk III 13.43
01120 - Housing Referral Assistant 17.20
01141 - Messenger Courier 10.02
01191 - Order Clerk I 11.26
01192 - Order Clerk II 13.15
01261 - Personnel Assistant (Employment) I 13.79
01262 - Personnel Assistant (Employment) II 15.43
01263 - Personnel Assistant (Employment) III 17.20
01270 - Production Control Clerk 22.69
01290 - Rental Clerk 13.22
01300 - Scheduler Maintenance 13.79
01311 - Secretary I 13.79
01312 - Secretary II 15.43
01313 - Secretary III 17.20
01320 - Service Order Dispatcher 18.30
01410 - Supply Technician 17.87
01420 - Survey Worker 13.39
01460 - Switchboard Operator/Receptionist 11.05
01531 - Travel Clerk I 12.53
01532 - Travel Clerk II 13.43
01533 - Travel Clerk III 14.13
01611 - Word Processor I 12.29
01612 - Word Processor II 13.79
01613 - Word Processor III 15.43
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.10
05010 - Automotive Electrician 19.95
05040 - Automotive Glass Installer 18.61
05070 - Automotive Worker 18.61
05110 - Mobile Equipment Servicer 15.81
05130 - Motor Equipment Metal Mechanic 21.22
05160 - Motor Equipment Metal Worker 18.61
05190 - Motor Vehicle Mechanic 21.22
05220 - Motor Vehicle Mechanic Helper 14.29
05250 - Motor Vehicle Upholstery Worker 17.24
05280 - Motor Vehicle Wrecker 18.61
05310 - Painter Automotive 19.95
05340 - Radiator Repair Specialist 18.61
05370 - Tire Repairer 13.87
05400 - Transmission Repair Specialist 21.22
07000 - Food Preparation And Service Occupations
07010 - Baker 15.03
07041 - Cook I 9.57
07042 - Cook II 11.64
07070 - Dishwasher 9.09
07130 - Food Service Worker 8.88
07210 - Meat Cutter 13.66
07260 - Waiter/Waitress 8.66
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.19

09040 - Furniture Handler	11.74
09080 - Furniture Refinisher	20.19
09090 - Furniture Refinisher Helper	14.87
09110 - Furniture Repairer Minor	17.94
09130 - Upholsterer	20.19
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.51
11060 - Elevator Operator	9.51
11090 - Gardener	14.08
11122 - Housekeeping Aide	9.54
11150 - Janitor	9.54
11210 - Laborer Grounds Maintenance	10.05
11240 - Maid or Houseman	8.96
11260 - Pruner	8.64
11270 - Tractor Operator	12.73
11330 - Trail Maintenance Worker	10.05
11360 - Window Cleaner	11.10
12000 - Health Occupations	
12010 - Ambulance Driver	16.23
12011 - Breath Alcohol Technician	18.31
12012 - Certified Occupational Therapist Assistant	28.46
12015 - Certified Physical Therapist Assistant	28.31
12020 - Dental Assistant	15.26
12025 - Dental Hygienist	35.57
12030 - EKG Technician	27.74
12035 - Electroneurodiagnostic Technologist	27.74
12040 - Emergency Medical Technician	16.23
12071 - Licensed Practical Nurse I	16.36
12072 - Licensed Practical Nurse II	18.31
12073 - Licensed Practical Nurse III	20.41
12100 - Medical Assistant	13.54
12130 - Medical Laboratory Technician	23.82
12160 - Medical Record Clerk	14.76
12190 - Medical Record Technician	16.52
12195 - Medical Transcriptionist	16.13
12210 - Nuclear Medicine Technologist	40.23
12221 - Nursing Assistant I	9.49
12222 - Nursing Assistant II	10.67
12223 - Nursing Assistant III	11.64
12224 - Nursing Assistant IV	13.07
12235 - Optical Dispenser	15.86
12236 - Optical Technician	16.36
12250 - Pharmacy Technician	15.96
12280 - Phlebotomist	13.12
12305 - Radiologic Technologist	23.11
12311 - Registered Nurse I	24.32
12312 - Registered Nurse II	29.75
12313 - Registered Nurse II Specialist	29.75
12314 - Registered Nurse III	35.99
12315 - Registered Nurse III Anesthetist	35.99

12316 - Registered Nurse IV		43.14
12317 - Scheduler (Drug and Alcohol Testing)		22.68
12320 - Substance Abuse Treatment Counselor		19.43
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.08
13012 - Exhibits Specialist II		21.15
13013 - Exhibits Specialist III		25.88
13041 - Illustrator I		17.08
13042 - Illustrator II		21.15
13043 - Illustrator III		25.88
13047 - Librarian		23.43
13050 - Library Aide/Clerk		13.60
13054 - Library Information Technology Systems Administrator		21.15
13058 - Library Technician		16.12
13061 - Media Specialist I		15.26
13062 - Media Specialist II		17.08
13063 - Media Specialist III		19.04
13071 - Photographer I		15.26
13072 - Photographer II		17.08
13073 - Photographer III		21.15
13074 - Photographer IV		25.88
13075 - Photographer V		31.31
13090 - Technical Order Library Clerk		17.08
13110 - Video Teleconference Technician		15.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.83
14042 - Computer Operator II		17.71
14043 - Computer Operator III		19.74
14044 - Computer Operator IV		21.93
14045 - Computer Operator V		24.29
14071 - Computer Programmer I	(see 1)	20.16
14072 - Computer Programmer II	(see 1)	26.93
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.83
14160 - Personal Computer Support Technician		21.93
14170 - System Support Specialist		24.29
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.34
15020 - Aircrew Training Devices Instructor (Rated)		35.50
15030 - Air Crew Training Devices Instructor (Pilot)		39.05
15050 - Computer Based Training Specialist / Instructor		29.34
15060 - Educational Technologist		26.93
15070 - Flight Instructor (Pilot)		39.05
15080 - Graphic Artist		21.87
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.05

15086 - Maintenance Test Pilot Rotary Wing 39.05
15088 - Non-Maintenance Test/Co-Pilot 39.05
15090 - Technical Instructor 17.88
15095 - Technical Instructor/Course Developer 21.87
15110 - Test Proctor 15.19
15120 - Tutor 15.19
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.93
16030 - Counter Attendant 9.93
16040 - Dry Cleaner 11.75
16070 - Finisher Flatwork Machine 9.93
16090 - Presser Hand 9.93
16110 - Presser Machine Drycleaning 9.93
16130 - Presser Machine Shirts 9.93
16160 - Presser Machine Wearing Apparel Laundry 9.93
16190 - Sewing Machine Operator 12.45
16220 - Tailor 13.12
16250 - Washer Machine 10.49
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.76
19040 - Tool And Die Maker 25.88
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.37
21030 - Material Coordinator 20.96
21040 - Material Expediter 20.96
21050 - Material Handling Laborer 13.17
21071 - Order Filler 10.22
21080 - Production Line Worker (Food Processing) 17.37
21110 - Shipping Packer 14.78
21130 - Shipping/Receiving Clerk 14.78
21140 - Store Worker I 11.64
21150 - Stock Clerk 17.31
21210 - Tools And Parts Attendant 17.37
21410 - Warehouse Specialist 17.37
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.60
23019 - Aircraft Logs and Records Technician 17.94
23021 - Aircraft Mechanic I 22.48
23022 - Aircraft Mechanic II 23.60
23023 - Aircraft Mechanic III 24.79
23040 - Aircraft Mechanic Helper 14.87
23050 - Aircraft Painter 20.76
23060 - Aircraft Servicer 17.94
23070 - Aircraft Survival Flight Equipment Technician 20.76
23080 - Aircraft Worker 19.36
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.36
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.48
23110 - Appliance Mechanic 20.76

23120 - Bicycle Repairer	16.44
23125 - Cable Splicer	24.26
23130 - Carpenter Maintenance	17.70
23140 - Carpet Layer	19.36
23160 - Electrician Maintenance	23.97
23181 - Electronics Technician Maintenance I	23.64
23182 - Electronics Technician Maintenance II	25.66
23183 - Electronics Technician Maintenance III	27.97
23260 - Fabric Worker	17.94
23290 - Fire Alarm System Mechanic	22.07
23310 - Fire Extinguisher Repairer	16.44
23311 - Fuel Distribution System Mechanic	22.07
23312 - Fuel Distribution System Operator	16.44
23370 - General Maintenance Worker	14.45
23380 - Ground Support Equipment Mechanic	22.48
23381 - Ground Support Equipment Servicer	17.94
23382 - Ground Support Equipment Worker	19.36
23391 - Gunsmith I	16.44
23392 - Gunsmith II	19.36
23393 - Gunsmith III	22.07
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.87
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.09
23430 - Heavy Equipment Mechanic	24.05
23440 - Heavy Equipment Operator	18.36
23460 - Instrument Mechanic	22.07
23465 - Laboratory/Shelter Mechanic	20.76
23470 - Laborer	13.17
23510 - Locksmith	20.76
23530 - Machinery Maintenance Mechanic	25.73
23550 - Machinist Maintenance	22.07
23580 - Maintenance Trades Helper	13.52
23591 - Metrology Technician I	22.07
23592 - Metrology Technician II	23.36
23593 - Metrology Technician III	24.64
23640 - Millwright	25.50
23710 - Office Appliance Repairer	20.76
23760 - Painter Maintenance	20.46
23790 - Pipefitter Maintenance	24.45
23810 - Plumber Maintenance	22.99
23820 - Pneudraulic Systems Mechanic	22.07
23850 - Rigger	22.07
23870 - Scale Mechanic	19.36
23890 - Sheet-Metal Worker Maintenance	22.07
23910 - Small Engine Mechanic	19.36
23931 - Telecommunications Mechanic I	29.52
23932 - Telecommunications Mechanic II	31.23
23950 - Telephone Lineman	21.85
23960 - Welder Combination Maintenance	19.83

23965 - Well Driller		22.07
23970 - Woodcraft Worker		22.07
23980 - Woodworker		16.44
24000 - Personal Needs Occupations		
24550 - Case Manager		15.60
24570 - Child Care Attendant		11.48
24580 - Child Care Center Clerk		13.66
24610 - Chore Aide		8.88
24620 - Family Readiness And Support Services Coordinator		15.60
24630 - Homemaker		15.60
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.07
25040 - Sewage Plant Operator		17.44
25070 - Stationary Engineer		22.07
25190 - Ventilation Equipment Tender		14.87
25210 - Water Treatment Plant Operator		17.44
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.73
27007 - Baggage Inspector		11.72
27008 - Corrections Officer		18.05
27010 - Court Security Officer		15.65
27030 - Detection Dog Handler		13.86
27040 - Detention Officer		18.05
27070 - Firefighter		14.63
27101 - Guard I		11.72
27102 - Guard II		13.86
27131 - Police Officer I		16.29
27132 - Police Officer II		18.10
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.29
28042 - Carnival Equipment Repairer		11.33
28043 - Carnival Worker		7.27
28210 - Gate Attendant/Gate Tender		13.41
28310 - Lifeguard		11.95
28350 - Park Attendant (Aide)		15.00
28510 - Recreation Aide/Health Facility Attendant		10.95
28515 - Recreation Specialist		16.40
28630 - Sports Official		11.95
28690 - Swimming Pool Operator		21.00
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.32
29020 - Hatch Tender		20.32
29030 - Line Handler		20.32
29041 - Stevedore I		18.67
29042 - Stevedore II		22.00
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		17.19
30022 - Archeological Technician II		19.23
30023 - Archeological Technician III		23.81
30030 - Cartographic Technician		23.81
30040 - Civil Engineering Technician		23.16
30051 - Cryogenic Technician I		23.47
30052 - Cryogenic Technician II		25.92
30061 - Drafter/CAD Operator I		17.19
30062 - Drafter/CAD Operator II		19.23
30063 - Drafter/CAD Operator III		21.43
30064 - Drafter/CAD Operator IV		26.38
30081 - Engineering Technician I		14.78
30082 - Engineering Technician II		16.76
30083 - Engineering Technician III		18.74
30084 - Engineering Technician IV		23.22
30085 - Engineering Technician V		28.41
30086 - Engineering Technician VI		34.57
30090 - Environmental Technician		23.22
30095 - Evidence Control Specialist		21.19
30210 - Laboratory Technician		21.43
30221 - Latent Fingerprint Technician I		23.47
30222 - Latent Fingerprint Technician II		25.92
30240 - Mathematical Technician		23.22
30361 - Paralegal/Legal Assistant I		18.09
30362 - Paralegal/Legal Assistant II		22.40
30363 - Paralegal/Legal Assistant III		27.41
30364 - Paralegal/Legal Assistant IV		33.16
30375 - Petroleum Supply Specialist		25.92
30390 - Photo-Optics Technician		23.02
30395 - Radiation Control Technician		25.92
30461 - Technical Writer I		23.22
30462 - Technical Writer II		28.41
30463 - Technical Writer III		34.38
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		23.47
30502 - Weather Forecaster II		28.54
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.43
30621 - Weather Observer Senior	(see 2)	23.22
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.66
31030 - Bus Driver		17.82
31043 - Driver Courier		13.59
31260 - Parking and Lot Attendant		10.03
31290 - Shuttle Bus Driver		13.87

31310 - Taxi Driver	12.32
31361 - Truckdriver Light	13.87
31362 - Truckdriver Medium	15.33
31363 - Truckdriver Heavy	19.24
31364 - Truckdriver Tractor-Trailer	19.24
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	8.90
99050 - Desk Clerk	9.87
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	10.98
99252 - Laboratory Animal Caretaker II	11.76
99260 - Marketing Analyst	23.98
99310 - Mortician	25.35
99410 - Pest Controller	18.46
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.52
99711 - Recycling Specialist	19.68
99730 - Refuse Collector	14.22
99810 - Sales Clerk	11.67
99820 - School Crossing Guard	13.10
99830 - Survey Party Chief	18.41
99831 - Surveying Aide	11.35
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	19.30
99841 - Vending Machine Repairer	25.14
99842 - Vending Machine Repairer Helper	19.30

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5202
Revision No.: 14
Date Of Last Revision: 05/27/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Caldwell Catahoula Concordia Franklin Tensas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.93
01012 - Accounting Clerk II		14.51
01013 - Accounting Clerk III		16.24
01020 - Administrative Assistant		17.87
01035 - Court Reporter		15.43
01041 - Customer Service Representative I		10.77
01042 - Customer Service Representative II		12.11
01043 - Customer Service Representative III		13.31
01051 - Data Entry Operator I		10.59
01052 - Data Entry Operator II		11.55
01060 - Dispatcher Motor Vehicle		17.07
01070 - Document Preparation Clerk		12.29

01090 - Duplicating Machine Operator 12.29
01111 - General Clerk I 10.97
01112 - General Clerk II 11.97
01113 - General Clerk III 13.43
01120 - Housing Referral Assistant 17.20
01141 - Messenger Courier 10.02
01191 - Order Clerk I 11.26
01192 - Order Clerk II 13.15
01261 - Personnel Assistant (Employment) I 13.79
01262 - Personnel Assistant (Employment) II 15.43
01263 - Personnel Assistant (Employment) III 17.20
01270 - Production Control Clerk 22.69
01290 - Rental Clerk 13.22
01300 - Scheduler Maintenance 13.79
01311 - Secretary I 13.79
01312 - Secretary II 15.43
01313 - Secretary III 17.20
01320 - Service Order Dispatcher 18.30
01410 - Supply Technician 17.87
01420 - Survey Worker 13.39
01460 - Switchboard Operator/Receptionist 11.05
01531 - Travel Clerk I 12.53
01532 - Travel Clerk II 13.43
01533 - Travel Clerk III 14.13
01611 - Word Processor I 12.29
01612 - Word Processor II 13.79
01613 - Word Processor III 15.43
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.10
05010 - Automotive Electrician 19.95
05040 - Automotive Glass Installer 18.61
05070 - Automotive Worker 18.61
05110 - Mobile Equipment Servicer 15.81
05130 - Motor Equipment Metal Mechanic 21.22
05160 - Motor Equipment Metal Worker 18.61
05190 - Motor Vehicle Mechanic 21.22
05220 - Motor Vehicle Mechanic Helper 14.29
05250 - Motor Vehicle Upholstery Worker 17.24
05280 - Motor Vehicle Wrecker 18.61
05310 - Painter Automotive 19.95
05340 - Radiator Repair Specialist 18.61
05370 - Tire Repairer 13.87
05400 - Transmission Repair Specialist 21.22
07000 - Food Preparation And Service Occupations
07010 - Baker 15.03
07041 - Cook I 9.57
07042 - Cook II 11.64
07070 - Dishwasher 9.09
07130 - Food Service Worker 8.88
07210 - Meat Cutter 13.66

07260 - Waiter/Waitress	8.66
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.19
09040 - Furniture Handler	11.74
09080 - Furniture Refinisher	20.19
09090 - Furniture Refinisher Helper	14.87
09110 - Furniture Repairer Minor	17.94
09130 - Upholsterer	20.19
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.51
11060 - Elevator Operator	9.51
11090 - Gardener	14.08
11122 - Housekeeping Aide	9.54
11150 - Janitor	9.54
11210 - Laborer Grounds Maintenance	10.05
11240 - Maid or Houseman	8.96
11260 - Pruner	8.64
11270 - Tractor Operator	12.73
11330 - Trail Maintenance Worker	10.05
11360 - Window Cleaner	11.10
12000 - Health Occupations	
12010 - Ambulance Driver	16.23
12011 - Breath Alcohol Technician	18.31
12012 - Certified Occupational Therapist Assistant	28.46
12015 - Certified Physical Therapist Assistant	28.31
12020 - Dental Assistant	15.26
12025 - Dental Hygienist	35.57
12030 - EKG Technician	27.74
12035 - Electroneurodiagnostic Technologist	27.74
12040 - Emergency Medical Technician	16.23
12071 - Licensed Practical Nurse I	16.36
12072 - Licensed Practical Nurse II	18.31
12073 - Licensed Practical Nurse III	20.41
12100 - Medical Assistant	13.54
12130 - Medical Laboratory Technician	23.82
12160 - Medical Record Clerk	14.76
12190 - Medical Record Technician	16.52
12195 - Medical Transcriptionist	16.13
12210 - Nuclear Medicine Technologist	40.23
12221 - Nursing Assistant I	9.49
12222 - Nursing Assistant II	10.67
12223 - Nursing Assistant III	11.64
12224 - Nursing Assistant IV	13.07
12235 - Optical Dispenser	15.86
12236 - Optical Technician	16.36
12250 - Pharmacy Technician	15.96
12280 - Phlebotomist	13.12
12305 - Radiologic Technologist	23.11
12311 - Registered Nurse I	24.32
12312 - Registered Nurse II	29.75

12313 - Registered Nurse II Specialist		29.75
12314 - Registered Nurse III		35.99
12315 - Registered Nurse III Anesthetist		35.99
12316 - Registered Nurse IV		43.14
12317 - Scheduler (Drug and Alcohol Testing)		22.68
12320 - Substance Abuse Treatment Counselor		19.43
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.08
13012 - Exhibits Specialist II		21.15
13013 - Exhibits Specialist III		25.88
13041 - Illustrator I		17.08
13042 - Illustrator II		21.15
13043 - Illustrator III		25.88
13047 - Librarian		23.43
13050 - Library Aide/Clerk		13.60
13054 - Library Information Technology Systems Administrator		21.15
13058 - Library Technician		16.12
13061 - Media Specialist I		15.26
13062 - Media Specialist II		17.08
13063 - Media Specialist III		19.04
13071 - Photographer I		15.26
13072 - Photographer II		17.08
13073 - Photographer III		21.15
13074 - Photographer IV		25.88
13075 - Photographer V		31.31
13090 - Technical Order Library Clerk		17.08
13110 - Video Teleconference Technician		15.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.83
14042 - Computer Operator II		17.71
14043 - Computer Operator III		19.74
14044 - Computer Operator IV		21.93
14045 - Computer Operator V		24.29
14071 - Computer Programmer I	(see 1)	20.16
14072 - Computer Programmer II	(see 1)	26.93
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.83
14160 - Personal Computer Support Technician		21.93
14170 - System Support Specialist		24.29
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.34
15020 - Aircrew Training Devices Instructor (Rated)		35.50
15030 - Air Crew Training Devices Instructor (Pilot)		39.05
15050 - Computer Based Training Specialist / Instructor		29.34
15060 - Educational Technologist		26.93

15070 - Flight Instructor (Pilot) 39.05
15080 - Graphic Artist 21.87
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.05
15086 - Maintenance Test Pilot Rotary Wing 39.05
15088 - Non-Maintenance Test/Co-Pilot 39.05
15090 - Technical Instructor 17.88
15095 - Technical Instructor/Course Developer 21.87
15110 - Test Proctor 15.19
15120 - Tutor 15.19
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.93
16030 - Counter Attendant 9.93
16040 - Dry Cleaner 11.75
16070 - Finisher Flatwork Machine 9.93
16090 - Presser Hand 9.93
16110 - Presser Machine Drycleaning 9.93
16130 - Presser Machine Shirts 9.93
16160 - Presser Machine Wearing Apparel Laundry 9.93
16190 - Sewing Machine Operator 12.45
16220 - Tailor 13.12
16250 - Washer Machine 10.49
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.76
19040 - Tool And Die Maker 25.88
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.37
21030 - Material Coordinator 20.96
21040 - Material Expediter 20.96
21050 - Material Handling Laborer 13.17
21071 - Order Filler 10.22
21080 - Production Line Worker (Food Processing) 17.37
21110 - Shipping Packer 14.78
21130 - Shipping/Receiving Clerk 14.78
21140 - Store Worker I 11.64
21150 - Stock Clerk 17.31
21210 - Tools And Parts Attendant 17.37
21410 - Warehouse Specialist 17.37
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.60
23019 - Aircraft Logs and Records Technician 17.94
23021 - Aircraft Mechanic I 22.48
23022 - Aircraft Mechanic II 23.60
23023 - Aircraft Mechanic III 24.79
23040 - Aircraft Mechanic Helper 14.87
23050 - Aircraft Painter 20.76
23060 - Aircraft Servicer 17.94
23070 - Aircraft Survival Flight Equipment Technician 20.76
23080 - Aircraft Worker 19.36
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.36

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.48
23110 - Appliance Mechanic 20.76
23120 - Bicycle Repairer 16.44
23125 - Cable Splicer 24.26
23130 - Carpenter Maintenance 17.70
23140 - Carpet Layer 19.36
23160 - Electrician Maintenance 23.97
23181 - Electronics Technician Maintenance I 23.64
23182 - Electronics Technician Maintenance II 25.66
23183 - Electronics Technician Maintenance III 27.97
23260 - Fabric Worker 17.94
23290 - Fire Alarm System Mechanic 22.07
23310 - Fire Extinguisher Repairer 16.44
23311 - Fuel Distribution System Mechanic 22.07
23312 - Fuel Distribution System Operator 16.44
23370 - General Maintenance Worker 14.45
23380 - Ground Support Equipment Mechanic 22.48
23381 - Ground Support Equipment Servicer 17.94
23382 - Ground Support Equipment Worker 19.36
23391 - Gunsmith I 16.44
23392 - Gunsmith II 19.36
23393 - Gunsmith III 22.07
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.87
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.09
23430 - Heavy Equipment Mechanic 24.05
23440 - Heavy Equipment Operator 18.36
23460 - Instrument Mechanic 22.07
23465 - Laboratory/Shelter Mechanic 20.76
23470 - Laborer 13.17
23510 - Locksmith 20.76
23530 - Machinery Maintenance Mechanic 25.73
23550 - Machinist Maintenance 22.07
23580 - Maintenance Trades Helper 13.52
23591 - Metrology Technician I 22.07
23592 - Metrology Technician II 23.36
23593 - Metrology Technician III 24.64
23640 - Millwright 25.50
23710 - Office Appliance Repairer 20.76
23760 - Painter Maintenance 20.46
23790 - Pipefitter Maintenance 24.45
23810 - Plumber Maintenance 22.99
23820 - Pneudraulic Systems Mechanic 22.07
23850 - Rigger 22.07
23870 - Scale Mechanic 19.36
23890 - Sheet-Metal Worker Maintenance 22.07
23910 - Small Engine Mechanic 19.36
23931 - Telecommunications Mechanic I 29.52

23932 - Telecommunications Mechanic II 31.23
23950 - Telephone Lineman 21.85
23960 - Welder Combination Maintenance 19.83
23965 - Well Driller 22.07
23970 - Woodcraft Worker 22.07
23980 - Woodworker 16.44
24000 - Personal Needs Occupations
24550 - Case Manager 15.60
24570 - Child Care Attendant 11.48
24580 - Child Care Center Clerk 13.66
24610 - Chore Aide 8.88
24620 - Family Readiness And Support Services Coordinator 15.60
24630 - Homemaker 15.60
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.07
25040 - Sewage Plant Operator 17.44
25070 - Stationary Engineer 22.07
25190 - Ventilation Equipment Tender 14.87
25210 - Water Treatment Plant Operator 17.44
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.73
27007 - Baggage Inspector 11.72
27008 - Corrections Officer 18.05
27010 - Court Security Officer 15.65
27030 - Detection Dog Handler 13.86
27040 - Detention Officer 18.05
27070 - Firefighter 14.63
27101 - Guard I 11.72
27102 - Guard II 13.86
27131 - Police Officer I 16.29
27132 - Police Officer II 18.10
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 10.29
28042 - Carnival Equipment Repairer 11.33
28043 - Carnival Worker 7.27
28210 - Gate Attendant/Gate Tender 13.41
28310 - Lifeguard 11.95
28350 - Park Attendant (Aide) 15.00
28510 - Recreation Aide/Health Facility Attendant 10.95
28515 - Recreation Specialist 16.40
28630 - Sports Official 11.95
28690 - Swimming Pool Operator 21.00
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.32
29020 - Hatch Tender 20.32
29030 - Line Handler 20.32
29041 - Stevedore I 18.67
29042 - Stevedore II 22.00
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.19
30022 - Archeological Technician II 19.23
30023 - Archeological Technician III 23.81
30030 - Cartographic Technician 23.81
30040 - Civil Engineering Technician 23.16
30051 - Cryogenic Technician I 23.47
30052 - Cryogenic Technician II 25.92
30061 - Drafter/CAD Operator I 17.19
30062 - Drafter/CAD Operator II 19.23
30063 - Drafter/CAD Operator III 21.43
30064 - Drafter/CAD Operator IV 26.38
30081 - Engineering Technician I 14.78
30082 - Engineering Technician II 16.76
30083 - Engineering Technician III 18.74
30084 - Engineering Technician IV 23.22
30085 - Engineering Technician V 28.41
30086 - Engineering Technician VI 34.57
30090 - Environmental Technician 23.22
30095 - Evidence Control Specialist 21.19
30210 - Laboratory Technician 21.43
30221 - Latent Fingerprint Technician I 23.47
30222 - Latent Fingerprint Technician II 25.92
30240 - Mathematical Technician 23.22
30361 - Paralegal/Legal Assistant I 18.09
30362 - Paralegal/Legal Assistant II 22.40
30363 - Paralegal/Legal Assistant III 27.41
30364 - Paralegal/Legal Assistant IV 33.16
30375 - Petroleum Supply Specialist 25.92
30390 - Photo-Optics Technician 23.02
30395 - Radiation Control Technician 25.92
30461 - Technical Writer I 23.22
30462 - Technical Writer II 28.41
30463 - Technical Writer III 34.38
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 23.47
30502 - Weather Forecaster II 28.54
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.43
30621 - Weather Observer Senior (see 2) 23.22
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.66
31030 - Bus Driver 17.82

31043 - Driver Courier	13.59
31260 - Parking and Lot Attendant	10.03
31290 - Shuttle Bus Driver	13.87
31310 - Taxi Driver	12.32
31361 - Truckdriver Light	13.87
31362 - Truckdriver Medium	15.33
31363 - Truckdriver Heavy	19.24
31364 - Truckdriver Tractor-Trailer	19.24
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	8.90
99050 - Desk Clerk	9.87
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	10.98
99252 - Laboratory Animal Caretaker II	11.76
99260 - Marketing Analyst	23.98
99310 - Mortician	25.35
99410 - Pest Controller	18.46
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.52
99711 - Recycling Specialist	19.68
99730 - Refuse Collector	14.22
99810 - Sales Clerk	11.67
99820 - School Crossing Guard	13.10
99830 - Survey Party Chief	18.41
99831 - Surveying Aide	11.35
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	19.30
99841 - Vending Machine Repairer	25.14
99842 - Vending Machine Repairer Helper	19.30

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5203
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Bienville Claiborne East Carroll Jackson Lincoln Madison Morehouse Richland West Carroll

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.93
01012 - Accounting Clerk II		14.51
01013 - Accounting Clerk III		16.24
01020 - Administrative Assistant		17.87
01035 - Court Reporter		19.24
01041 - Customer Service Representative I		10.77
01042 - Customer Service Representative II		12.11
01043 - Customer Service Representative III		13.31
01051 - Data Entry Operator I		11.42
01052 - Data Entry Operator II		12.46
01060 - Dispatcher Motor Vehicle		17.22
01070 - Document Preparation Clerk		12.29
01090 - Duplicating Machine Operator		12.29
01111 - General Clerk I		10.97

01112 - General Clerk II	11.97
01113 - General Clerk III	13.43
01120 - Housing Referral Assistant	17.20
01141 - Messenger Courier	10.02
01191 - Order Clerk I	12.75
01192 - Order Clerk II	13.92
01261 - Personnel Assistant (Employment) I	13.79
01262 - Personnel Assistant (Employment) II	15.43
01263 - Personnel Assistant (Employment) III	17.20
01270 - Production Control Clerk	16.42
01290 - Rental Clerk	13.12
01300 - Scheduler Maintenance	13.79
01311 - Secretary I	13.79
01312 - Secretary II	15.43
01313 - Secretary III	17.20
01320 - Service Order Dispatcher	15.26
01410 - Supply Technician	17.87
01420 - Survey Worker	13.89
01460 - Switchboard Operator/Receptionist	11.05
01531 - Travel Clerk I	12.53
01532 - Travel Clerk II	13.43
01533 - Travel Clerk III	14.13
01611 - Word Processor I	13.43
01612 - Word Processor II	15.15
01613 - Word Processor III	16.86
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.91
05010 - Automotive Electrician	19.95
05040 - Automotive Glass Installer	18.61
05070 - Automotive Worker	18.61
05110 - Mobile Equipment Servicer	16.31
05130 - Motor Equipment Metal Mechanic	21.22
05160 - Motor Equipment Metal Worker	18.61
05190 - Motor Vehicle Mechanic	21.22
05220 - Motor Vehicle Mechanic Helper	15.27
05250 - Motor Vehicle Upholstery Worker	17.57
05280 - Motor Vehicle Wrecker	18.61
05310 - Painter Automotive	19.95
05340 - Radiator Repair Specialist	18.61
05370 - Tire Repairer	15.76
05400 - Transmission Repair Specialist	21.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.92
07041 - Cook I	9.30
07042 - Cook II	10.95
07070 - Dishwasher	9.09
07130 - Food Service Worker	8.88
07210 - Meat Cutter	14.49
07260 - Waiter/Waitress	8.66
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 20.76
09040 - Furniture Handler 11.74
09080 - Furniture Refinisher 20.76
09090 - Furniture Refinisher Helper 14.87
09110 - Furniture Repairer Minor 17.94
09130 - Upholsterer 20.76
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 9.51
11060 - Elevator Operator 9.51
11090 - Gardener 14.08
11122 - Housekeeping Aide 9.54
11150 - Janitor 9.54
11210 - Laborer Grounds Maintenance 10.05
11240 - Maid or Houseman 8.96
11260 - Pruner 8.83
11270 - Tractor Operator 12.73
11330 - Trail Maintenance Worker 10.05
11360 - Window Cleaner 11.10
12000 - Health Occupations
12010 - Ambulance Driver 15.63
12011 - Breath Alcohol Technician 18.31
12012 - Certified Occupational Therapist Assistant 30.24
12015 - Certified Physical Therapist Assistant 28.85
12020 - Dental Assistant 15.26
12025 - Dental Hygienist 35.57
12030 - EKG Technician 27.74
12035 - Electroneurodiagnostic Technologist 27.74
12040 - Emergency Medical Technician 15.63
12071 - Licensed Practical Nurse I 16.36
12072 - Licensed Practical Nurse II 18.31
12073 - Licensed Practical Nurse III 20.41
12100 - Medical Assistant 13.54
12130 - Medical Laboratory Technician 22.67
12160 - Medical Record Clerk 14.76
12190 - Medical Record Technician 16.52
12195 - Medical Transcriptionist 16.13
12210 - Nuclear Medicine Technologist 40.23
12221 - Nursing Assistant I 9.16
12222 - Nursing Assistant II 10.30
12223 - Nursing Assistant III 11.23
12224 - Nursing Assistant IV 12.61
12235 - Optical Dispenser 20.89
12236 - Optical Technician 16.36
12250 - Pharmacy Technician 15.96
12280 - Phlebotomist 13.12
12305 - Radiologic Technologist 23.11
12311 - Registered Nurse I 24.32
12312 - Registered Nurse II 29.75
12313 - Registered Nurse II Specialist 29.75
12314 - Registered Nurse III 35.99

12315 - Registered Nurse III Anesthetist		35.99
12316 - Registered Nurse IV		43.14
12317 - Scheduler (Drug and Alcohol Testing)		22.68
12320 - Substance Abuse Treatment Counselor		19.43
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.10
13012 - Exhibits Specialist II		21.88
13013 - Exhibits Specialist III		25.92
13041 - Illustrator I		17.10
13042 - Illustrator II		21.88
13043 - Illustrator III		25.92
13047 - Librarian		23.46
13050 - Library Aide/Clerk		13.60
13054 - Library Information Technology Systems Administrator		21.19
13058 - Library Technician		16.12
13061 - Media Specialist I		15.29
13062 - Media Specialist II		17.10
13063 - Media Specialist III		19.07
13071 - Photographer I		15.26
13072 - Photographer II		17.08
13073 - Photographer III		21.15
13074 - Photographer IV		25.88
13075 - Photographer V		31.31
13090 - Technical Order Library Clerk		17.08
13110 - Video Teleconference Technician		15.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.35
14042 - Computer Operator II		16.62
14043 - Computer Operator III		19.74
14044 - Computer Operator IV		21.93
14045 - Computer Operator V		24.29
14071 - Computer Programmer I	(see 1)	18.85
14072 - Computer Programmer II	(see 1)	23.36
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.52
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.35
14160 - Personal Computer Support Technician		23.14
14170 - System Support Specialist		24.29
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.22
15020 - Aircrew Training Devices Instructor (Rated)		32.13
15030 - Air Crew Training Devices Instructor (Pilot)		38.52
15050 - Computer Based Training Specialist / Instructor		27.30
15060 - Educational Technologist		28.12
15070 - Flight Instructor (Pilot)		38.52
15080 - Graphic Artist		23.52

15085 - Maintenance Test Pilot Fixed Jet/Prop 38.52
15086 - Maintenance Test Pilot Rotary Wing 38.52
15088 - Non-Maintenance Test/Co-Pilot 38.52
15090 - Technical Instructor 19.23
15095 - Technical Instructor/Course Developer 23.52
15110 - Test Proctor 15.52
15120 - Tutor 15.52
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.93
16030 - Counter Attendant 9.93
16040 - Dry Cleaner 11.75
16070 - Finisher Flatwork Machine 9.93
16090 - Presser Hand 9.93
16110 - Presser Machine Drycleaning 9.93
16130 - Presser Machine Shirts 9.93
16160 - Presser Machine Wearing Apparel Laundry 9.93
16190 - Sewing Machine Operator 12.45
16220 - Tailor 13.12
16250 - Washer Machine 10.49
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.76
19040 - Tool And Die Maker 25.88
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.37
21030 - Material Coordinator 20.96
21040 - Material Expediter 20.96
21050 - Material Handling Laborer 13.63
21071 - Order Filler 11.15
21080 - Production Line Worker (Food Processing) 17.37
21110 - Shipping Packer 13.44
21130 - Shipping/Receiving Clerk 13.44
21140 - Store Worker I 11.64
21150 - Stock Clerk 17.31
21210 - Tools And Parts Attendant 17.37
21410 - Warehouse Specialist 17.37
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.13
23019 - Aircraft Logs and Records Technician 19.06
23021 - Aircraft Mechanic I 22.95
23022 - Aircraft Mechanic II 24.13
23023 - Aircraft Mechanic III 25.35
23040 - Aircraft Mechanic Helper 16.56
23050 - Aircraft Painter 20.76
23060 - Aircraft Servicer 19.06
23070 - Aircraft Survival Flight Equipment Technician 20.76
23080 - Aircraft Worker 20.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.18
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.95

23110 - Appliance Mechanic 20.76
23120 - Bicycle Repairer 16.44
23125 - Cable Splicer 24.48
23130 - Carpenter Maintenance 18.11
23140 - Carpet Layer 19.36
23160 - Electrician Maintenance 23.97
23181 - Electronics Technician Maintenance I 21.43
23182 - Electronics Technician Maintenance II 22.72
23183 - Electronics Technician Maintenance III 24.65
23260 - Fabric Worker 17.94
23290 - Fire Alarm System Mechanic 22.07
23310 - Fire Extinguisher Repairer 16.44
23311 - Fuel Distribution System Mechanic 22.07
23312 - Fuel Distribution System Operator 17.06
23370 - General Maintenance Worker 17.08
23380 - Ground Support Equipment Mechanic 22.95
23381 - Ground Support Equipment Servicer 19.06
23382 - Ground Support Equipment Worker 20.18
23391 - Gunsmith I 16.44
23392 - Gunsmith II 19.36
23393 - Gunsmith III 22.07
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.87
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.09
23430 - Heavy Equipment Mechanic 24.04
23440 - Heavy Equipment Operator 19.17
23460 - Instrument Mechanic 22.07
23465 - Laboratory/Shelter Mechanic 20.76
23470 - Laborer 13.17
23510 - Locksmith 20.76
23530 - Machinery Maintenance Mechanic 25.78
23550 - Machinist Maintenance 22.07
23580 - Maintenance Trades Helper 15.27
23591 - Metrology Technician I 22.07
23592 - Metrology Technician II 23.36
23593 - Metrology Technician III 24.64
23640 - Millwright 25.50
23710 - Office Appliance Repairer 20.76
23760 - Painter Maintenance 20.55
23790 - Pipefitter Maintenance 24.45
23810 - Plumber Maintenance 22.99
23820 - Pneudraulic Systems Mechanic 22.07
23850 - Rigger 22.07
23870 - Scale Mechanic 19.36
23890 - Sheet-Metal Worker Maintenance 22.07
23910 - Small Engine Mechanic 19.36
23931 - Telecommunications Mechanic I 32.94
23932 - Telecommunications Mechanic II 34.86
23950 - Telephone Lineman 21.85

23960 - Welder Combination Maintenance		20.62
23965 - Well Driller		22.07
23970 - Woodcraft Worker		22.07
23980 - Woodworker		16.44
24000 - Personal Needs Occupations		
24550 - Case Manager		14.53
24570 - Child Care Attendant		9.49
24580 - Child Care Center Clerk		13.02
24610 - Chore Aide		8.75
24620 - Family Readiness And Support Services Coordinator		14.53
24630 - Homemaker		14.53
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.00
25040 - Sewage Plant Operator		19.87
25070 - Stationary Engineer		23.71
25190 - Ventilation Equipment Tender		15.69
25210 - Water Treatment Plant Operator		18.06
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.88
27007 - Baggage Inspector		11.72
27008 - Corrections Officer		17.31
27010 - Court Security Officer		17.74
27030 - Detection Dog Handler		13.12
27040 - Detention Officer		17.31
27070 - Firefighter		18.39
27101 - Guard I		11.72
27102 - Guard II		13.12
27131 - Police Officer I		18.32
27132 - Police Officer II		20.36
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.96
28042 - Carnival Equipment Repairer		10.79
28043 - Carnival Worker		8.03
28210 - Gate Attendant/Gate Tender		13.13
28310 - Lifeguard		11.70
28350 - Park Attendant (Aide)		14.68
28510 - Recreation Aide/Health Facility Attendant		10.72
28515 - Recreation Specialist		17.55
28630 - Sports Official		11.70
28690 - Swimming Pool Operator		22.54
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.84
29020 - Hatch Tender		22.84
29030 - Line Handler		22.84
29041 - Stevedore I		21.16
29042 - Stevedore II		24.49
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.64
30022 - Archeological Technician II 19.73
30023 - Archeological Technician III 24.44
30030 - Cartographic Technician 24.44
30040 - Civil Engineering Technician 23.81
30051 - Cryogenic Technician I 23.47
30052 - Cryogenic Technician II 25.92
30061 - Drafter/CAD Operator I 17.64
30062 - Drafter/CAD Operator II 19.73
30063 - Drafter/CAD Operator III 22.00
30064 - Drafter/CAD Operator IV 27.08
30081 - Engineering Technician I 15.31
30082 - Engineering Technician II 19.06
30083 - Engineering Technician III 21.32
30084 - Engineering Technician IV 26.42
30085 - Engineering Technician V 32.32
30086 - Engineering Technician VI 38.24
30090 - Environmental Technician 23.81
30095 - Evidence Control Specialist 21.19
30210 - Laboratory Technician 22.86
30221 - Latent Fingerprint Technician I 23.47
30222 - Latent Fingerprint Technician II 25.92
30240 - Mathematical Technician 24.44
30361 - Paralegal/Legal Assistant I 17.86
30362 - Paralegal/Legal Assistant II 22.13
30363 - Paralegal/Legal Assistant III 27.08
30364 - Paralegal/Legal Assistant IV 32.76
30375 - Petroleum Supply Specialist 25.92
30390 - Photo-Optics Technician 24.44
30395 - Radiation Control Technician 25.92
30461 - Technical Writer I 24.44
30462 - Technical Writer II 31.19
30463 - Technical Writer III 37.52
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.08
30502 - Weather Forecaster II 32.94
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.00
30621 - Weather Observer Senior (see 2) 24.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.66
31030 - Bus Driver 17.82
31043 - Driver Courier 12.78
31260 - Parking and Lot Attendant 10.03

31290 - Shuttle Bus Driver	13.16
31310 - Taxi Driver	10.89
31361 - Truckdriver Light	13.16
31362 - Truckdriver Medium	15.99
31363 - Truckdriver Heavy	19.24
31364 - Truckdriver Tractor-Trailer	19.24
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	8.90
99050 - Desk Clerk	10.63
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	10.44
99252 - Laboratory Animal Caretaker II	11.37
99260 - Marketing Analyst	23.98
99310 - Mortician	25.35
99410 - Pest Controller	18.63
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.52
99711 - Recycling Specialist	20.88
99730 - Refuse Collector	14.22
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	13.10
99830 - Survey Party Chief	19.92
99831 - Surveying Aide	12.20
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	19.30
99841 - Vending Machine Repairer	24.49
99842 - Vending Machine Repairer Helper	19.30

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5204
Revision No.: 14
Date Of Last Revision: 05/27/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Bienville Claiborne East Carroll Jackson Lincoln Madison Morehouse Richland West Carroll

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.93
01012 - Accounting Clerk II		14.51
01013 - Accounting Clerk III		16.24
01020 - Administrative Assistant		17.87
01035 - Court Reporter		19.24
01041 - Customer Service Representative I		10.77
01042 - Customer Service Representative II		12.11
01043 - Customer Service Representative III		13.31
01051 - Data Entry Operator I		11.42
01052 - Data Entry Operator II		12.46
01060 - Dispatcher Motor Vehicle		17.22

01070 - Document Preparation Clerk 12.29
01090 - Duplicating Machine Operator 12.29
01111 - General Clerk I 10.97
01112 - General Clerk II 11.97
01113 - General Clerk III 13.43
01120 - Housing Referral Assistant 17.20
01141 - Messenger Courier 10.02
01191 - Order Clerk I 12.75
01192 - Order Clerk II 13.92
01261 - Personnel Assistant (Employment) I 13.79
01262 - Personnel Assistant (Employment) II 15.43
01263 - Personnel Assistant (Employment) III 17.20
01270 - Production Control Clerk 16.42
01290 - Rental Clerk 13.12
01300 - Scheduler Maintenance 13.79
01311 - Secretary I 13.79
01312 - Secretary II 15.43
01313 - Secretary III 17.20
01320 - Service Order Dispatcher 15.26
01410 - Supply Technician 17.87
01420 - Survey Worker 13.89
01460 - Switchboard Operator/Receptionist 11.05
01531 - Travel Clerk I 12.53
01532 - Travel Clerk II 13.43
01533 - Travel Clerk III 14.13
01611 - Word Processor I 13.43
01612 - Word Processor II 15.15
01613 - Word Processor III 16.86
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.91
05010 - Automotive Electrician 19.95
05040 - Automotive Glass Installer 18.61
05070 - Automotive Worker 18.61
05110 - Mobile Equipment Servicer 16.31
05130 - Motor Equipment Metal Mechanic 21.22
05160 - Motor Equipment Metal Worker 18.61
05190 - Motor Vehicle Mechanic 21.22
05220 - Motor Vehicle Mechanic Helper 15.27
05250 - Motor Vehicle Upholstery Worker 17.57
05280 - Motor Vehicle Wrecker 18.61
05310 - Painter Automotive 19.95
05340 - Radiator Repair Specialist 18.61
05370 - Tire Repairer 15.76
05400 - Transmission Repair Specialist 21.22
07000 - Food Preparation And Service Occupations
07010 - Baker 11.92
07041 - Cook I 9.30
07042 - Cook II 10.95
07070 - Dishwasher 9.09
07130 - Food Service Worker 8.88

07210 - Meat Cutter	14.49
07260 - Waiter/Waitress	8.66
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.76
09040 - Furniture Handler	11.74
09080 - Furniture Refinisher	20.76
09090 - Furniture Refinisher Helper	14.87
09110 - Furniture Repairer Minor	17.94
09130 - Upholsterer	20.76
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.51
11060 - Elevator Operator	9.51
11090 - Gardener	14.08
11122 - Housekeeping Aide	9.54
11150 - Janitor	9.54
11210 - Laborer Grounds Maintenance	10.05
11240 - Maid or Houseman	8.96
11260 - Pruner	8.83
11270 - Tractor Operator	12.73
11330 - Trail Maintenance Worker	10.05
11360 - Window Cleaner	11.10
12000 - Health Occupations	
12010 - Ambulance Driver	15.63
12011 - Breath Alcohol Technician	18.31
12012 - Certified Occupational Therapist Assistant	30.24
12015 - Certified Physical Therapist Assistant	28.85
12020 - Dental Assistant	15.26
12025 - Dental Hygienist	35.57
12030 - EKG Technician	27.74
12035 - Electroneurodiagnostic Technologist	27.74
12040 - Emergency Medical Technician	15.63
12071 - Licensed Practical Nurse I	16.36
12072 - Licensed Practical Nurse II	18.31
12073 - Licensed Practical Nurse III	20.41
12100 - Medical Assistant	13.54
12130 - Medical Laboratory Technician	22.67
12160 - Medical Record Clerk	14.76
12190 - Medical Record Technician	16.52
12195 - Medical Transcriptionist	16.13
12210 - Nuclear Medicine Technologist	40.23
12221 - Nursing Assistant I	9.16
12222 - Nursing Assistant II	10.30
12223 - Nursing Assistant III	11.23
12224 - Nursing Assistant IV	12.61
12235 - Optical Dispenser	20.89
12236 - Optical Technician	16.36
12250 - Pharmacy Technician	15.96
12280 - Phlebotomist	13.12
12305 - Radiologic Technologist	23.11
12311 - Registered Nurse I	24.32

12312 - Registered Nurse II		29.75
12313 - Registered Nurse II Specialist		29.75
12314 - Registered Nurse III		35.99
12315 - Registered Nurse III Anesthetist		35.99
12316 - Registered Nurse IV		43.14
12317 - Scheduler (Drug and Alcohol Testing)		22.68
12320 - Substance Abuse Treatment Counselor		19.43
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.10
13012 - Exhibits Specialist II		21.88
13013 - Exhibits Specialist III		25.92
13041 - Illustrator I		17.10
13042 - Illustrator II		21.88
13043 - Illustrator III		25.92
13047 - Librarian		23.46
13050 - Library Aide/Clerk		13.60
13054 - Library Information Technology Systems Administrator		21.19
13058 - Library Technician		16.12
13061 - Media Specialist I		15.29
13062 - Media Specialist II		17.10
13063 - Media Specialist III		19.07
13071 - Photographer I		15.26
13072 - Photographer II		17.08
13073 - Photographer III		21.15
13074 - Photographer IV		25.88
13075 - Photographer V		31.31
13090 - Technical Order Library Clerk		17.08
13110 - Video Teleconference Technician		15.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.35
14042 - Computer Operator II		16.62
14043 - Computer Operator III		19.74
14044 - Computer Operator IV		21.93
14045 - Computer Operator V		24.29
14071 - Computer Programmer I	(see 1)	18.85
14072 - Computer Programmer II	(see 1)	23.36
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.52
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.35
14160 - Personal Computer Support Technician		23.14
14170 - System Support Specialist		24.29
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.22
15020 - Aircrew Training Devices Instructor (Rated)		32.13
15030 - Air Crew Training Devices Instructor (Pilot)		38.52
15050 - Computer Based Training Specialist / Instructor		27.30

15060 - Educational Technologist 28.12
15070 - Flight Instructor (Pilot) 38.52
15080 - Graphic Artist 23.52
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.52
15086 - Maintenance Test Pilot Rotary Wing 38.52
15088 - Non-Maintenance Test/Co-Pilot 38.52
15090 - Technical Instructor 19.23
15095 - Technical Instructor/Course Developer 23.52
15110 - Test Proctor 15.52
15120 - Tutor 15.52
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.93
16030 - Counter Attendant 9.93
16040 - Dry Cleaner 11.75
16070 - Finisher Flatwork Machine 9.93
16090 - Presser Hand 9.93
16110 - Presser Machine Drycleaning 9.93
16130 - Presser Machine Shirts 9.93
16160 - Presser Machine Wearing Apparel Laundry 9.93
16190 - Sewing Machine Operator 12.45
16220 - Tailor 13.12
16250 - Washer Machine 10.49
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.76
19040 - Tool And Die Maker 25.88
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.37
21030 - Material Coordinator 20.96
21040 - Material Expediter 20.96
21050 - Material Handling Laborer 13.63
21071 - Order Filler 11.15
21080 - Production Line Worker (Food Processing) 17.37
21110 - Shipping Packer 13.44
21130 - Shipping/Receiving Clerk 13.44
21140 - Store Worker I 11.64
21150 - Stock Clerk 17.31
21210 - Tools And Parts Attendant 17.37
21410 - Warehouse Specialist 17.37
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.13
23019 - Aircraft Logs and Records Technician 19.06
23021 - Aircraft Mechanic I 22.95
23022 - Aircraft Mechanic II 24.13
23023 - Aircraft Mechanic III 25.35
23040 - Aircraft Mechanic Helper 16.56
23050 - Aircraft Painter 20.76
23060 - Aircraft Servicer 19.06
23070 - Aircraft Survival Flight Equipment Technician 20.76
23080 - Aircraft Worker 20.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 20.18

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 22.95
II
23110 - Appliance Mechanic 20.76
23120 - Bicycle Repairer 16.44
23125 - Cable Splicer 24.48
23130 - Carpenter Maintenance 18.11
23140 - Carpet Layer 19.36
23160 - Electrician Maintenance 23.97
23181 - Electronics Technician Maintenance I 21.43
23182 - Electronics Technician Maintenance II 22.72
23183 - Electronics Technician Maintenance III 24.65
23260 - Fabric Worker 17.94
23290 - Fire Alarm System Mechanic 22.07
23310 - Fire Extinguisher Repairer 16.44
23311 - Fuel Distribution System Mechanic 22.07
23312 - Fuel Distribution System Operator 17.06
23370 - General Maintenance Worker 17.08
23380 - Ground Support Equipment Mechanic 22.95
23381 - Ground Support Equipment Servicer 19.06
23382 - Ground Support Equipment Worker 20.18
23391 - Gunsmith I 16.44
23392 - Gunsmith II 19.36
23393 - Gunsmith III 22.07
23410 - Heating Ventilation And Air-Conditioning 20.87
Mechanic
23411 - Heating Ventilation And Air Contidioning 22.09
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 24.04
23440 - Heavy Equipment Operator 19.17
23460 - Instrument Mechanic 22.07
23465 - Laboratory/Shelter Mechanic 20.76
23470 - Laborer 13.17
23510 - Locksmith 20.76
23530 - Machinery Maintenance Mechanic 25.78
23550 - Machinist Maintenance 22.07
23580 - Maintenance Trades Helper 15.27
23591 - Metrology Technician I 22.07
23592 - Metrology Technician II 23.36
23593 - Metrology Technician III 24.64
23640 - Millwright 25.50
23710 - Office Appliance Repairer 20.76
23760 - Painter Maintenance 20.55
23790 - Pipefitter Maintenance 24.45
23810 - Plumber Maintenance 22.99
23820 - Pneudraulic Systems Mechanic 22.07
23850 - Rigger 22.07
23870 - Scale Mechanic 19.36
23890 - Sheet-Metal Worker Maintenance 22.07
23910 - Small Engine Mechanic 19.36

23931 - Telecommunications Mechanic I	32.94
23932 - Telecommunications Mechanic II	34.86
23950 - Telephone Lineman	21.85
23960 - Welder Combination Maintenance	20.62
23965 - Well Driller	22.07
23970 - Woodcraft Worker	22.07
23980 - Woodworker	16.44
24000 - Personal Needs Occupations	
24550 - Case Manager	14.53
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	13.02
24610 - Chore Aide	8.75
24620 - Family Readiness And Support Services Coordinator	14.53
24630 - Homemaker	14.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.00
25040 - Sewage Plant Operator	19.87
25070 - Stationary Engineer	23.71
25190 - Ventilation Equipment Tender	15.69
25210 - Water Treatment Plant Operator	18.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.88
27007 - Baggage Inspector	11.72
27008 - Corrections Officer	17.31
27010 - Court Security Officer	17.74
27030 - Detection Dog Handler	13.12
27040 - Detention Officer	17.31
27070 - Firefighter	18.39
27101 - Guard I	11.72
27102 - Guard II	13.12
27131 - Police Officer I	18.32
27132 - Police Officer II	20.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.96
28042 - Carnival Equipment Repairer	10.79
28043 - Carnival Worker	8.03
28210 - Gate Attendant/Gate Tender	13.13
28310 - Lifeguard	11.70
28350 - Park Attendant (Aide)	14.68
28510 - Recreation Aide/Health Facility Attendant	10.72
28515 - Recreation Specialist	17.55
28630 - Sports Official	11.70
28690 - Swimming Pool Operator	22.54
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.84
29020 - Hatch Tender	22.84
29030 - Line Handler	22.84
29041 - Stevedore I	21.16
29042 - Stevedore II	24.49

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		17.64
30022 - Archeological Technician II		19.73
30023 - Archeological Technician III		24.44
30030 - Cartographic Technician		24.44
30040 - Civil Engineering Technician		23.81
30051 - Cryogenic Technician I		23.47
30052 - Cryogenic Technician II		25.92
30061 - Drafter/CAD Operator I		17.64
30062 - Drafter/CAD Operator II		19.73
30063 - Drafter/CAD Operator III		22.00
30064 - Drafter/CAD Operator IV		27.08
30081 - Engineering Technician I		15.31
30082 - Engineering Technician II		19.06
30083 - Engineering Technician III		21.32
30084 - Engineering Technician IV		26.42
30085 - Engineering Technician V		32.32
30086 - Engineering Technician VI		38.24
30090 - Environmental Technician		23.81
30095 - Evidence Control Specialist		21.19
30210 - Laboratory Technician		22.86
30221 - Latent Fingerprint Technician I		23.47
30222 - Latent Fingerprint Technician II		25.92
30240 - Mathematical Technician		24.44
30361 - Paralegal/Legal Assistant I		17.86
30362 - Paralegal/Legal Assistant II		22.13
30363 - Paralegal/Legal Assistant III		27.08
30364 - Paralegal/Legal Assistant IV		32.76
30375 - Petroleum Supply Specialist		25.92
30390 - Photo-Optics Technician		24.44
30395 - Radiation Control Technician		25.92
30461 - Technical Writer I		24.44
30462 - Technical Writer II		31.19
30463 - Technical Writer III		37.52
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.08
30502 - Weather Forecaster II		32.94
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.00
30621 - Weather Observer Senior	(see 2)	24.44

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.66

31030 - Bus Driver	17.82
31043 - Driver Courier	12.78
31260 - Parking and Lot Attendant	10.03
31290 - Shuttle Bus Driver	13.16
31310 - Taxi Driver	10.89
31361 - Truckdriver Light	13.16
31362 - Truckdriver Medium	15.99
31363 - Truckdriver Heavy	19.24
31364 - Truckdriver Tractor-Trailer	19.24
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	8.90
99050 - Desk Clerk	10.63
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	10.44
99252 - Laboratory Animal Caretaker II	11.37
99260 - Marketing Analyst	23.98
99310 - Mortician	25.35
99410 - Pest Controller	18.63
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.52
99711 - Recycling Specialist	20.88
99730 - Refuse Collector	14.22
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	13.10
99830 - Survey Party Chief	19.92
99831 - Surveying Aide	12.20
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	19.30
99841 - Vending Machine Repairer	24.49
99842 - Vending Machine Repairer Helper	19.30

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5207
Revision No.: 16
Date Of Last Revision: 04/07/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Assumption St Landry St Mary

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.07
01012 - Accounting Clerk II		16.31
01013 - Accounting Clerk III		18.15
01020 - Administrative Assistant		19.45
01035 - Court Reporter		20.01
01041 - Customer Service Representative I		13.38
01042 - Customer Service Representative II		14.60
01043 - Customer Service Representative III		16.40
01051 - Data Entry Operator I		12.54
01052 - Data Entry Operator II		13.70
01060 - Dispatcher Motor Vehicle		21.11
01070 - Document Preparation Clerk		12.98
01090 - Duplicating Machine Operator		12.98
01111 - General Clerk I		10.94
01112 - General Clerk II		11.94

01113 - General Clerk III 13.41
01120 - Housing Referral Assistant 18.17
01141 - Messenger Courier 10.44
01191 - Order Clerk I 12.43
01192 - Order Clerk II 13.62
01261 - Personnel Assistant (Employment) I 16.96
01262 - Personnel Assistant (Employment) II 18.97
01263 - Personnel Assistant (Employment) III 21.14
01270 - Production Control Clerk 25.08
01290 - Rental Clerk 16.06
01300 - Scheduler Maintenance 14.58
01311 - Secretary I 14.58
01312 - Secretary II 16.54
01313 - Secretary III 18.17
01320 - Service Order Dispatcher 17.88
01410 - Supply Technician 19.84
01420 - Survey Worker 16.08
01460 - Switchboard Operator/Receptionist 12.74
01531 - Travel Clerk I 12.61
01532 - Travel Clerk II 13.44
01533 - Travel Clerk III 14.18
01611 - Word Processor I 12.98
01612 - Word Processor II 14.58
01613 - Word Processor III 16.30
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.65
05010 - Automotive Electrician 17.73
05040 - Automotive Glass Installer 16.45
05070 - Automotive Worker 16.45
05110 - Mobile Equipment Servicer 14.50
05130 - Motor Equipment Metal Mechanic 18.96
05160 - Motor Equipment Metal Worker 16.45
05190 - Motor Vehicle Mechanic 18.96
05220 - Motor Vehicle Mechanic Helper 14.50
05250 - Motor Vehicle Upholstery Worker 15.33
05280 - Motor Vehicle Wrecker 16.45
05310 - Painter Automotive 17.73
05340 - Radiator Repair Specialist 16.45
05370 - Tire Repairer 13.67
05400 - Transmission Repair Specialist 18.96
07000 - Food Preparation And Service Occupations
07010 - Baker 15.27
07041 - Cook I 10.52
07042 - Cook II 12.52
07070 - Dishwasher 8.79
07130 - Food Service Worker 9.00
07210 - Meat Cutter 13.21
07260 - Waiter/Waitress 8.74
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.10

09040 - Furniture Handler 11.54
09080 - Furniture Refinisher 21.10
09090 - Furniture Refinisher Helper 14.79
09110 - Furniture Repairer Minor 18.02
09130 - Upholsterer 21.10
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.63
11060 - Elevator Operator 11.63
11090 - Gardener 17.92
11122 - Housekeeping Aide 10.92
11150 - Janitor 10.92
11210 - Laborer Grounds Maintenance 12.63
11240 - Maid or Houseman 9.14
11260 - Pruner 10.81
11270 - Tractor Operator 16.15
11330 - Trail Maintenance Worker 12.63
11360 - Window Cleaner 12.72
12000 - Health Occupations
12010 - Ambulance Driver 16.79
12011 - Breath Alcohol Technician 18.80
12012 - Certified Occupational Therapist Assistant 30.29
12015 - Certified Physical Therapist Assistant 30.94
12020 - Dental Assistant 15.45
12025 - Dental Hygienist 34.16
12030 - EKG Technician 28.49
12035 - Electroneurodiagnostic Technologist 28.49
12040 - Emergency Medical Technician 16.79
12071 - Licensed Practical Nurse I 16.81
12072 - Licensed Practical Nurse II 18.80
12073 - Licensed Practical Nurse III 20.95
12100 - Medical Assistant 13.77
12130 - Medical Laboratory Technician 22.36
12160 - Medical Record Clerk 16.09
12190 - Medical Record Technician 18.02
12195 - Medical Transcriptionist 16.81
12210 - Nuclear Medicine Technologist 41.32
12221 - Nursing Assistant I 10.93
12222 - Nursing Assistant II 12.28
12223 - Nursing Assistant III 13.40
12224 - Nursing Assistant IV 15.05
12235 - Optical Dispenser 16.54
12236 - Optical Technician 16.81
12250 - Pharmacy Technician 14.69
12280 - Phlebotomist 13.34
12305 - Radiologic Technologist 26.06
12311 - Registered Nurse I 22.84
12312 - Registered Nurse II 27.95
12313 - Registered Nurse II Specialist 27.95
12314 - Registered Nurse III 33.81
12315 - Registered Nurse III Anesthetist 33.81

12316 - Registered Nurse IV		40.52
12317 - Scheduler (Drug and Alcohol Testing)		23.28
12320 - Substance Abuse Treatment Counselor		19.88
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.65
13012 - Exhibits Specialist II		23.11
13013 - Exhibits Specialist III		28.26
13041 - Illustrator I		18.65
13042 - Illustrator II		23.11
13043 - Illustrator III		28.26
13047 - Librarian		25.59
13050 - Library Aide/Clerk		14.85
13054 - Library Information Technology Systems Administrator		23.11
13058 - Library Technician		17.26
13061 - Media Specialist I		16.67
13062 - Media Specialist II		18.65
13063 - Media Specialist III		20.80
13071 - Photographer I		16.67
13072 - Photographer II		18.65
13073 - Photographer III		23.11
13074 - Photographer IV		28.26
13075 - Photographer V		34.19
13090 - Technical Order Library Clerk		18.65
13110 - Video Teleconference Technician		16.67
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.07
14042 - Computer Operator II		17.98
14043 - Computer Operator III		20.05
14044 - Computer Operator IV		22.27
14045 - Computer Operator V		24.67
14071 - Computer Programmer I	(see 1)	20.45
14072 - Computer Programmer II	(see 1)	25.34
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		16.07
14160 - Personal Computer Support Technician		22.27
14170 - System Support Specialist		24.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.64
15020 - Aircrew Training Devices Instructor (Rated)		33.44
15030 - Air Crew Training Devices Instructor (Pilot)		38.26
15050 - Computer Based Training Specialist / Instructor		27.64
15060 - Educational Technologist		23.99
15070 - Flight Instructor (Pilot)		38.26
15080 - Graphic Artist		24.23
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.26

15086 - Maintenance Test Pilot Rotary Wing 38.26
15088 - Non-Maintenance Test/Co-Pilot 38.26
15090 - Technical Instructor 19.81
15095 - Technical Instructor/Course Developer 24.23
15110 - Test Proctor 16.71
15120 - Tutor 16.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.44
16030 - Counter Attendant 9.44
16040 - Dry Cleaner 11.80
16070 - Finisher Flatwork Machine 9.44
16090 - Presser Hand 9.44
16110 - Presser Machine Drycleaning 9.44
16130 - Presser Machine Shirts 9.44
16160 - Presser Machine Wearing Apparel Laundry 9.44
16190 - Sewing Machine Operator 12.60
16220 - Tailor 13.38
16250 - Washer Machine 10.22
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.10
19040 - Tool And Die Maker 26.80
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.04
21030 - Material Coordinator 25.08
21040 - Material Expediter 25.08
21050 - Material Handling Laborer 13.15
21071 - Order Filler 12.17
21080 - Production Line Worker (Food Processing) 18.04
21110 - Shipping Packer 16.26
21130 - Shipping/Receiving Clerk 16.26
21140 - Store Worker I 10.96
21150 - Stock Clerk 16.66
21210 - Tools And Parts Attendant 18.04
21410 - Warehouse Specialist 18.04
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.11
23019 - Aircraft Logs and Records Technician 19.92
23021 - Aircraft Mechanic I 23.91
23022 - Aircraft Mechanic II 25.11
23023 - Aircraft Mechanic III 26.54
23040 - Aircraft Mechanic Helper 16.94
23050 - Aircraft Painter 22.62
23060 - Aircraft Servicer 19.92
23070 - Aircraft Survival Flight Equipment Technician 22.62
23080 - Aircraft Worker 21.37
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.37
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.91
23110 - Appliance Mechanic 21.10

23120 - Bicycle Repairer 16.41
23125 - Cable Splicer 27.20
23130 - Carpenter Maintenance 20.14
23140 - Carpet Layer 19.54
23160 - Electrician Maintenance 25.50
23181 - Electronics Technician Maintenance I 22.66
23182 - Electronics Technician Maintenance II 26.74
23183 - Electronics Technician Maintenance III 28.64
23260 - Fabric Worker 18.02
23290 - Fire Alarm System Mechanic 22.56
23310 - Fire Extinguisher Repairer 16.41
23311 - Fuel Distribution System Mechanic 22.56
23312 - Fuel Distribution System Operator 16.41
23370 - General Maintenance Worker 16.70
23380 - Ground Support Equipment Mechanic 23.91
23381 - Ground Support Equipment Servicer 19.92
23382 - Ground Support Equipment Worker 21.37
23391 - Gunsmith I 16.41
23392 - Gunsmith II 19.54
23393 - Gunsmith III 22.56
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.16
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.58
23430 - Heavy Equipment Mechanic 24.08
23440 - Heavy Equipment Operator 21.70
23460 - Instrument Mechanic 22.63
23465 - Laboratory/Shelter Mechanic 21.10
23470 - Laborer 13.15
23510 - Locksmith 21.10
23530 - Machinery Maintenance Mechanic 27.76
23550 - Machinist Maintenance 24.23
23580 - Maintenance Trades Helper 14.80
23591 - Metrology Technician I 22.63
23592 - Metrology Technician II 24.08
23593 - Metrology Technician III 25.53
23640 - Millwright 22.56
23710 - Office Appliance Repairer 21.10
23760 - Painter Maintenance 20.59
23790 - Pipefitter Maintenance 26.86
23810 - Plumber Maintenance 25.12
23820 - Pneudraulic Systems Mechanic 22.56
23850 - Rigger 22.56
23870 - Scale Mechanic 19.54
23890 - Sheet-Metal Worker Maintenance 22.56
23910 - Small Engine Mechanic 19.54
23931 - Telecommunications Mechanic I 31.13
23932 - Telecommunications Mechanic II 33.15
23950 - Telephone Lineman 22.56
23960 - Welder Combination Maintenance 24.23

23965 - Well Driller		22.56
23970 - Woodcraft Worker		22.56
23980 - Woodworker		16.41
24000 - Personal Needs Occupations		
24550 - Case Manager		15.30
24570 - Child Care Attendant		11.04
24580 - Child Care Center Clerk		14.51
24610 - Chore Aide		8.95
24620 - Family Readiness And Support Services Coordinator		15.30
24630 - Homemaker		17.40
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.56
25040 - Sewage Plant Operator		18.89
25070 - Stationary Engineer		22.56
25190 - Ventilation Equipment Tender		14.79
25210 - Water Treatment Plant Operator		18.89
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.92
27007 - Baggage Inspector		12.06
27008 - Corrections Officer		16.60
27010 - Court Security Officer		16.70
27030 - Detection Dog Handler		13.50
27040 - Detention Officer		16.60
27070 - Firefighter		16.39
27101 - Guard I		12.06
27102 - Guard II		13.50
27131 - Police Officer I		17.40
27132 - Police Officer II		19.33
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.14
28042 - Carnival Equipment Repairer		13.23
28043 - Carnival Worker		8.98
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.39
28515 - Recreation Specialist		17.42
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		21.79
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.37
29020 - Hatch Tender		24.37
29030 - Line Handler		24.37
29041 - Stevedore I		22.46
29042 - Stevedore II		26.30
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.59

30021 - Archeological Technician I		15.91
30022 - Archeological Technician II		17.81
30023 - Archeological Technician III		22.05
30030 - Cartographic Technician		22.05
30040 - Civil Engineering Technician		20.65
30051 - Cryogenic Technician I		24.42
30052 - Cryogenic Technician II		26.97
30061 - Drafter/CAD Operator I		15.91
30062 - Drafter/CAD Operator II		17.81
30063 - Drafter/CAD Operator III		19.84
30064 - Drafter/CAD Operator IV		24.42
30081 - Engineering Technician I		14.22
30082 - Engineering Technician II		15.96
30083 - Engineering Technician III		17.85
30084 - Engineering Technician IV		22.12
30085 - Engineering Technician V		26.97
30086 - Engineering Technician VI		32.74
30090 - Environmental Technician		20.49
30095 - Evidence Control Specialist		22.05
30210 - Laboratory Technician		33.85
30221 - Latent Fingerprint Technician I		24.42
30222 - Latent Fingerprint Technician II		26.97
30240 - Mathematical Technician		22.05
30361 - Paralegal/Legal Assistant I		17.81
30362 - Paralegal/Legal Assistant II		22.05
30363 - Paralegal/Legal Assistant III		26.97
30364 - Paralegal/Legal Assistant IV		32.64
30375 - Petroleum Supply Specialist		26.97
30390 - Photo-Optics Technician		22.05
30395 - Radiation Control Technician		26.97
30461 - Technical Writer I		22.05
30462 - Technical Writer II		26.97
30463 - Technical Writer III		32.64
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		24.42
30502 - Weather Forecaster II		29.71
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	19.84
30621 - Weather Observer Senior	(see 2)	22.05
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.96
31030 - Bus Driver		20.91
31043 - Driver Courier		16.20
31260 - Parking and Lot Attendant		11.54
31290 - Shuttle Bus Driver		17.61

31310 - Taxi Driver	11.03
31361 - Truckdriver Light	17.61
31362 - Truckdriver Medium	19.37
31363 - Truckdriver Heavy	20.50
31364 - Truckdriver Tractor-Trailer	20.50
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.59
99050 - Desk Clerk	11.62
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.09
99252 - Laboratory Animal Caretaker II	13.01
99260 - Marketing Analyst	26.08
99310 - Mortician	25.60
99410 - Pest Controller	18.92
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.99
99711 - Recycling Specialist	20.49
99730 - Refuse Collector	13.86
99810 - Sales Clerk	11.57
99820 - School Crossing Guard	15.67
99830 - Survey Party Chief	23.60
99831 - Surveying Aide	14.78
99832 - Surveying Technician	20.25
99840 - Vending Machine Attendant	16.23
99841 - Vending Machine Repairer	20.58
99842 - Vending Machine Repairer Helper	16.23

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5208
Revision No.: 15
Date Of Last Revision: 05/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Assumption St Landry St Mary

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.79
01012 - Accounting Clerk II		14.83
01013 - Accounting Clerk III		16.50
01020 - Administrative Assistant		19.45
01035 - Court Reporter		20.01
01041 - Customer Service Representative I		12.48
01042 - Customer Service Representative II		14.03
01043 - Customer Service Representative III		15.31
01051 - Data Entry Operator I		12.54
01052 - Data Entry Operator II		13.70
01060 - Dispatcher Motor Vehicle		21.11
01070 - Document Preparation Clerk		12.77

01090 - Duplicating Machine Operator 12.77
01111 - General Clerk I 10.83
01112 - General Clerk II 11.82
01113 - General Clerk III 13.27
01120 - Housing Referral Assistant 17.88
01141 - Messenger Courier 10.17
01191 - Order Clerk I 11.30
01192 - Order Clerk II 12.38
01261 - Personnel Assistant (Employment) I 16.23
01262 - Personnel Assistant (Employment) II 18.17
01263 - Personnel Assistant (Employment) III 20.25
01270 - Production Control Clerk 25.08
01290 - Rental Clerk 14.60
01300 - Scheduler Maintenance 14.33
01311 - Secretary I 14.33
01312 - Secretary II 16.54
01313 - Secretary III 17.88
01320 - Service Order Dispatcher 17.88
01410 - Supply Technician 19.84
01420 - Survey Worker 16.08
01460 - Switchboard Operator/Receptionist 12.08
01531 - Travel Clerk I 12.61
01532 - Travel Clerk II 13.44
01533 - Travel Clerk III 14.18
01611 - Word Processor I 12.77
01612 - Word Processor II 14.33
01613 - Word Processor III 16.04
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.65
05010 - Automotive Electrician 17.73
05040 - Automotive Glass Installer 16.45
05070 - Automotive Worker 16.45
05110 - Mobile Equipment Servicer 14.50
05130 - Motor Equipment Metal Mechanic 18.96
05160 - Motor Equipment Metal Worker 16.45
05190 - Motor Vehicle Mechanic 18.96
05220 - Motor Vehicle Mechanic Helper 14.50
05250 - Motor Vehicle Upholstery Worker 15.33
05280 - Motor Vehicle Wrecker 16.45
05310 - Painter Automotive 17.73
05340 - Radiator Repair Specialist 16.45
05370 - Tire Repairer 13.67
05400 - Transmission Repair Specialist 18.96
07000 - Food Preparation And Service Occupations
07010 - Baker 15.27
07041 - Cook I 9.56
07042 - Cook II 11.38
07070 - Dishwasher 8.79
07130 - Food Service Worker 8.88
07210 - Meat Cutter 13.21

07260 - Waiter/Waitress	8.72
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.10
09040 - Furniture Handler	11.54
09080 - Furniture Refinisher	21.10
09090 - Furniture Refinisher Helper	14.79
09110 - Furniture Repairer Minor	18.02
09130 - Upholsterer	21.10
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.63
11060 - Elevator Operator	11.63
11090 - Gardener	17.92
11122 - Housekeeping Aide	10.92
11150 - Janitor	10.92
11210 - Laborer Grounds Maintenance	12.63
11240 - Maid or Houseman	9.05
11260 - Pruner	10.81
11270 - Tractor Operator	16.15
11330 - Trail Maintenance Worker	12.63
11360 - Window Cleaner	12.72
12000 - Health Occupations	
12010 - Ambulance Driver	16.79
12011 - Breath Alcohol Technician	17.66
12012 - Certified Occupational Therapist Assistant	29.51
12015 - Certified Physical Therapist Assistant	28.13
12020 - Dental Assistant	14.13
12025 - Dental Hygienist	34.16
12030 - EKG Technician	26.75
12035 - Electroneurodiagnostic Technologist	26.75
12040 - Emergency Medical Technician	16.79
12071 - Licensed Practical Nurse I	15.78
12072 - Licensed Practical Nurse II	17.66
12073 - Licensed Practical Nurse III	19.69
12100 - Medical Assistant	13.77
12130 - Medical Laboratory Technician	20.33
12160 - Medical Record Clerk	16.09
12190 - Medical Record Technician	18.02
12195 - Medical Transcriptionist	15.78
12210 - Nuclear Medicine Technologist	38.81
12221 - Nursing Assistant I	9.98
12222 - Nursing Assistant II	11.22
12223 - Nursing Assistant III	12.24
12224 - Nursing Assistant IV	13.74
12235 - Optical Dispenser	16.54
12236 - Optical Technician	15.78
12250 - Pharmacy Technician	14.52
12280 - Phlebotomist	13.34
12305 - Radiologic Technologist	25.11
12311 - Registered Nurse I	22.84
12312 - Registered Nurse II	27.95

12313 - Registered Nurse II Specialist		27.95
12314 - Registered Nurse III		33.81
12315 - Registered Nurse III Anesthetist		33.81
12316 - Registered Nurse IV		40.52
12317 - Scheduler (Drug and Alcohol Testing)		21.88
12320 - Substance Abuse Treatment Counselor		19.88
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.65
13012 - Exhibits Specialist II		23.11
13013 - Exhibits Specialist III		28.26
13041 - Illustrator I		18.65
13042 - Illustrator II		23.11
13043 - Illustrator III		28.26
13047 - Librarian		25.59
13050 - Library Aide/Clerk		14.85
13054 - Library Information Technology Systems Administrator		23.11
13058 - Library Technician		17.26
13061 - Media Specialist I		16.67
13062 - Media Specialist II		18.65
13063 - Media Specialist III		20.80
13071 - Photographer I		16.67
13072 - Photographer II		18.65
13073 - Photographer III		23.11
13074 - Photographer IV		28.26
13075 - Photographer V		34.19
13090 - Technical Order Library Clerk		18.65
13110 - Video Teleconference Technician		16.67
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.07
14042 - Computer Operator II		17.98
14043 - Computer Operator III		20.05
14044 - Computer Operator IV		22.27
14045 - Computer Operator V		24.67
14071 - Computer Programmer I	(see 1)	20.45
14072 - Computer Programmer II	(see 1)	25.34
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		16.07
14160 - Personal Computer Support Technician		22.27
14170 - System Support Specialist		24.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.64
15020 - Aircrew Training Devices Instructor (Rated)		33.44
15030 - Air Crew Training Devices Instructor (Pilot)		38.26
15050 - Computer Based Training Specialist / Instructor		27.64
15060 - Educational Technologist		23.90

15070 - Flight Instructor (Pilot) 38.26
15080 - Graphic Artist 24.23
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.26
15086 - Maintenance Test Pilot Rotary Wing 38.26
15088 - Non-Maintenance Test/Co-Pilot 38.26
15090 - Technical Instructor 19.81
15095 - Technical Instructor/Course Developer 24.23
15110 - Test Proctor 16.71
15120 - Tutor 16.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.44
16030 - Counter Attendant 9.44
16040 - Dry Cleaner 11.80
16070 - Finisher Flatwork Machine 9.44
16090 - Presser Hand 9.44
16110 - Presser Machine Drycleaning 9.44
16130 - Presser Machine Shirts 9.44
16160 - Presser Machine Wearing Apparel Laundry 9.44
16190 - Sewing Machine Operator 12.60
16220 - Tailor 13.38
16250 - Washer Machine 10.22
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.10
19040 - Tool And Die Maker 26.80
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.04
21030 - Material Coordinator 25.08
21040 - Material Expediter 25.08
21050 - Material Handling Laborer 13.15
21071 - Order Filler 12.17
21080 - Production Line Worker (Food Processing) 18.04
21110 - Shipping Packer 16.17
21130 - Shipping/Receiving Clerk 16.17
21140 - Store Worker I 10.74
21150 - Stock Clerk 16.32
21210 - Tools And Parts Attendant 18.04
21410 - Warehouse Specialist 18.04
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.11
23019 - Aircraft Logs and Records Technician 19.92
23021 - Aircraft Mechanic I 23.91
23022 - Aircraft Mechanic II 25.11
23023 - Aircraft Mechanic III 26.54
23040 - Aircraft Mechanic Helper 16.94
23050 - Aircraft Painter 22.62
23060 - Aircraft Servicer 19.92
23070 - Aircraft Survival Flight Equipment Technician 22.62
23080 - Aircraft Worker 21.37
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.37

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.91
23110 - Appliance Mechanic 21.10
23120 - Bicycle Repairer 16.41
23125 - Cable Splicer 27.20
23130 - Carpenter Maintenance 20.14
23140 - Carpet Layer 19.54
23160 - Electrician Maintenance 25.50
23181 - Electronics Technician Maintenance I 22.66
23182 - Electronics Technician Maintenance II 26.74
23183 - Electronics Technician Maintenance III 28.64
23260 - Fabric Worker 18.02
23290 - Fire Alarm System Mechanic 22.56
23310 - Fire Extinguisher Repairer 16.41
23311 - Fuel Distribution System Mechanic 22.56
23312 - Fuel Distribution System Operator 16.41
23370 - General Maintenance Worker 16.12
23380 - Ground Support Equipment Mechanic 23.91
23381 - Ground Support Equipment Servicer 19.92
23382 - Ground Support Equipment Worker 21.37
23391 - Gunsmith I 16.41
23392 - Gunsmith II 19.54
23393 - Gunsmith III 22.56
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.16
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.58
23430 - Heavy Equipment Mechanic 21.89
23440 - Heavy Equipment Operator 21.36
23460 - Instrument Mechanic 22.63
23465 - Laboratory/Shelter Mechanic 21.10
23470 - Laborer 13.15
23510 - Locksmith 21.10
23530 - Machinery Maintenance Mechanic 27.48
23550 - Machinist Maintenance 24.23
23580 - Maintenance Trades Helper 14.13
23591 - Metrology Technician I 22.63
23592 - Metrology Technician II 24.08
23593 - Metrology Technician III 25.53
23640 - Millwright 22.56
23710 - Office Appliance Repairer 21.10
23760 - Painter Maintenance 20.59
23790 - Pipefitter Maintenance 26.86
23810 - Plumber Maintenance 25.12
23820 - Pneudraulic Systems Mechanic 22.56
23850 - Rigger 22.56
23870 - Scale Mechanic 19.54
23890 - Sheet-Metal Worker Maintenance 22.56
23910 - Small Engine Mechanic 19.54
23931 - Telecommunications Mechanic I 28.30

23932 - Telecommunications Mechanic II	30.14
23950 - Telephone Lineman	22.56
23960 - Welder Combination Maintenance	24.23
23965 - Well Driller	22.56
23970 - Woodcraft Worker	22.56
23980 - Woodworker	16.41
24000 - Personal Needs Occupations	
24550 - Case Manager	15.30
24570 - Child Care Attendant	11.04
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	8.95
24620 - Family Readiness And Support Services Coordinator	15.30
24630 - Homemaker	17.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.56
25040 - Sewage Plant Operator	18.69
25070 - Stationary Engineer	22.56
25190 - Ventilation Equipment Tender	14.79
25210 - Water Treatment Plant Operator	18.69
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.92
27007 - Baggage Inspector	12.06
27008 - Corrections Officer	16.60
27010 - Court Security Officer	16.70
27030 - Detection Dog Handler	13.50
27040 - Detention Officer	16.60
27070 - Firefighter	16.39
27101 - Guard I	12.06
27102 - Guard II	13.50
27131 - Police Officer I	17.40
27132 - Police Officer II	19.33
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.14
28042 - Carnival Equipment Repairer	13.23
28043 - Carnival Worker	8.98
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.39
28515 - Recreation Specialist	16.28
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	21.79
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.15
29020 - Hatch Tender	22.15
29030 - Line Handler	22.15
29041 - Stevedore I	20.42
29042 - Stevedore II	23.91
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 15.91
30022 - Archeological Technician II 17.81
30023 - Archeological Technician III 22.05
30030 - Cartographic Technician 22.05
30040 - Civil Engineering Technician 20.65
30051 - Cryogenic Technician I 24.42
30052 - Cryogenic Technician II 26.97
30061 - Drafter/CAD Operator I 15.91
30062 - Drafter/CAD Operator II 17.81
30063 - Drafter/CAD Operator III 19.84
30064 - Drafter/CAD Operator IV 24.42
30081 - Engineering Technician I 14.22
30082 - Engineering Technician II 15.96
30083 - Engineering Technician III 17.85
30084 - Engineering Technician IV 22.12
30085 - Engineering Technician V 26.97
30086 - Engineering Technician VI 32.74
30090 - Environmental Technician 20.49
30095 - Evidence Control Specialist 22.05
30210 - Laboratory Technician 33.18
30221 - Latent Fingerprint Technician I 24.42
30222 - Latent Fingerprint Technician II 26.97
30240 - Mathematical Technician 22.05
30361 - Paralegal/Legal Assistant I 17.81
30362 - Paralegal/Legal Assistant II 22.05
30363 - Paralegal/Legal Assistant III 26.97
30364 - Paralegal/Legal Assistant IV 32.64
30375 - Petroleum Supply Specialist 26.97
30390 - Photo-Optics Technician 22.05
30395 - Radiation Control Technician 26.97
30461 - Technical Writer I 22.05
30462 - Technical Writer II 26.97
30463 - Technical Writer III 32.64
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 24.42
30502 - Weather Forecaster II 29.71
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 19.84
30621 - Weather Observer Senior (see 2) 22.05
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.96
31030 - Bus Driver 20.91

31043 - Driver Courier	16.20
31260 - Parking and Lot Attendant	11.54
31290 - Shuttle Bus Driver	17.61
31310 - Taxi Driver	10.76
31361 - Truckdriver Light	17.61
31362 - Truckdriver Medium	19.37
31363 - Truckdriver Heavy	19.95
31364 - Truckdriver Tractor-Trailer	19.95
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.39
99050 - Desk Clerk	11.62
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.09
99252 - Laboratory Animal Caretaker II	13.01
99260 - Marketing Analyst	26.08
99310 - Mortician	25.35
99410 - Pest Controller	18.92
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.99
99711 - Recycling Specialist	20.49
99730 - Refuse Collector	13.86
99810 - Sales Clerk	11.57
99820 - School Crossing Guard	15.67
99830 - Survey Party Chief	23.60
99831 - Surveying Aide	14.78
99832 - Surveying Technician	20.25
99840 - Vending Machine Attendant	16.23
99841 - Vending Machine Repairer	20.58
99842 - Vending Machine Repairer Helper	16.23

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5209
Revision No.: 16
Date Of Last Revision: 04/07/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parish of Jefferson Davis

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		19.66
01035 - Court Reporter		25.29
01041 - Customer Service Representative I		13.38
01042 - Customer Service Representative II		14.60
01043 - Customer Service Representative III		16.40
01051 - Data Entry Operator I		13.28
01052 - Data Entry Operator II		14.86
01060 - Dispatcher Motor Vehicle		21.11
01070 - Document Preparation Clerk		12.98
01090 - Duplicating Machine Operator		12.98
01111 - General Clerk I		10.94
01112 - General Clerk II		14.23

01113 - General Clerk III 14.98
01120 - Housing Referral Assistant 18.72
01141 - Messenger Courier 10.44
01191 - Order Clerk I 12.43
01192 - Order Clerk II 13.56
01261 - Personnel Assistant (Employment) I 16.96
01262 - Personnel Assistant (Employment) II 18.97
01263 - Personnel Assistant (Employment) III 21.14
01270 - Production Control Clerk 25.08
01290 - Rental Clerk 15.74
01300 - Scheduler Maintenance 14.58
01311 - Secretary I 14.58
01312 - Secretary II 16.30
01313 - Secretary III 18.72
01320 - Service Order Dispatcher 18.35
01410 - Supply Technician 19.66
01420 - Survey Worker 16.09
01460 - Switchboard Operator/Receptionist 12.74
01531 - Travel Clerk I 12.06
01532 - Travel Clerk II 13.02
01533 - Travel Clerk III 13.88
01611 - Word Processor I 12.98
01612 - Word Processor II 14.58
01613 - Word Processor III 18.63
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.83
05010 - Automotive Electrician 21.80
05040 - Automotive Glass Installer 20.84
05070 - Automotive Worker 20.84
05110 - Mobile Equipment Servicer 17.59
05130 - Motor Equipment Metal Mechanic 22.83
05160 - Motor Equipment Metal Worker 20.84
05190 - Motor Vehicle Mechanic 21.16
05220 - Motor Vehicle Mechanic Helper 16.86
05250 - Motor Vehicle Upholstery Worker 20.51
05280 - Motor Vehicle Wrecker 20.84
05310 - Painter Automotive 20.20
05340 - Radiator Repair Specialist 20.84
05370 - Tire Repairer 16.09
05400 - Transmission Repair Specialist 22.83
07000 - Food Preparation And Service Occupations
07010 - Baker 13.63
07041 - Cook I 10.57
07042 - Cook II 12.52
07070 - Dishwasher 8.79
07130 - Food Service Worker 9.00
07210 - Meat Cutter 13.21
07260 - Waiter/Waitress 8.74
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.10

09040 - Furniture Handler	13.33
09080 - Furniture Refinisher	21.10
09090 - Furniture Refinisher Helper	15.67
09110 - Furniture Repairer Minor	18.02
09130 - Upholsterer	21.10
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.57
11060 - Elevator Operator	10.92
11090 - Gardener	17.92
11122 - Housekeeping Aide	10.92
11150 - Janitor	10.92
11210 - Laborer Grounds Maintenance	12.63
11240 - Maid or Houseman	9.14
11260 - Pruner	10.81
11270 - Tractor Operator	16.15
11330 - Trail Maintenance Worker	12.63
11360 - Window Cleaner	12.72
12000 - Health Occupations	
12010 - Ambulance Driver	16.18
12011 - Breath Alcohol Technician	18.80
12012 - Certified Occupational Therapist Assistant	29.54
12015 - Certified Physical Therapist Assistant	30.94
12020 - Dental Assistant	15.45
12025 - Dental Hygienist	34.73
12030 - EKG Technician	28.49
12035 - Electroneurodiagnostic Technologist	28.49
12040 - Emergency Medical Technician	16.18
12071 - Licensed Practical Nurse I	16.81
12072 - Licensed Practical Nurse II	18.80
12073 - Licensed Practical Nurse III	20.95
12100 - Medical Assistant	13.77
12130 - Medical Laboratory Technician	22.36
12160 - Medical Record Clerk	16.09
12190 - Medical Record Technician	18.01
12195 - Medical Transcriptionist	16.81
12210 - Nuclear Medicine Technologist	41.32
12221 - Nursing Assistant I	10.93
12222 - Nursing Assistant II	12.28
12223 - Nursing Assistant III	13.40
12224 - Nursing Assistant IV	15.05
12235 - Optical Dispenser	14.49
12236 - Optical Technician	16.81
12250 - Pharmacy Technician	14.69
12280 - Phlebotomist	13.34
12305 - Radiologic Technologist	26.06
12311 - Registered Nurse I	22.84
12312 - Registered Nurse II	27.95
12313 - Registered Nurse II Specialist	27.95
12314 - Registered Nurse III	33.81
12315 - Registered Nurse III Anesthetist	33.81

12316 - Registered Nurse IV		40.52
12317 - Scheduler (Drug and Alcohol Testing)		23.28
12320 - Substance Abuse Treatment Counselor		19.88
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.41
13012 - Exhibits Specialist II		24.06
13013 - Exhibits Specialist III		28.26
13041 - Illustrator I		20.41
13042 - Illustrator II		24.06
13043 - Illustrator III		28.26
13047 - Librarian		25.59
13050 - Library Aide/Clerk		14.85
13054 - Library Information Technology Systems Administrator		23.11
13058 - Library Technician		17.26
13061 - Media Specialist I		16.67
13062 - Media Specialist II		18.65
13063 - Media Specialist III		20.80
13071 - Photographer I		16.67
13072 - Photographer II		18.65
13073 - Photographer III		23.11
13074 - Photographer IV		28.26
13075 - Photographer V		34.19
13090 - Technical Order Library Clerk		18.65
13110 - Video Teleconference Technician		16.67
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.07
14042 - Computer Operator II		18.07
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.50
14045 - Computer Operator V		28.31
14071 - Computer Programmer I	(see 1)	22.16
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		16.07
14160 - Personal Computer Support Technician		25.50
14170 - System Support Specialist		28.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.73
15020 - Aircrew Training Devices Instructor (Rated)		35.98
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		29.73
15060 - Educational Technologist		29.34
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		24.98
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.15

15086 - Maintenance Test Pilot Rotary Wing 39.15
15088 - Non-Maintenance Test/Co-Pilot 39.15
15090 - Technical Instructor 20.42
15095 - Technical Instructor/Course Developer 24.98
15110 - Test Proctor 16.48
15120 - Tutor 16.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.94
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.57
16220 - Tailor 12.21
16250 - Washer Machine 9.68
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.18
19040 - Tool And Die Maker 26.80
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.04
21030 - Material Coordinator 25.08
21040 - Material Expediter 25.08
21050 - Material Handling Laborer 13.15
21071 - Order Filler 11.64
21080 - Production Line Worker (Food Processing) 18.04
21110 - Shipping Packer 16.26
21130 - Shipping/Receiving Clerk 16.26
21140 - Store Worker I 10.96
21150 - Stock Clerk 16.66
21210 - Tools And Parts Attendant 18.04
21410 - Warehouse Specialist 18.04
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.00
23019 - Aircraft Logs and Records Technician 19.23
23021 - Aircraft Mechanic I 22.56
23022 - Aircraft Mechanic II 24.00
23023 - Aircraft Mechanic III 25.44
23040 - Aircraft Mechanic Helper 17.24
23050 - Aircraft Painter 21.18
23060 - Aircraft Servicer 19.23
23070 - Aircraft Survival Flight Equipment Technician 21.18
23080 - Aircraft Worker 20.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.24
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.81
23110 - Appliance Mechanic 21.10

23120 - Bicycle Repairer 16.41
23125 - Cable Splicer 27.20
23130 - Carpenter Maintenance 20.14
23140 - Carpet Layer 19.54
23160 - Electrician Maintenance 25.50
23181 - Electronics Technician Maintenance I 22.98
23182 - Electronics Technician Maintenance II 29.05
23183 - Electronics Technician Maintenance III 30.81
23260 - Fabric Worker 18.02
23290 - Fire Alarm System Mechanic 22.56
23310 - Fire Extinguisher Repairer 16.65
23311 - Fuel Distribution System Mechanic 22.56
23312 - Fuel Distribution System Operator 16.41
23370 - General Maintenance Worker 18.40
23380 - Ground Support Equipment Mechanic 22.81
23381 - Ground Support Equipment Servicer 19.23
23382 - Ground Support Equipment Worker 20.24
23391 - Gunsmith I 16.41
23392 - Gunsmith II 19.54
23393 - Gunsmith III 22.56
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.16
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.58
23430 - Heavy Equipment Mechanic 24.40
23440 - Heavy Equipment Operator 21.70
23460 - Instrument Mechanic 22.56
23465 - Laboratory/Shelter Mechanic 21.10
23470 - Laborer 13.15
23510 - Locksmith 21.10
23530 - Machinery Maintenance Mechanic 27.76
23550 - Machinist Maintenance 24.23
23580 - Maintenance Trades Helper 15.06
23591 - Metrology Technician I 22.56
23592 - Metrology Technician II 24.00
23593 - Metrology Technician III 25.44
23640 - Millwright 22.64
23710 - Office Appliance Repairer 21.10
23760 - Painter Maintenance 20.83
23790 - Pipefitter Maintenance 26.86
23810 - Plumber Maintenance 25.12
23820 - Pneudraulic Systems Mechanic 22.56
23850 - Rigger 22.56
23870 - Scale Mechanic 19.54
23890 - Sheet-Metal Worker Maintenance 22.56
23910 - Small Engine Mechanic 19.54
23931 - Telecommunications Mechanic I 29.91
23932 - Telecommunications Mechanic II 31.82
23950 - Telephone Lineman 23.02
23960 - Welder Combination Maintenance 24.23

23965 - Well Driller		22.56
23970 - Woodcraft Worker		22.56
23980 - Woodworker		17.16
24000 - Personal Needs Occupations		
24550 - Case Manager		13.21
24570 - Child Care Attendant		10.35
24580 - Child Care Center Clerk		12.93
24610 - Chore Aide		8.95
24620 - Family Readiness And Support Services Coordinator		13.21
24630 - Homemaker		15.33
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.56
25040 - Sewage Plant Operator		19.38
25070 - Stationary Engineer		22.56
25190 - Ventilation Equipment Tender		15.67
25210 - Water Treatment Plant Operator		19.25
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.49
27007 - Baggage Inspector		12.06
27008 - Corrections Officer		16.60
27010 - Court Security Officer		21.58
27030 - Detection Dog Handler		13.94
27040 - Detention Officer		16.60
27070 - Firefighter		22.28
27101 - Guard I		12.06
27102 - Guard II		13.94
27131 - Police Officer I		22.30
27132 - Police Officer II		24.77
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.54
28042 - Carnival Equipment Repairer		14.84
28043 - Carnival Worker		9.83
28210 - Gate Attendant/Gate Tender		15.40
28310 - Lifeguard		11.75
28350 - Park Attendant (Aide)		17.85
28510 - Recreation Aide/Health Facility Attendant		13.43
28515 - Recreation Specialist		17.42
28630 - Sports Official		15.14
28690 - Swimming Pool Operator		22.43
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.37
29020 - Hatch Tender		24.37
29030 - Line Handler		24.37
29041 - Stevedore I		22.48
29042 - Stevedore II		26.30
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.59

30021 - Archeological Technician I		17.00
30022 - Archeological Technician II		19.15
30023 - Archeological Technician III		22.57
30030 - Cartographic Technician		25.96
30040 - Civil Engineering Technician		24.06
30051 - Cryogenic Technician I		24.42
30052 - Cryogenic Technician II		26.97
30061 - Drafter/CAD Operator I		16.26
30062 - Drafter/CAD Operator II		19.15
30063 - Drafter/CAD Operator III		20.70
30064 - Drafter/CAD Operator IV		24.95
30081 - Engineering Technician I		15.16
30082 - Engineering Technician II		16.99
30083 - Engineering Technician III		20.60
30084 - Engineering Technician IV		25.52
30085 - Engineering Technician V		30.94
30086 - Engineering Technician VI		34.88
30090 - Environmental Technician		22.05
30095 - Evidence Control Specialist		22.05
30210 - Laboratory Technician		33.85
30221 - Latent Fingerprint Technician I		24.42
30222 - Latent Fingerprint Technician II		26.97
30240 - Mathematical Technician		25.52
30361 - Paralegal/Legal Assistant I		19.15
30362 - Paralegal/Legal Assistant II		22.92
30363 - Paralegal/Legal Assistant III		28.04
30364 - Paralegal/Legal Assistant IV		33.93
30375 - Petroleum Supply Specialist		26.97
30390 - Photo-Optics Technician		24.22
30395 - Radiation Control Technician		26.97
30461 - Technical Writer I		22.38
30462 - Technical Writer II		27.39
30463 - Technical Writer III		32.20
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		24.42
30502 - Weather Forecaster II		29.71
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.70
30621 - Weather Observer Senior	(see 2)	22.52
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		11.79
31030 - Bus Driver		18.90
31043 - Driver Courier		14.62
31260 - Parking and Lot Attendant		11.54
31290 - Shuttle Bus Driver		15.87

31310 - Taxi Driver	11.03
31361 - Truckdriver Light	15.87
31362 - Truckdriver Medium	17.42
31363 - Truckdriver Heavy	20.50
31364 - Truckdriver Tractor-Trailer	20.50
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.59
99050 - Desk Clerk	11.02
99095 - Embalmer	27.04
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.69
99252 - Laboratory Animal Caretaker II	14.07
99260 - Marketing Analyst	26.08
99310 - Mortician	27.04
99410 - Pest Controller	19.97
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.15
99711 - Recycling Specialist	20.49
99730 - Refuse Collector	14.06
99810 - Sales Clerk	11.57
99820 - School Crossing Guard	12.24
99830 - Survey Party Chief	26.39
99831 - Surveying Aide	15.01
99832 - Surveying Technician	19.70
99840 - Vending Machine Attendant	17.31
99841 - Vending Machine Repairer	21.82
99842 - Vending Machine Repairer Helper	17.31

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5210
Revision No.: 15
Date Of Last Revision: 05/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parish of Jefferson Davis

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.34
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		19.66
01035 - Court Reporter		25.29
01041 - Customer Service Representative I		12.48
01042 - Customer Service Representative II		14.03
01043 - Customer Service Representative III		15.31
01051 - Data Entry Operator I		13.28
01052 - Data Entry Operator II		14.86
01060 - Dispatcher Motor Vehicle		21.11
01070 - Document Preparation Clerk		12.77

01090 - Duplicating Machine Operator 12.77
01111 - General Clerk I 10.93
01112 - General Clerk II 14.23
01113 - General Clerk III 14.98
01120 - Housing Referral Assistant 18.72
01141 - Messenger Courier 10.17
01191 - Order Clerk I 11.30
01192 - Order Clerk II 12.33
01261 - Personnel Assistant (Employment) I 16.23
01262 - Personnel Assistant (Employment) II 18.17
01263 - Personnel Assistant (Employment) III 20.25
01270 - Production Control Clerk 25.08
01290 - Rental Clerk 14.31
01300 - Scheduler Maintenance 14.33
01311 - Secretary I 14.33
01312 - Secretary II 16.07
01313 - Secretary III 18.72
01320 - Service Order Dispatcher 18.35
01410 - Supply Technician 19.66
01420 - Survey Worker 16.09
01460 - Switchboard Operator/Receptionist 12.08
01531 - Travel Clerk I 12.06
01532 - Travel Clerk II 13.02
01533 - Travel Clerk III 13.88
01611 - Word Processor I 12.77
01612 - Word Processor II 14.58
01613 - Word Processor III 18.63
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.83
05010 - Automotive Electrician 21.80
05040 - Automotive Glass Installer 20.84
05070 - Automotive Worker 20.84
05110 - Mobile Equipment Servicer 17.59
05130 - Motor Equipment Metal Mechanic 22.83
05160 - Motor Equipment Metal Worker 20.84
05190 - Motor Vehicle Mechanic 21.16
05220 - Motor Vehicle Mechanic Helper 16.86
05250 - Motor Vehicle Upholstery Worker 20.51
05280 - Motor Vehicle Wrecker 20.84
05310 - Painter Automotive 20.20
05340 - Radiator Repair Specialist 20.84
05370 - Tire Repairer 16.09
05400 - Transmission Repair Specialist 22.83
07000 - Food Preparation And Service Occupations
07010 - Baker 13.63
07041 - Cook I 9.61
07042 - Cook II 11.38
07070 - Dishwasher 8.79
07130 - Food Service Worker 8.88
07210 - Meat Cutter 13.21

07260 - Waiter/Waitress	8.72
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.10
09040 - Furniture Handler	13.33
09080 - Furniture Refinisher	21.10
09090 - Furniture Refinisher Helper	15.67
09110 - Furniture Repairer Minor	18.02
09130 - Upholsterer	21.10
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.55
11060 - Elevator Operator	10.92
11090 - Gardener	17.92
11122 - Housekeeping Aide	10.92
11150 - Janitor	10.92
11210 - Laborer Grounds Maintenance	12.63
11240 - Maid or Houseman	9.05
11260 - Pruner	10.81
11270 - Tractor Operator	16.15
11330 - Trail Maintenance Worker	12.63
11360 - Window Cleaner	12.72
12000 - Health Occupations	
12010 - Ambulance Driver	16.18
12011 - Breath Alcohol Technician	17.66
12012 - Certified Occupational Therapist Assistant	26.85
12015 - Certified Physical Therapist Assistant	28.13
12020 - Dental Assistant	14.21
12025 - Dental Hygienist	34.73
12030 - EKG Technician	26.75
12035 - Electroneurodiagnostic Technologist	26.75
12040 - Emergency Medical Technician	16.18
12071 - Licensed Practical Nurse I	15.78
12072 - Licensed Practical Nurse II	17.66
12073 - Licensed Practical Nurse III	19.69
12100 - Medical Assistant	13.77
12130 - Medical Laboratory Technician	20.33
12160 - Medical Record Clerk	16.09
12190 - Medical Record Technician	18.01
12195 - Medical Transcriptionist	15.78
12210 - Nuclear Medicine Technologist	38.81
12221 - Nursing Assistant I	9.98
12222 - Nursing Assistant II	11.22
12223 - Nursing Assistant III	12.24
12224 - Nursing Assistant IV	13.74
12235 - Optical Dispenser	14.49
12236 - Optical Technician	15.78
12250 - Pharmacy Technician	14.52
12280 - Phlebotomist	13.34
12305 - Radiologic Technologist	25.11
12311 - Registered Nurse I	22.84
12312 - Registered Nurse II	27.95

12313 - Registered Nurse II Specialist		27.95
12314 - Registered Nurse III		33.81
12315 - Registered Nurse III Anesthetist		33.81
12316 - Registered Nurse IV		40.52
12317 - Scheduler (Drug and Alcohol Testing)		21.88
12320 - Substance Abuse Treatment Counselor		19.88
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.41
13012 - Exhibits Specialist II		24.06
13013 - Exhibits Specialist III		28.26
13041 - Illustrator I		20.41
13042 - Illustrator II		24.06
13043 - Illustrator III		28.26
13047 - Librarian		25.59
13050 - Library Aide/Clerk		14.85
13054 - Library Information Technology Systems Administrator		23.11
13058 - Library Technician		17.26
13061 - Media Specialist I		16.67
13062 - Media Specialist II		18.65
13063 - Media Specialist III		20.80
13071 - Photographer I		16.67
13072 - Photographer II		18.65
13073 - Photographer III		23.11
13074 - Photographer IV		28.26
13075 - Photographer V		34.19
13090 - Technical Order Library Clerk		18.65
13110 - Video Teleconference Technician		16.67
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.07
14042 - Computer Operator II		18.07
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.50
14045 - Computer Operator V		28.31
14071 - Computer Programmer I	(see 1)	22.16
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		16.07
14160 - Personal Computer Support Technician		25.50
14170 - System Support Specialist		28.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.73
15020 - Aircrew Training Devices Instructor (Rated)		35.98
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		29.73
15060 - Educational Technologist		29.34

15070 - Flight Instructor (Pilot) 40.44
15080 - Graphic Artist 24.98
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.15
15086 - Maintenance Test Pilot Rotary Wing 39.15
15088 - Non-Maintenance Test/Co-Pilot 39.15
15090 - Technical Instructor 20.42
15095 - Technical Instructor/Course Developer 24.98
15110 - Test Proctor 16.48
15120 - Tutor 16.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.94
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.57
16220 - Tailor 12.21
16250 - Washer Machine 9.68
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.18
19040 - Tool And Die Maker 26.80
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.04
21030 - Material Coordinator 25.08
21040 - Material Expediter 25.08
21050 - Material Handling Laborer 13.15
21071 - Order Filler 11.35
21080 - Production Line Worker (Food Processing) 18.04
21110 - Shipping Packer 16.17
21130 - Shipping/Receiving Clerk 16.17
21140 - Store Worker I 10.81
21150 - Stock Clerk 16.32
21210 - Tools And Parts Attendant 18.04
21410 - Warehouse Specialist 18.04
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.00
23019 - Aircraft Logs and Records Technician 19.23
23021 - Aircraft Mechanic I 22.56
23022 - Aircraft Mechanic II 24.00
23023 - Aircraft Mechanic III 25.44
23040 - Aircraft Mechanic Helper 17.24
23050 - Aircraft Painter 21.18
23060 - Aircraft Servicer 19.23
23070 - Aircraft Survival Flight Equipment Technician 21.18
23080 - Aircraft Worker 20.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.24

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.81
23110 - Appliance Mechanic 21.10
23120 - Bicycle Repairer 16.41
23125 - Cable Splicer 27.20
23130 - Carpenter Maintenance 20.14
23140 - Carpet Layer 19.54
23160 - Electrician Maintenance 25.50
23181 - Electronics Technician Maintenance I 22.98
23182 - Electronics Technician Maintenance II 29.05
23183 - Electronics Technician Maintenance III 30.81
23260 - Fabric Worker 18.02
23290 - Fire Alarm System Mechanic 22.56
23310 - Fire Extinguisher Repairer 16.65
23311 - Fuel Distribution System Mechanic 22.56
23312 - Fuel Distribution System Operator 16.41
23370 - General Maintenance Worker 18.40
23380 - Ground Support Equipment Mechanic 22.81
23381 - Ground Support Equipment Servicer 19.23
23382 - Ground Support Equipment Worker 20.24
23391 - Gunsmith I 16.41
23392 - Gunsmith II 19.54
23393 - Gunsmith III 22.56
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.16
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.58
23430 - Heavy Equipment Mechanic 22.18
23440 - Heavy Equipment Operator 21.36
23460 - Instrument Mechanic 22.56
23465 - Laboratory/Shelter Mechanic 21.10
23470 - Laborer 13.15
23510 - Locksmith 21.10
23530 - Machinery Maintenance Mechanic 27.48
23550 - Machinist Maintenance 24.23
23580 - Maintenance Trades Helper 15.06
23591 - Metrology Technician I 22.56
23592 - Metrology Technician II 24.00
23593 - Metrology Technician III 25.44
23640 - Millwright 22.64
23710 - Office Appliance Repairer 21.10
23760 - Painter Maintenance 20.83
23790 - Pipefitter Maintenance 26.86
23810 - Plumber Maintenance 25.12
23820 - Pneudraulic Systems Mechanic 22.56
23850 - Rigger 22.56
23870 - Scale Mechanic 19.54
23890 - Sheet-Metal Worker Maintenance 22.56
23910 - Small Engine Mechanic 19.54
23931 - Telecommunications Mechanic I 27.19

23932 - Telecommunications Mechanic II	28.93
23950 - Telephone Lineman	23.02
23960 - Welder Combination Maintenance	24.23
23965 - Well Driller	22.56
23970 - Woodcraft Worker	22.56
23980 - Woodworker	17.16
24000 - Personal Needs Occupations	
24550 - Case Manager	13.21
24570 - Child Care Attendant	10.35
24580 - Child Care Center Clerk	12.93
24610 - Chore Aide	8.95
24620 - Family Readiness And Support Services Coordinator	13.21
24630 - Homemaker	15.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.56
25040 - Sewage Plant Operator	19.38
25070 - Stationary Engineer	22.56
25190 - Ventilation Equipment Tender	15.67
25210 - Water Treatment Plant Operator	19.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.49
27007 - Baggage Inspector	12.06
27008 - Corrections Officer	16.60
27010 - Court Security Officer	21.58
27030 - Detection Dog Handler	13.94
27040 - Detention Officer	16.60
27070 - Firefighter	22.28
27101 - Guard I	12.06
27102 - Guard II	13.94
27131 - Police Officer I	22.30
27132 - Police Officer II	24.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.54
28042 - Carnival Equipment Repairer	14.84
28043 - Carnival Worker	9.83
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.75
28350 - Park Attendant (Aide)	17.85
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	17.36
28630 - Sports Official	15.14
28690 - Swimming Pool Operator	22.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.15
29020 - Hatch Tender	22.15
29030 - Line Handler	22.15
29041 - Stevedore I	20.44
29042 - Stevedore II	23.91
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.00
30022 - Archeological Technician II 19.15
30023 - Archeological Technician III 22.57
30030 - Cartographic Technician 25.96
30040 - Civil Engineering Technician 24.06
30051 - Cryogenic Technician I 24.42
30052 - Cryogenic Technician II 26.97
30061 - Drafter/CAD Operator I 16.26
30062 - Drafter/CAD Operator II 19.15
30063 - Drafter/CAD Operator III 20.70
30064 - Drafter/CAD Operator IV 24.95
30081 - Engineering Technician I 15.16
30082 - Engineering Technician II 16.99
30083 - Engineering Technician III 20.60
30084 - Engineering Technician IV 25.52
30085 - Engineering Technician V 30.94
30086 - Engineering Technician VI 34.88
30090 - Environmental Technician 22.05
30095 - Evidence Control Specialist 22.05
30210 - Laboratory Technician 33.18
30221 - Latent Fingerprint Technician I 24.42
30222 - Latent Fingerprint Technician II 26.97
30240 - Mathematical Technician 25.52
30361 - Paralegal/Legal Assistant I 19.15
30362 - Paralegal/Legal Assistant II 22.92
30363 - Paralegal/Legal Assistant III 28.04
30364 - Paralegal/Legal Assistant IV 33.93
30375 - Petroleum Supply Specialist 26.97
30390 - Photo-Optics Technician 24.22
30395 - Radiation Control Technician 26.97
30461 - Technical Writer I 22.38
30462 - Technical Writer II 27.39
30463 - Technical Writer III 32.20
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 24.42
30502 - Weather Forecaster II 29.71
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.70
30621 - Weather Observer Senior (see 2) 22.52
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.79
31030 - Bus Driver 18.40

31043 - Driver Courier	14.62
31260 - Parking and Lot Attendant	11.54
31290 - Shuttle Bus Driver	15.87
31310 - Taxi Driver	10.76
31361 - Truckdriver Light	15.87
31362 - Truckdriver Medium	17.42
31363 - Truckdriver Heavy	19.95
31364 - Truckdriver Tractor-Trailer	19.95
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.39
99050 - Desk Clerk	11.02
99095 - Embalmer	27.04
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.69
99252 - Laboratory Animal Caretaker II	14.07
99260 - Marketing Analyst	26.08
99310 - Mortician	27.04
99410 - Pest Controller	19.97
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.15
99711 - Recycling Specialist	20.49
99730 - Refuse Collector	14.06
99810 - Sales Clerk	11.57
99820 - School Crossing Guard	12.24
99830 - Survey Party Chief	26.39
99831 - Surveying Aide	15.01
99832 - Surveying Technician	19.70
99840 - Vending Machine Attendant	17.31
99841 - Vending Machine Repairer	21.82
99842 - Vending Machine Repairer Helper	17.31

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5211
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Callahan Jones Taylor

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.01
01012 - Accounting Clerk II		16.39
01013 - Accounting Clerk III		18.34
01020 - Administrative Assistant		23.69
01035 - Court Reporter		16.93
01041 - Customer Service Representative I		11.41
01042 - Customer Service Representative II		12.84
01043 - Customer Service Representative III		14.01
01051 - Data Entry Operator I		12.25
01052 - Data Entry Operator II		13.36
01060 - Dispatcher Motor Vehicle		19.35
01070 - Document Preparation Clerk		13.02
01090 - Duplicating Machine Operator		13.02
01111 - General Clerk I		12.91
01112 - General Clerk II		16.25

01113 - General Clerk III 16.70
01120 - Housing Referral Assistant 19.21
01141 - Messenger Courier 10.62
01191 - Order Clerk I 14.12
01192 - Order Clerk II 15.59
01261 - Personnel Assistant (Employment) I 15.58
01262 - Personnel Assistant (Employment) II 17.43
01263 - Personnel Assistant (Employment) III 19.44
01270 - Production Control Clerk 23.63
01290 - Rental Clerk 13.42
01300 - Scheduler Maintenance 15.37
01311 - Secretary I 15.37
01312 - Secretary II 17.77
01313 - Secretary III 19.21
01320 - Service Order Dispatcher 17.29
01410 - Supply Technician 23.69
01420 - Survey Worker 16.47
01460 - Switchboard Operator/Receptionist 12.73
01531 - Travel Clerk I 11.85
01532 - Travel Clerk II 12.84
01533 - Travel Clerk III 13.90
01611 - Word Processor I 13.02
01612 - Word Processor II 14.62
01613 - Word Processor III 16.36
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.73
05010 - Automotive Electrician 19.89
05040 - Automotive Glass Installer 18.62
05070 - Automotive Worker 18.62
05110 - Mobile Equipment Servicer 16.12
05130 - Motor Equipment Metal Mechanic 21.22
05160 - Motor Equipment Metal Worker 18.62
05190 - Motor Vehicle Mechanic 21.40
05220 - Motor Vehicle Mechanic Helper 14.89
05250 - Motor Vehicle Upholstery Worker 17.39
05280 - Motor Vehicle Wrecker 18.62
05310 - Painter Automotive 19.89
05340 - Radiator Repair Specialist 18.62
05370 - Tire Repairer 14.19
05400 - Transmission Repair Specialist 21.22
07000 - Food Preparation And Service Occupations
07010 - Baker 11.83
07041 - Cook I 11.59
07042 - Cook II 13.44
07070 - Dishwasher 9.99
07130 - Food Service Worker 9.66
07210 - Meat Cutter 15.49
07260 - Waiter/Waitress 9.18
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.02

09040 - Furniture Handler 11.85
09080 - Furniture Refinisher 19.02
09090 - Furniture Refinisher Helper 14.25
09110 - Furniture Repairer Minor 16.63
09130 - Upholsterer 19.02
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.27
11060 - Elevator Operator 11.57
11090 - Gardener 15.37
11122 - Housekeeping Aide 11.57
11150 - Janitor 11.57
11210 - Laborer Grounds Maintenance 11.68
11240 - Maid or Houseman 9.84
11260 - Pruner 10.43
11270 - Tractor Operator 14.19
11330 - Trail Maintenance Worker 11.68
11360 - Window Cleaner 12.96
12000 - Health Occupations
12010 - Ambulance Driver 14.57
12011 - Breath Alcohol Technician 18.34
12012 - Certified Occupational Therapist Assistant 25.17
12015 - Certified Physical Therapist Assistant 28.71
12020 - Dental Assistant 16.92
12025 - Dental Hygienist 38.25
12030 - EKG Technician 27.80
12035 - Electroneurodiagnostic Technologist 27.80
12040 - Emergency Medical Technician 14.57
12071 - Licensed Practical Nurse I 16.39
12072 - Licensed Practical Nurse II 18.34
12073 - Licensed Practical Nurse III 20.45
12100 - Medical Assistant 14.32
12130 - Medical Laboratory Technician 18.92
12160 - Medical Record Clerk 17.41
12190 - Medical Record Technician 19.48
12195 - Medical Transcriptionist 18.35
12210 - Nuclear Medicine Technologist 40.31
12221 - Nursing Assistant I 11.33
12222 - Nursing Assistant II 12.74
12223 - Nursing Assistant III 13.90
12224 - Nursing Assistant IV 15.60
12235 - Optical Dispenser 16.58
12236 - Optical Technician 16.39
12250 - Pharmacy Technician 16.29
12280 - Phlebotomist 16.48
12305 - Radiologic Technologist 29.76
12311 - Registered Nurse I 24.19
12312 - Registered Nurse II 29.61
12313 - Registered Nurse II Specialist 29.61
12314 - Registered Nurse III 35.83
12315 - Registered Nurse III Anesthetist 35.83

12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		22.72
12320 - Substance Abuse Treatment Counselor		22.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.78
13012 - Exhibits Specialist II		22.02
13013 - Exhibits Specialist III		26.94
13041 - Illustrator I		17.78
13042 - Illustrator II		22.02
13043 - Illustrator III		26.94
13047 - Librarian		24.39
13050 - Library Aide/Clerk		12.50
13054 - Library Information Technology Systems Administrator		22.02
13058 - Library Technician		14.76
13061 - Media Specialist I		15.89
13062 - Media Specialist II		17.78
13063 - Media Specialist III		19.82
13071 - Photographer I		15.89
13072 - Photographer II		17.78
13073 - Photographer III		22.02
13074 - Photographer IV		26.94
13075 - Photographer V		32.59
13090 - Technical Order Library Clerk		17.31
13110 - Video Teleconference Technician		15.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.38
14042 - Computer Operator II		17.20
14043 - Computer Operator III		19.48
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.96
14071 - Computer Programmer I	(see 1)	22.18
14072 - Computer Programmer II	(see 1)	27.50
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.38
14160 - Personal Computer Support Technician		21.63
14170 - System Support Specialist		24.96
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.90
15020 - Aircrew Training Devices Instructor (Rated)		34.97
15030 - Air Crew Training Devices Instructor (Pilot)		41.92
15050 - Computer Based Training Specialist / Instructor		28.90
15060 - Educational Technologist		31.99
15070 - Flight Instructor (Pilot)		41.92
15080 - Graphic Artist		23.76
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.92

15086 - Maintenance Test Pilot Rotary Wing 41.92
15088 - Non-Maintenance Test/Co-Pilot 41.92
15090 - Technical Instructor 19.96
15095 - Technical Instructor/Course Developer 24.43
15110 - Test Proctor 17.77
15120 - Tutor 17.77
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.57
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.09
16220 - Tailor 11.52
16250 - Washer Machine 9.67
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.34
19040 - Tool And Die Maker 27.01
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.54
21030 - Material Coordinator 23.63
21040 - Material Expediter 23.63
21050 - Material Handling Laborer 11.96
21071 - Order Filler 11.89
21080 - Production Line Worker (Food Processing) 15.54
21110 - Shipping Packer 15.29
21130 - Shipping/Receiving Clerk 15.29
21140 - Store Worker I 10.45
21150 - Stock Clerk 14.71
21210 - Tools And Parts Attendant 15.54
21410 - Warehouse Specialist 15.54
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.64
23019 - Aircraft Logs and Records Technician 20.59
23021 - Aircraft Mechanic I 26.08
23022 - Aircraft Mechanic II 27.64
23023 - Aircraft Mechanic III 29.18
23040 - Aircraft Mechanic Helper 18.38
23050 - Aircraft Painter 23.74
23060 - Aircraft Servicer 20.59
23070 - Aircraft Survival Flight Equipment Technician 23.74
23080 - Aircraft Worker 22.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.07
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.08
23110 - Appliance Mechanic 21.34

23120 - Bicycle Repairer	17.18
23125 - Cable Splicer	30.29
23130 - Carpenter Maintenance	16.96
23140 - Carpet Layer	19.93
23160 - Electrician Maintenance	23.48
23181 - Electronics Technician Maintenance I	20.66
23182 - Electronics Technician Maintenance II	22.12
23183 - Electronics Technician Maintenance III	23.65
23260 - Fabric Worker	18.50
23290 - Fire Alarm System Mechanic	22.81
23310 - Fire Extinguisher Repairer	17.18
23311 - Fuel Distribution System Mechanic	20.08
23312 - Fuel Distribution System Operator	15.13
23370 - General Maintenance Worker	15.84
23380 - Ground Support Equipment Mechanic	26.08
23381 - Ground Support Equipment Servicer	20.59
23382 - Ground Support Equipment Worker	22.07
23391 - Gunsmith I	17.18
23392 - Gunsmith II	19.93
23393 - Gunsmith III	22.81
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.54
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.90
23430 - Heavy Equipment Mechanic	23.28
23440 - Heavy Equipment Operator	19.24
23460 - Instrument Mechanic	22.81
23465 - Laboratory/Shelter Mechanic	21.34
23470 - Laborer	11.96
23510 - Locksmith	21.34
23530 - Machinery Maintenance Mechanic	22.80
23550 - Machinist Maintenance	22.25
23580 - Maintenance Trades Helper	13.88
23591 - Metrology Technician I	22.81
23592 - Metrology Technician II	24.26
23593 - Metrology Technician III	25.65
23640 - Millwright	22.81
23710 - Office Appliance Repairer	21.34
23760 - Painter Maintenance	18.25
23790 - Pipefitter Maintenance	23.04
23810 - Plumber Maintenance	21.55
23820 - Pneudraulic Systems Mechanic	22.81
23850 - Rigger	22.81
23870 - Scale Mechanic	19.93
23890 - Sheet-Metal Worker Maintenance	21.80
23910 - Small Engine Mechanic	19.93
23931 - Telecommunications Mechanic I	21.03
23932 - Telecommunications Mechanic II	22.36
23950 - Telephone Lineman	25.80
23960 - Welder Combination Maintenance	20.29

23965 - Well Driller	22.81
23970 - Woodcraft Worker	22.81
23980 - Woodworker	17.18
24000 - Personal Needs Occupations	
24550 - Case Manager	14.32
24570 - Child Care Attendant	9.35
24580 - Child Care Center Clerk	12.97
24610 - Chore Aide	9.52
24620 - Family Readiness And Support Services Coordinator	14.32
24630 - Homemaker	15.93
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.81
25040 - Sewage Plant Operator	17.29
25070 - Stationary Engineer	22.81
25190 - Ventilation Equipment Tender	15.87
25210 - Water Treatment Plant Operator	17.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.82
27007 - Baggage Inspector	12.87
27008 - Corrections Officer	20.57
27010 - Court Security Officer	19.83
27030 - Detection Dog Handler	15.74
27040 - Detention Officer	20.57
27070 - Firefighter	20.57
27101 - Guard I	12.87
27102 - Guard II	15.74
27131 - Police Officer I	28.79
27132 - Police Officer II	31.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.95
28042 - Carnival Equipment Repairer	15.10
28043 - Carnival Worker	10.26
28210 - Gate Attendant/Gate Tender	13.35
28310 - Lifeguard	11.38
28350 - Park Attendant (Aide)	14.94
28510 - Recreation Aide/Health Facility Attendant	10.90
28515 - Recreation Specialist	17.70
28630 - Sports Official	11.90
28690 - Swimming Pool Operator	17.52
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.09
29020 - Hatch Tender	26.09
29030 - Line Handler	26.09
29041 - Stevedore I	24.23
29042 - Stevedore II	27.93
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.31
30022 - Archeological Technician II		20.49
30023 - Archeological Technician III		25.38
30030 - Cartographic Technician		25.38
30040 - Civil Engineering Technician		25.38
30051 - Cryogenic Technician I		28.11
30052 - Cryogenic Technician II		31.05
30061 - Drafter/CAD Operator I		18.31
30062 - Drafter/CAD Operator II		20.49
30063 - Drafter/CAD Operator III		22.84
30064 - Drafter/CAD Operator IV		28.11
30081 - Engineering Technician I		15.17
30082 - Engineering Technician II		17.03
30083 - Engineering Technician III		19.05
30084 - Engineering Technician IV		23.59
30085 - Engineering Technician V		28.87
30086 - Engineering Technician VI		34.92
30090 - Environmental Technician		25.38
30095 - Evidence Control Specialist		25.38
30210 - Laboratory Technician		22.84
30221 - Latent Fingerprint Technician I		28.11
30222 - Latent Fingerprint Technician II		31.05
30240 - Mathematical Technician		25.38
30361 - Paralegal/Legal Assistant I		18.59
30362 - Paralegal/Legal Assistant II		21.95
30363 - Paralegal/Legal Assistant III		27.43
30364 - Paralegal/Legal Assistant IV		32.70
30375 - Petroleum Supply Specialist		31.05
30390 - Photo-Optics Technician		22.58
30395 - Radiation Control Technician		31.05
30461 - Technical Writer I		25.38
30462 - Technical Writer II		31.05
30463 - Technical Writer III		37.56
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.11
30502 - Weather Forecaster II		34.19
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.84
30621 - Weather Observer Senior	(see 2)	25.38
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.74
31030 - Bus Driver		20.87
31043 - Driver Courier		14.94
31260 - Parking and Lot Attendant		13.16
31290 - Shuttle Bus Driver		16.18

31310 - Taxi Driver	12.07
31361 - Truckdriver Light	16.18
31362 - Truckdriver Medium	17.49
31363 - Truckdriver Heavy	22.70
31364 - Truckdriver Tractor-Trailer	22.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.27
99050 - Desk Clerk	12.60
99095 - Embalmer	26.48
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.78
99252 - Laboratory Animal Caretaker II	14.92
99260 - Marketing Analyst	24.11
99310 - Mortician	26.48
99410 - Pest Controller	18.44
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.90
99711 - Recycling Specialist	22.96
99730 - Refuse Collector	16.88
99810 - Sales Clerk	12.11
99820 - School Crossing Guard	11.86
99830 - Survey Party Chief	16.48
99831 - Surveying Aide	11.47
99832 - Surveying Technician	15.74
99840 - Vending Machine Attendant	16.13
99841 - Vending Machine Repairer	20.26
99842 - Vending Machine Repairer Helper	16.13

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5212
Revision No.: 15
Date Of Last Revision: 06/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Callahan Jones Taylor

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.01
01012 - Accounting Clerk II		16.39
01013 - Accounting Clerk III		18.34
01020 - Administrative Assistant		23.69
01035 - Court Reporter		16.93
01041 - Customer Service Representative I		11.41
01042 - Customer Service Representative II		12.84
01043 - Customer Service Representative III		14.01
01051 - Data Entry Operator I		12.25
01052 - Data Entry Operator II		13.36
01060 - Dispatcher Motor Vehicle		19.35
01070 - Document Preparation Clerk		13.02

01090 - Duplicating Machine Operator 13.02
01111 - General Clerk I 12.91
01112 - General Clerk II 16.25
01113 - General Clerk III 16.70
01120 - Housing Referral Assistant 19.21
01141 - Messenger Courier 10.62
01191 - Order Clerk I 14.12
01192 - Order Clerk II 15.59
01261 - Personnel Assistant (Employment) I 15.58
01262 - Personnel Assistant (Employment) II 17.43
01263 - Personnel Assistant (Employment) III 19.44
01270 - Production Control Clerk 23.63
01290 - Rental Clerk 13.42
01300 - Scheduler Maintenance 15.37
01311 - Secretary I 15.37
01312 - Secretary II 17.77
01313 - Secretary III 19.21
01320 - Service Order Dispatcher 17.29
01410 - Supply Technician 23.69
01420 - Survey Worker 16.47
01460 - Switchboard Operator/Receptionist 12.73
01531 - Travel Clerk I 11.85
01532 - Travel Clerk II 12.84
01533 - Travel Clerk III 13.90
01611 - Word Processor I 13.02
01612 - Word Processor II 14.62
01613 - Word Processor III 16.36
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.73
05010 - Automotive Electrician 19.89
05040 - Automotive Glass Installer 18.62
05070 - Automotive Worker 18.62
05110 - Mobile Equipment Servicer 16.12
05130 - Motor Equipment Metal Mechanic 21.22
05160 - Motor Equipment Metal Worker 18.62
05190 - Motor Vehicle Mechanic 21.40
05220 - Motor Vehicle Mechanic Helper 14.89
05250 - Motor Vehicle Upholstery Worker 17.39
05280 - Motor Vehicle Wrecker 18.62
05310 - Painter Automotive 19.89
05340 - Radiator Repair Specialist 18.62
05370 - Tire Repairer 14.19
05400 - Transmission Repair Specialist 21.22
07000 - Food Preparation And Service Occupations
07010 - Baker 11.83
07041 - Cook I 11.59
07042 - Cook II 13.44
07070 - Dishwasher 9.99
07130 - Food Service Worker 9.66
07210 - Meat Cutter 15.49

07260 - Waiter/Waitress	9.18
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	19.02
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer Minor	16.63
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.27
11060 - Elevator Operator	11.57
11090 - Gardener	15.37
11122 - Housekeeping Aide	11.57
11150 - Janitor	11.57
11210 - Laborer Grounds Maintenance	11.68
11240 - Maid or Houseman	9.84
11260 - Pruner	10.43
11270 - Tractor Operator	14.19
11330 - Trail Maintenance Worker	11.68
11360 - Window Cleaner	12.96
12000 - Health Occupations	
12010 - Ambulance Driver	14.57
12011 - Breath Alcohol Technician	18.34
12012 - Certified Occupational Therapist Assistant	25.17
12015 - Certified Physical Therapist Assistant	28.71
12020 - Dental Assistant	16.92
12025 - Dental Hygienist	38.25
12030 - EKG Technician	27.80
12035 - Electroneurodiagnostic Technologist	27.80
12040 - Emergency Medical Technician	14.57
12071 - Licensed Practical Nurse I	16.39
12072 - Licensed Practical Nurse II	18.34
12073 - Licensed Practical Nurse III	20.45
12100 - Medical Assistant	14.32
12130 - Medical Laboratory Technician	18.92
12160 - Medical Record Clerk	17.41
12190 - Medical Record Technician	19.48
12195 - Medical Transcriptionist	18.35
12210 - Nuclear Medicine Technologist	40.31
12221 - Nursing Assistant I	11.33
12222 - Nursing Assistant II	12.74
12223 - Nursing Assistant III	13.90
12224 - Nursing Assistant IV	15.60
12235 - Optical Dispenser	16.58
12236 - Optical Technician	16.39
12250 - Pharmacy Technician	16.29
12280 - Phlebotomist	16.48
12305 - Radiologic Technologist	29.76
12311 - Registered Nurse I	24.19
12312 - Registered Nurse II	29.61

12313 - Registered Nurse II Specialist		29.61
12314 - Registered Nurse III		35.83
12315 - Registered Nurse III Anesthetist		35.83
12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		22.72
12320 - Substance Abuse Treatment Counselor		22.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.78
13012 - Exhibits Specialist II		22.02
13013 - Exhibits Specialist III		26.94
13041 - Illustrator I		17.78
13042 - Illustrator II		22.02
13043 - Illustrator III		26.94
13047 - Librarian		24.39
13050 - Library Aide/Clerk		12.50
13054 - Library Information Technology Systems Administrator		22.02
13058 - Library Technician		14.76
13061 - Media Specialist I		15.89
13062 - Media Specialist II		17.78
13063 - Media Specialist III		19.82
13071 - Photographer I		15.89
13072 - Photographer II		17.78
13073 - Photographer III		22.02
13074 - Photographer IV		26.94
13075 - Photographer V		32.59
13090 - Technical Order Library Clerk		17.31
13110 - Video Teleconference Technician		15.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.38
14042 - Computer Operator II		17.20
14043 - Computer Operator III		19.48
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.96
14071 - Computer Programmer I	(see 1)	22.18
14072 - Computer Programmer II	(see 1)	27.50
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.38
14160 - Personal Computer Support Technician		21.63
14170 - System Support Specialist		24.96
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.90
15020 - Aircrew Training Devices Instructor (Rated)		34.97
15030 - Air Crew Training Devices Instructor (Pilot)		41.92
15050 - Computer Based Training Specialist / Instructor		28.90
15060 - Educational Technologist		31.99

15070 - Flight Instructor (Pilot) 41.92
15080 - Graphic Artist 23.76
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.92
15086 - Maintenance Test Pilot Rotary Wing 41.92
15088 - Non-Maintenance Test/Co-Pilot 41.92
15090 - Technical Instructor 19.96
15095 - Technical Instructor/Course Developer 24.43
15110 - Test Proctor 17.77
15120 - Tutor 17.77
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.57
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.09
16220 - Tailor 11.52
16250 - Washer Machine 9.67
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.34
19040 - Tool And Die Maker 27.01
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.54
21030 - Material Coordinator 23.63
21040 - Material Expediter 23.63
21050 - Material Handling Laborer 11.96
21071 - Order Filler 11.89
21080 - Production Line Worker (Food Processing) 15.54
21110 - Shipping Packer 15.29
21130 - Shipping/Receiving Clerk 15.29
21140 - Store Worker I 10.45
21150 - Stock Clerk 14.71
21210 - Tools And Parts Attendant 15.54
21410 - Warehouse Specialist 15.54
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.64
23019 - Aircraft Logs and Records Technician 20.59
23021 - Aircraft Mechanic I 26.08
23022 - Aircraft Mechanic II 27.64
23023 - Aircraft Mechanic III 29.18
23040 - Aircraft Mechanic Helper 18.38
23050 - Aircraft Painter 23.74
23060 - Aircraft Servicer 20.59
23070 - Aircraft Survival Flight Equipment Technician 23.74
23080 - Aircraft Worker 22.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.07

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.08
23110 - Appliance Mechanic 21.34
23120 - Bicycle Repairer 17.18
23125 - Cable Splicer 30.29
23130 - Carpenter Maintenance 16.96
23140 - Carpet Layer 19.93
23160 - Electrician Maintenance 23.48
23181 - Electronics Technician Maintenance I 20.66
23182 - Electronics Technician Maintenance II 22.12
23183 - Electronics Technician Maintenance III 23.65
23260 - Fabric Worker 18.50
23290 - Fire Alarm System Mechanic 22.81
23310 - Fire Extinguisher Repairer 17.18
23311 - Fuel Distribution System Mechanic 20.08
23312 - Fuel Distribution System Operator 15.13
23370 - General Maintenance Worker 15.84
23380 - Ground Support Equipment Mechanic 26.08
23381 - Ground Support Equipment Servicer 20.59
23382 - Ground Support Equipment Worker 22.07
23391 - Gunsmith I 17.18
23392 - Gunsmith II 19.93
23393 - Gunsmith III 22.81
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.54
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.90
23430 - Heavy Equipment Mechanic 23.28
23440 - Heavy Equipment Operator 19.24
23460 - Instrument Mechanic 22.81
23465 - Laboratory/Shelter Mechanic 21.34
23470 - Laborer 11.96
23510 - Locksmith 21.34
23530 - Machinery Maintenance Mechanic 22.80
23550 - Machinist Maintenance 22.25
23580 - Maintenance Trades Helper 13.88
23591 - Metrology Technician I 22.81
23592 - Metrology Technician II 24.26
23593 - Metrology Technician III 25.65
23640 - Millwright 22.81
23710 - Office Appliance Repairer 21.34
23760 - Painter Maintenance 18.25
23790 - Pipefitter Maintenance 23.04
23810 - Plumber Maintenance 21.55
23820 - Pneudraulic Systems Mechanic 22.81
23850 - Rigger 22.81
23870 - Scale Mechanic 19.93
23890 - Sheet-Metal Worker Maintenance 21.80
23910 - Small Engine Mechanic 19.93
23931 - Telecommunications Mechanic I 21.03

23932 - Telecommunications Mechanic II	22.36
23950 - Telephone Lineman	25.80
23960 - Welder Combination Maintenance	20.29
23965 - Well Driller	22.81
23970 - Woodcraft Worker	22.81
23980 - Woodworker	17.18
24000 - Personal Needs Occupations	
24550 - Case Manager	14.32
24570 - Child Care Attendant	9.35
24580 - Child Care Center Clerk	12.97
24610 - Chore Aide	9.52
24620 - Family Readiness And Support Services Coordinator	14.32
24630 - Homemaker	15.93
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.81
25040 - Sewage Plant Operator	17.29
25070 - Stationary Engineer	22.81
25190 - Ventilation Equipment Tender	15.87
25210 - Water Treatment Plant Operator	17.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.82
27007 - Baggage Inspector	12.87
27008 - Corrections Officer	20.57
27010 - Court Security Officer	19.83
27030 - Detection Dog Handler	15.74
27040 - Detention Officer	20.57
27070 - Firefighter	20.57
27101 - Guard I	12.87
27102 - Guard II	15.74
27131 - Police Officer I	28.79
27132 - Police Officer II	31.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.95
28042 - Carnival Equipment Repairer	15.10
28043 - Carnival Worker	10.26
28210 - Gate Attendant/Gate Tender	13.35
28310 - Lifeguard	11.38
28350 - Park Attendant (Aide)	14.94
28510 - Recreation Aide/Health Facility Attendant	10.90
28515 - Recreation Specialist	17.70
28630 - Sports Official	11.90
28690 - Swimming Pool Operator	17.52
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.09
29020 - Hatch Tender	26.09
29030 - Line Handler	26.09
29041 - Stevedore I	24.23
29042 - Stevedore II	27.93
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.31
30022 - Archeological Technician II 20.49
30023 - Archeological Technician III 25.38
30030 - Cartographic Technician 25.38
30040 - Civil Engineering Technician 25.38
30051 - Cryogenic Technician I 28.11
30052 - Cryogenic Technician II 31.05
30061 - Drafter/CAD Operator I 18.31
30062 - Drafter/CAD Operator II 20.49
30063 - Drafter/CAD Operator III 22.84
30064 - Drafter/CAD Operator IV 28.11
30081 - Engineering Technician I 15.17
30082 - Engineering Technician II 17.03
30083 - Engineering Technician III 19.05
30084 - Engineering Technician IV 23.59
30085 - Engineering Technician V 28.87
30086 - Engineering Technician VI 34.92
30090 - Environmental Technician 25.38
30095 - Evidence Control Specialist 25.38
30210 - Laboratory Technician 22.84
30221 - Latent Fingerprint Technician I 28.11
30222 - Latent Fingerprint Technician II 31.05
30240 - Mathematical Technician 25.38
30361 - Paralegal/Legal Assistant I 18.59
30362 - Paralegal/Legal Assistant II 21.95
30363 - Paralegal/Legal Assistant III 27.43
30364 - Paralegal/Legal Assistant IV 32.70
30375 - Petroleum Supply Specialist 31.05
30390 - Photo-Optics Technician 22.58
30395 - Radiation Control Technician 31.05
30461 - Technical Writer I 25.38
30462 - Technical Writer II 31.05
30463 - Technical Writer III 37.56
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.11
30502 - Weather Forecaster II 34.19
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.84
30621 - Weather Observer Senior (see 2) 25.38
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.74
31030 - Bus Driver 20.87

31043 - Driver Courier	14.94
31260 - Parking and Lot Attendant	13.16
31290 - Shuttle Bus Driver	16.18
31310 - Taxi Driver	12.07
31361 - Truckdriver Light	16.18
31362 - Truckdriver Medium	17.49
31363 - Truckdriver Heavy	22.70
31364 - Truckdriver Tractor-Trailer	22.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.27
99050 - Desk Clerk	12.60
99095 - Embalmer	26.48
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.78
99252 - Laboratory Animal Caretaker II	14.92
99260 - Marketing Analyst	24.11
99310 - Mortician	26.48
99410 - Pest Controller	18.44
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.90
99711 - Recycling Specialist	22.96
99730 - Refuse Collector	16.88
99810 - Sales Clerk	12.11
99820 - School Crossing Guard	11.86
99830 - Survey Party Chief	16.48
99831 - Surveying Aide	11.47
99832 - Surveying Technician	15.74
99840 - Vending Machine Attendant	16.13
99841 - Vending Machine Repairer	20.26
99842 - Vending Machine Repairer Helper	16.13

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5213
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Armstrong Carson Oldham Potter Randall

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.72
01012 - Accounting Clerk II		15.40
01013 - Accounting Clerk III		17.23
01020 - Administrative Assistant		25.51
01035 - Court Reporter		17.77
01041 - Customer Service Representative I		11.06
01042 - Customer Service Representative II		12.44
01043 - Customer Service Representative III		13.57
01051 - Data Entry Operator I		15.56
01052 - Data Entry Operator II		16.97
01060 - Dispatcher Motor Vehicle		18.03
01070 - Document Preparation Clerk		14.52
01090 - Duplicating Machine Operator		14.52
01111 - General Clerk I		12.45
01112 - General Clerk II		16.25

01113 - General Clerk III 16.70
01120 - Housing Referral Assistant 19.30
01141 - Messenger Courier 12.10
01191 - Order Clerk I 14.53
01192 - Order Clerk II 16.54
01261 - Personnel Assistant (Employment) I 16.03
01262 - Personnel Assistant (Employment) II 17.94
01263 - Personnel Assistant (Employment) III 20.00
01270 - Production Control Clerk 21.48
01290 - Rental Clerk 13.85
01300 - Scheduler Maintenance 15.47
01311 - Secretary I 15.47
01312 - Secretary II 17.77
01313 - Secretary III 19.30
01320 - Service Order Dispatcher 16.09
01410 - Supply Technician 25.51
01420 - Survey Worker 15.43
01460 - Switchboard Operator/Receptionist 12.76
01531 - Travel Clerk I 11.80
01532 - Travel Clerk II 12.71
01533 - Travel Clerk III 13.54
01611 - Word Processor I 13.78
01612 - Word Processor II 15.47
01613 - Word Processor III 17.77
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.28
05010 - Automotive Electrician 21.64
05040 - Automotive Glass Installer 20.22
05070 - Automotive Worker 20.22
05110 - Mobile Equipment Servicer 17.43
05130 - Motor Equipment Metal Mechanic 23.14
05160 - Motor Equipment Metal Worker 20.22
05190 - Motor Vehicle Mechanic 23.14
05220 - Motor Vehicle Mechanic Helper 16.10
05250 - Motor Vehicle Upholstery Worker 18.77
05280 - Motor Vehicle Wrecker 20.22
05310 - Painter Automotive 21.64
05340 - Radiator Repair Specialist 20.22
05370 - Tire Repairer 14.19
05400 - Transmission Repair Specialist 23.14
07000 - Food Preparation And Service Occupations
07010 - Baker 10.95
07041 - Cook I 11.83
07042 - Cook II 13.72
07070 - Dishwasher 9.98
07130 - Food Service Worker 10.22
07210 - Meat Cutter 13.15
07260 - Waiter/Waitress 9.21
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.09

09040 - Furniture Handler 12.91
09080 - Furniture Refinisher 21.09
09090 - Furniture Refinisher Helper 15.69
09110 - Furniture Repairer Minor 18.29
09130 - Upholsterer 21.09
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.91
11060 - Elevator Operator 11.64
11090 - Gardener 17.69
11122 - Housekeeping Aide 11.64
11150 - Janitor 11.64
11210 - Laborer Grounds Maintenance 13.45
11240 - Maid or Houseman 9.60
11260 - Pruner 12.01
11270 - Tractor Operator 16.34
11330 - Trail Maintenance Worker 13.45
11360 - Window Cleaner 13.03
12000 - Health Occupations
12010 - Ambulance Driver 18.32
12011 - Breath Alcohol Technician 20.30
12012 - Certified Occupational Therapist Assistant 30.27
12015 - Certified Physical Therapist Assistant 31.03
12020 - Dental Assistant 16.12
12025 - Dental Hygienist 39.47
12030 - EKG Technician 28.98
12035 - Electroneurodiagnostic Technologist 28.98
12040 - Emergency Medical Technician 18.32
12071 - Licensed Practical Nurse I 18.15
12072 - Licensed Practical Nurse II 20.30
12073 - Licensed Practical Nurse III 22.64
12100 - Medical Assistant 15.14
12130 - Medical Laboratory Technician 20.07
12160 - Medical Record Clerk 16.65
12190 - Medical Record Technician 19.75
12195 - Medical Transcriptionist 20.19
12210 - Nuclear Medicine Technologist 43.29
12221 - Nursing Assistant I 11.75
12222 - Nursing Assistant II 13.21
12223 - Nursing Assistant III 14.41
12224 - Nursing Assistant IV 16.17
12235 - Optical Dispenser 15.40
12236 - Optical Technician 17.42
12250 - Pharmacy Technician 17.06
12280 - Phlebotomist 14.52
12305 - Radiologic Technologist 28.04
12311 - Registered Nurse I 24.19
12312 - Registered Nurse II 29.61
12313 - Registered Nurse II Specialist 29.61
12314 - Registered Nurse III 35.83
12315 - Registered Nurse III Anesthetist 35.83

12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		25.12
12320 - Substance Abuse Treatment Counselor		24.37
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.69
13012 - Exhibits Specialist II		26.87
13013 - Exhibits Specialist III		32.87
13041 - Illustrator I		21.69
13042 - Illustrator II		26.87
13043 - Illustrator III		32.87
13047 - Librarian		29.77
13050 - Library Aide/Clerk		13.01
13054 - Library Information Technology Systems Administrator		26.87
13058 - Library Technician		14.76
13061 - Media Specialist I		19.39
13062 - Media Specialist II		21.69
13063 - Media Specialist III		24.19
13071 - Photographer I		19.39
13072 - Photographer II		21.69
13073 - Photographer III		26.87
13074 - Photographer IV		32.87
13075 - Photographer V		39.78
13090 - Technical Order Library Clerk		16.63
13110 - Video Teleconference Technician		19.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.57
14042 - Computer Operator II		17.42
14043 - Computer Operator III		19.48
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.96
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.57
14160 - Personal Computer Support Technician		21.63
14170 - System Support Specialist		25.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.15
15020 - Aircrew Training Devices Instructor (Rated)		35.26
15030 - Air Crew Training Devices Instructor (Pilot)		42.26
15050 - Computer Based Training Specialist / Instructor		29.15
15060 - Educational Technologist		31.23
15070 - Flight Instructor (Pilot)		42.26
15080 - Graphic Artist		19.64
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.26

15086 - Maintenance Test Pilot Rotary Wing 42.26
15088 - Non-Maintenance Test/Co-Pilot 42.26
15090 - Technical Instructor 19.98
15095 - Technical Instructor/Course Developer 24.45
15110 - Test Proctor 17.77
15120 - Tutor 17.77
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.85
16030 - Counter Attendant 9.85
16040 - Dry Cleaner 11.26
16070 - Finisher Flatwork Machine 9.85
16090 - Presser Hand 9.85
16110 - Presser Machine Drycleaning 9.85
16130 - Presser Machine Shirts 9.85
16160 - Presser Machine Wearing Apparel Laundry 9.85
16190 - Sewing Machine Operator 11.73
16220 - Tailor 12.20
16250 - Washer Machine 10.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.44
19040 - Tool And Die Maker 27.14
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.25
21030 - Material Coordinator 21.48
21040 - Material Expediter 21.48
21050 - Material Handling Laborer 14.10
21071 - Order Filler 12.64
21080 - Production Line Worker (Food Processing) 17.25
21110 - Shipping Packer 15.28
21130 - Shipping/Receiving Clerk 15.28
21140 - Store Worker I 10.48
21150 - Stock Clerk 14.71
21210 - Tools And Parts Attendant 17.25
21410 - Warehouse Specialist 17.25
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.44
23019 - Aircraft Logs and Records Technician 24.92
23021 - Aircraft Mechanic I 31.56
23022 - Aircraft Mechanic II 33.44
23023 - Aircraft Mechanic III 35.31
23040 - Aircraft Mechanic Helper 22.24
23050 - Aircraft Painter 28.72
23060 - Aircraft Servicer 24.92
23070 - Aircraft Survival Flight Equipment Technician 28.72
23080 - Aircraft Worker 26.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.56
23110 - Appliance Mechanic 21.44

23120 - Bicycle Repairer	17.27
23125 - Cable Splicer	25.40
23130 - Carpenter Maintenance	20.40
23140 - Carpet Layer	20.03
23160 - Electrician Maintenance	27.94
23181 - Electronics Technician Maintenance I	22.59
23182 - Electronics Technician Maintenance II	24.19
23183 - Electronics Technician Maintenance III	25.86
23260 - Fabric Worker	18.60
23290 - Fire Alarm System Mechanic	20.95
23310 - Fire Extinguisher Repairer	17.27
23311 - Fuel Distribution System Mechanic	23.16
23312 - Fuel Distribution System Operator	18.22
23370 - General Maintenance Worker	19.08
23380 - Ground Support Equipment Mechanic	31.56
23381 - Ground Support Equipment Servicer	24.92
23382 - Ground Support Equipment Worker	26.71
23391 - Gunsmith I	17.27
23392 - Gunsmith II	20.03
23393 - Gunsmith III	22.92
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.99
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.51
23430 - Heavy Equipment Mechanic	23.04
23440 - Heavy Equipment Operator	19.24
23460 - Instrument Mechanic	22.92
23465 - Laboratory/Shelter Mechanic	21.44
23470 - Laborer	14.10
23510 - Locksmith	20.53
23530 - Machinery Maintenance Mechanic	23.32
23550 - Machinist Maintenance	24.10
23580 - Maintenance Trades Helper	14.94
23591 - Metrology Technician I	22.92
23592 - Metrology Technician II	24.38
23593 - Metrology Technician III	25.78
23640 - Millwright	22.92
23710 - Office Appliance Repairer	18.66
23760 - Painter Maintenance	16.96
23790 - Pipefitter Maintenance	21.54
23810 - Plumber Maintenance	20.23
23820 - Pneudraulic Systems Mechanic	22.92
23850 - Rigger	22.92
23870 - Scale Mechanic	20.03
23890 - Sheet-Metal Worker Maintenance	28.17
23910 - Small Engine Mechanic	19.16
23931 - Telecommunications Mechanic I	26.42
23932 - Telecommunications Mechanic II	28.10
23950 - Telephone Lineman	23.45
23960 - Welder Combination Maintenance	20.29

23965 - Well Driller	22.92
23970 - Woodcraft Worker	22.92
23980 - Woodworker	17.27
24000 - Personal Needs Occupations	
24550 - Case Manager	15.93
24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	12.97
24610 - Chore Aide	9.61
24620 - Family Readiness And Support Services Coordinator	15.81
24630 - Homemaker	15.93
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	17.40
25070 - Stationary Engineer	22.92
25190 - Ventilation Equipment Tender	15.95
25210 - Water Treatment Plant Operator	17.40
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.71
27007 - Baggage Inspector	16.74
27008 - Corrections Officer	21.86
27010 - Court Security Officer	25.77
27030 - Detection Dog Handler	20.94
27040 - Detention Officer	21.86
27070 - Firefighter	29.40
27101 - Guard I	16.74
27102 - Guard II	20.94
27131 - Police Officer I	29.88
27132 - Police Officer II	33.20
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.58
28042 - Carnival Equipment Repairer	13.63
28043 - Carnival Worker	9.25
28210 - Gate Attendant/Gate Tender	16.26
28310 - Lifeguard	11.72
28350 - Park Attendant (Aide)	18.19
28510 - Recreation Aide/Health Facility Attendant	13.28
28515 - Recreation Specialist	20.23
28630 - Sports Official	14.49
28690 - Swimming Pool Operator	15.80
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.65
29020 - Hatch Tender	22.65
29030 - Line Handler	22.65
29041 - Stevedore I	21.03
29042 - Stevedore II	24.24
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		16.44
30022 - Archeological Technician II		18.22
30023 - Archeological Technician III		22.79
30030 - Cartographic Technician		22.79
30040 - Civil Engineering Technician		21.39
30051 - Cryogenic Technician I		25.24
30052 - Cryogenic Technician II		27.87
30061 - Drafter/CAD Operator I		16.44
30062 - Drafter/CAD Operator II		18.22
30063 - Drafter/CAD Operator III		20.71
30064 - Drafter/CAD Operator IV		25.24
30081 - Engineering Technician I		15.39
30082 - Engineering Technician II		17.29
30083 - Engineering Technician III		19.34
30084 - Engineering Technician IV		23.95
30085 - Engineering Technician V		29.30
30086 - Engineering Technician VI		35.45
30090 - Environmental Technician		22.79
30095 - Evidence Control Specialist		22.79
30210 - Laboratory Technician		21.38
30221 - Latent Fingerprint Technician I		25.24
30222 - Latent Fingerprint Technician II		27.87
30240 - Mathematical Technician		22.79
30361 - Paralegal/Legal Assistant I		19.09
30362 - Paralegal/Legal Assistant II		23.64
30363 - Paralegal/Legal Assistant III		28.92
30364 - Paralegal/Legal Assistant IV		34.99
30375 - Petroleum Supply Specialist		27.87
30390 - Photo-Optics Technician		22.58
30395 - Radiation Control Technician		27.87
30461 - Technical Writer I		23.80
30462 - Technical Writer II		29.10
30463 - Technical Writer III		35.21
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.24
30502 - Weather Forecaster II		30.70
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.71
30621 - Weather Observer Senior	(see 2)	22.79
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.21
31030 - Bus Driver		18.76
31043 - Driver Courier		13.41
31260 - Parking and Lot Attendant		11.38
31290 - Shuttle Bus Driver		14.50

31310 - Taxi Driver	14.10
31361 - Truckdriver Light	14.50
31362 - Truckdriver Medium	16.14
31363 - Truckdriver Heavy	21.01
31364 - Truckdriver Tractor-Trailer	21.01
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.38
99050 - Desk Clerk	11.45
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.53
99252 - Laboratory Animal Caretaker II	13.56
99260 - Marketing Analyst	30.09
99310 - Mortician	25.35
99410 - Pest Controller	18.81
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.44
99711 - Recycling Specialist	23.61
99730 - Refuse Collector	17.36
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	11.68
99830 - Survey Party Chief	19.04
99831 - Surveying Aide	13.26
99832 - Surveying Technician	18.18
99840 - Vending Machine Attendant	15.25
99841 - Vending Machine Repairer	19.12
99842 - Vending Machine Repairer Helper	15.25

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5214
Revision No.: 12
Date Of Last Revision: 06/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Armstrong Carson Oldham Potter Randall

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.72
01012 - Accounting Clerk II		15.40
01013 - Accounting Clerk III		17.23
01020 - Administrative Assistant		25.51
01035 - Court Reporter		17.77
01041 - Customer Service Representative I		11.06
01042 - Customer Service Representative II		12.44
01043 - Customer Service Representative III		13.57
01051 - Data Entry Operator I		15.56
01052 - Data Entry Operator II		16.97
01060 - Dispatcher Motor Vehicle		18.03
01070 - Document Preparation Clerk		14.52

01090 - Duplicating Machine Operator 14.52
01111 - General Clerk I 12.45
01112 - General Clerk II 16.25
01113 - General Clerk III 16.70
01120 - Housing Referral Assistant 19.30
01141 - Messenger Courier 12.10
01191 - Order Clerk I 14.53
01192 - Order Clerk II 16.54
01261 - Personnel Assistant (Employment) I 16.03
01262 - Personnel Assistant (Employment) II 17.94
01263 - Personnel Assistant (Employment) III 20.00
01270 - Production Control Clerk 21.48
01290 - Rental Clerk 13.85
01300 - Scheduler Maintenance 15.47
01311 - Secretary I 15.47
01312 - Secretary II 17.77
01313 - Secretary III 19.30
01320 - Service Order Dispatcher 16.09
01410 - Supply Technician 25.51
01420 - Survey Worker 15.43
01460 - Switchboard Operator/Receptionist 12.76
01531 - Travel Clerk I 11.80
01532 - Travel Clerk II 12.71
01533 - Travel Clerk III 13.54
01611 - Word Processor I 13.78
01612 - Word Processor II 15.47
01613 - Word Processor III 17.77
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.28
05010 - Automotive Electrician 21.64
05040 - Automotive Glass Installer 20.22
05070 - Automotive Worker 20.22
05110 - Mobile Equipment Servicer 17.43
05130 - Motor Equipment Metal Mechanic 23.14
05160 - Motor Equipment Metal Worker 20.22
05190 - Motor Vehicle Mechanic 23.14
05220 - Motor Vehicle Mechanic Helper 16.10
05250 - Motor Vehicle Upholstery Worker 18.77
05280 - Motor Vehicle Wrecker 20.22
05310 - Painter Automotive 21.64
05340 - Radiator Repair Specialist 20.22
05370 - Tire Repairer 14.19
05400 - Transmission Repair Specialist 23.14
07000 - Food Preparation And Service Occupations
07010 - Baker 10.95
07041 - Cook I 11.83
07042 - Cook II 13.72
07070 - Dishwasher 9.98
07130 - Food Service Worker 10.22
07210 - Meat Cutter 13.15

07260 - Waiter/Waitress	9.21
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.09
09040 - Furniture Handler	12.91
09080 - Furniture Refinisher	21.09
09090 - Furniture Refinisher Helper	15.69
09110 - Furniture Repairer Minor	18.29
09130 - Upholsterer	21.09
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.91
11060 - Elevator Operator	11.64
11090 - Gardener	17.69
11122 - Housekeeping Aide	11.64
11150 - Janitor	11.64
11210 - Laborer Grounds Maintenance	13.45
11240 - Maid or Houseman	9.60
11260 - Pruner	12.01
11270 - Tractor Operator	16.34
11330 - Trail Maintenance Worker	13.45
11360 - Window Cleaner	13.03
12000 - Health Occupations	
12010 - Ambulance Driver	18.32
12011 - Breath Alcohol Technician	20.30
12012 - Certified Occupational Therapist Assistant	30.27
12015 - Certified Physical Therapist Assistant	31.03
12020 - Dental Assistant	16.12
12025 - Dental Hygienist	39.47
12030 - EKG Technician	28.98
12035 - Electroneurodiagnostic Technologist	28.98
12040 - Emergency Medical Technician	18.32
12071 - Licensed Practical Nurse I	18.15
12072 - Licensed Practical Nurse II	20.30
12073 - Licensed Practical Nurse III	22.64
12100 - Medical Assistant	15.14
12130 - Medical Laboratory Technician	20.07
12160 - Medical Record Clerk	16.65
12190 - Medical Record Technician	19.75
12195 - Medical Transcriptionist	20.19
12210 - Nuclear Medicine Technologist	43.29
12221 - Nursing Assistant I	11.75
12222 - Nursing Assistant II	13.21
12223 - Nursing Assistant III	14.41
12224 - Nursing Assistant IV	16.17
12235 - Optical Dispenser	15.40
12236 - Optical Technician	17.42
12250 - Pharmacy Technician	17.06
12280 - Phlebotomist	14.52
12305 - Radiologic Technologist	28.04
12311 - Registered Nurse I	24.19
12312 - Registered Nurse II	29.61

12313 - Registered Nurse II Specialist		29.61
12314 - Registered Nurse III		35.83
12315 - Registered Nurse III Anesthetist		35.83
12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		25.12
12320 - Substance Abuse Treatment Counselor		24.37
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.69
13012 - Exhibits Specialist II		26.87
13013 - Exhibits Specialist III		32.87
13041 - Illustrator I		21.69
13042 - Illustrator II		26.87
13043 - Illustrator III		32.87
13047 - Librarian		29.77
13050 - Library Aide/Clerk		13.01
13054 - Library Information Technology Systems Administrator		26.87
13058 - Library Technician		14.76
13061 - Media Specialist I		19.39
13062 - Media Specialist II		21.69
13063 - Media Specialist III		24.19
13071 - Photographer I		19.39
13072 - Photographer II		21.69
13073 - Photographer III		26.87
13074 - Photographer IV		32.87
13075 - Photographer V		39.78
13090 - Technical Order Library Clerk		16.63
13110 - Video Teleconference Technician		19.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.57
14042 - Computer Operator II		17.42
14043 - Computer Operator III		19.48
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.96
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.57
14160 - Personal Computer Support Technician		21.63
14170 - System Support Specialist		25.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.15
15020 - Aircrew Training Devices Instructor (Rated)		35.26
15030 - Air Crew Training Devices Instructor (Pilot)		42.26
15050 - Computer Based Training Specialist / Instructor		29.15
15060 - Educational Technologist		31.23

15070 - Flight Instructor (Pilot) 42.26
15080 - Graphic Artist 19.64
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.26
15086 - Maintenance Test Pilot Rotary Wing 42.26
15088 - Non-Maintenance Test/Co-Pilot 42.26
15090 - Technical Instructor 19.98
15095 - Technical Instructor/Course Developer 24.45
15110 - Test Proctor 17.77
15120 - Tutor 17.77
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.85
16030 - Counter Attendant 9.85
16040 - Dry Cleaner 11.26
16070 - Finisher Flatwork Machine 9.85
16090 - Presser Hand 9.85
16110 - Presser Machine Drycleaning 9.85
16130 - Presser Machine Shirts 9.85
16160 - Presser Machine Wearing Apparel Laundry 9.85
16190 - Sewing Machine Operator 11.73
16220 - Tailor 12.20
16250 - Washer Machine 10.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.44
19040 - Tool And Die Maker 27.14
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.25
21030 - Material Coordinator 21.48
21040 - Material Expediter 21.48
21050 - Material Handling Laborer 14.10
21071 - Order Filler 12.64
21080 - Production Line Worker (Food Processing) 17.25
21110 - Shipping Packer 15.28
21130 - Shipping/Receiving Clerk 15.28
21140 - Store Worker I 10.48
21150 - Stock Clerk 14.71
21210 - Tools And Parts Attendant 17.25
21410 - Warehouse Specialist 17.25
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.44
23019 - Aircraft Logs and Records Technician 24.92
23021 - Aircraft Mechanic I 31.56
23022 - Aircraft Mechanic II 33.44
23023 - Aircraft Mechanic III 35.31
23040 - Aircraft Mechanic Helper 22.24
23050 - Aircraft Painter 28.72
23060 - Aircraft Servicer 24.92
23070 - Aircraft Survival Flight Equipment Technician 28.72
23080 - Aircraft Worker 26.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.71

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.56
23110 - Appliance Mechanic 21.44
23120 - Bicycle Repairer 17.27
23125 - Cable Splicer 25.40
23130 - Carpenter Maintenance 20.40
23140 - Carpet Layer 20.03
23160 - Electrician Maintenance 27.94
23181 - Electronics Technician Maintenance I 22.59
23182 - Electronics Technician Maintenance II 24.19
23183 - Electronics Technician Maintenance III 25.86
23260 - Fabric Worker 18.60
23290 - Fire Alarm System Mechanic 20.95
23310 - Fire Extinguisher Repairer 17.27
23311 - Fuel Distribution System Mechanic 23.16
23312 - Fuel Distribution System Operator 18.22
23370 - General Maintenance Worker 19.08
23380 - Ground Support Equipment Mechanic 31.56
23381 - Ground Support Equipment Servicer 24.92
23382 - Ground Support Equipment Worker 26.71
23391 - Gunsmith I 17.27
23392 - Gunsmith II 20.03
23393 - Gunsmith III 22.92
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.99
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.51
23430 - Heavy Equipment Mechanic 23.04
23440 - Heavy Equipment Operator 19.24
23460 - Instrument Mechanic 22.92
23465 - Laboratory/Shelter Mechanic 21.44
23470 - Laborer 14.10
23510 - Locksmith 20.53
23530 - Machinery Maintenance Mechanic 23.32
23550 - Machinist Maintenance 24.10
23580 - Maintenance Trades Helper 14.94
23591 - Metrology Technician I 22.92
23592 - Metrology Technician II 24.38
23593 - Metrology Technician III 25.78
23640 - Millwright 22.92
23710 - Office Appliance Repairer 18.66
23760 - Painter Maintenance 16.96
23790 - Pipefitter Maintenance 21.54
23810 - Plumber Maintenance 20.23
23820 - Pneudraulic Systems Mechanic 22.92
23850 - Rigger 22.92
23870 - Scale Mechanic 20.03
23890 - Sheet-Metal Worker Maintenance 28.17
23910 - Small Engine Mechanic 19.16
23931 - Telecommunications Mechanic I 26.42

23932 - Telecommunications Mechanic II	28.10
23950 - Telephone Lineman	23.45
23960 - Welder Combination Maintenance	20.29
23965 - Well Driller	22.92
23970 - Woodcraft Worker	22.92
23980 - Woodworker	17.27
24000 - Personal Needs Occupations	
24550 - Case Manager	15.93
24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	12.97
24610 - Chore Aide	9.61
24620 - Family Readiness And Support Services Coordinator	15.81
24630 - Homemaker	15.93
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	17.40
25070 - Stationary Engineer	22.92
25190 - Ventilation Equipment Tender	15.95
25210 - Water Treatment Plant Operator	17.40
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.71
27007 - Baggage Inspector	16.74
27008 - Corrections Officer	21.86
27010 - Court Security Officer	25.77
27030 - Detection Dog Handler	20.94
27040 - Detention Officer	21.86
27070 - Firefighter	29.40
27101 - Guard I	16.74
27102 - Guard II	20.94
27131 - Police Officer I	29.88
27132 - Police Officer II	33.20
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.58
28042 - Carnival Equipment Repairer	13.63
28043 - Carnival Worker	9.25
28210 - Gate Attendant/Gate Tender	16.26
28310 - Lifeguard	11.72
28350 - Park Attendant (Aide)	18.19
28510 - Recreation Aide/Health Facility Attendant	13.28
28515 - Recreation Specialist	20.23
28630 - Sports Official	14.49
28690 - Swimming Pool Operator	15.80
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.65
29020 - Hatch Tender	22.65
29030 - Line Handler	22.65
29041 - Stevedore I	21.03
29042 - Stevedore II	24.24
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.44
30022 - Archeological Technician II 18.22
30023 - Archeological Technician III 22.79
30030 - Cartographic Technician 22.79
30040 - Civil Engineering Technician 21.39
30051 - Cryogenic Technician I 25.24
30052 - Cryogenic Technician II 27.87
30061 - Drafter/CAD Operator I 16.44
30062 - Drafter/CAD Operator II 18.22
30063 - Drafter/CAD Operator III 20.71
30064 - Drafter/CAD Operator IV 25.24
30081 - Engineering Technician I 15.39
30082 - Engineering Technician II 17.29
30083 - Engineering Technician III 19.34
30084 - Engineering Technician IV 23.95
30085 - Engineering Technician V 29.30
30086 - Engineering Technician VI 35.45
30090 - Environmental Technician 22.79
30095 - Evidence Control Specialist 22.79
30210 - Laboratory Technician 21.38
30221 - Latent Fingerprint Technician I 25.24
30222 - Latent Fingerprint Technician II 27.87
30240 - Mathematical Technician 22.79
30361 - Paralegal/Legal Assistant I 19.09
30362 - Paralegal/Legal Assistant II 23.64
30363 - Paralegal/Legal Assistant III 28.92
30364 - Paralegal/Legal Assistant IV 34.99
30375 - Petroleum Supply Specialist 27.87
30390 - Photo-Optics Technician 22.58
30395 - Radiation Control Technician 27.87
30461 - Technical Writer I 23.80
30462 - Technical Writer II 29.10
30463 - Technical Writer III 35.21
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.24
30502 - Weather Forecaster II 30.70
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.71
30621 - Weather Observer Senior (see 2) 22.79
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.21
31030 - Bus Driver 18.76

31043 - Driver Courier	13.41
31260 - Parking and Lot Attendant	11.38
31290 - Shuttle Bus Driver	14.50
31310 - Taxi Driver	14.10
31361 - Truckdriver Light	14.50
31362 - Truckdriver Medium	16.14
31363 - Truckdriver Heavy	21.01
31364 - Truckdriver Tractor-Trailer	21.01
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.38
99050 - Desk Clerk	11.45
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.53
99252 - Laboratory Animal Caretaker II	13.56
99260 - Marketing Analyst	30.09
99310 - Mortician	25.35
99410 - Pest Controller	18.81
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.44
99711 - Recycling Specialist	23.61
99730 - Refuse Collector	17.36
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	11.68
99830 - Survey Party Chief	19.04
99831 - Surveying Aide	13.26
99832 - Surveying Technician	18.18
99840 - Vending Machine Attendant	15.25
99841 - Vending Machine Repairer	19.12
99842 - Vending Machine Repairer Helper	15.25

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5215
Revision No.: 16
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Bastrop Caldwell Hays Travis Williamson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.20
01012 - Accounting Clerk II		18.18
01013 - Accounting Clerk III		20.35
01020 - Administrative Assistant		27.99
01035 - Court Reporter		31.71
01041 - Customer Service Representative I		12.93
01042 - Customer Service Representative II		14.53
01043 - Customer Service Representative III		15.86
01051 - Data Entry Operator I		14.18
01052 - Data Entry Operator II		15.48
01060 - Dispatcher Motor Vehicle		19.87
01070 - Document Preparation Clerk		16.82
01090 - Duplicating Machine Operator		16.82
01111 - General Clerk I		14.89
01112 - General Clerk II		16.26

01113 - General Clerk III 18.25
01120 - Housing Referral Assistant 22.35
01141 - Messenger Courier 13.45
01191 - Order Clerk I 16.70
01192 - Order Clerk II 18.23
01261 - Personnel Assistant (Employment) I 17.29
01262 - Personnel Assistant (Employment) II 19.34
01263 - Personnel Assistant (Employment) III 21.57
01270 - Production Control Clerk 22.61
01290 - Rental Clerk 14.07
01300 - Scheduler Maintenance 17.78
01311 - Secretary I 17.78
01312 - Secretary II 20.08
01313 - Secretary III 22.35
01320 - Service Order Dispatcher 17.76
01410 - Supply Technician 27.99
01420 - Survey Worker 16.57
01460 - Switchboard Operator/Receptionist 13.97
01531 - Travel Clerk I 15.31
01532 - Travel Clerk II 16.53
01533 - Travel Clerk III 17.52
01611 - Word Processor I 15.42
01612 - Word Processor II 17.31
01613 - Word Processor III 19.37
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.86
05010 - Automotive Electrician 22.65
05040 - Automotive Glass Installer 21.33
05070 - Automotive Worker 21.33
05110 - Mobile Equipment Servicer 18.56
05130 - Motor Equipment Metal Mechanic 23.95
05160 - Motor Equipment Metal Worker 21.33
05190 - Motor Vehicle Mechanic 23.95
05220 - Motor Vehicle Mechanic Helper 17.20
05250 - Motor Vehicle Upholstery Worker 19.88
05280 - Motor Vehicle Wrecker 21.33
05310 - Painter Automotive 22.65
05340 - Radiator Repair Specialist 21.33
05370 - Tire Repairer 13.17
05400 - Transmission Repair Specialist 23.95
07000 - Food Preparation And Service Occupations
07010 - Baker 13.20
07041 - Cook I 12.47
07042 - Cook II 14.32
07070 - Dishwasher 11.55
07130 - Food Service Worker 13.29
07210 - Meat Cutter 16.63
07260 - Waiter/Waitress 10.01
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.97

09040 - Furniture Handler 10.21
09080 - Furniture Refinisher 15.27
09090 - Furniture Refinisher Helper 12.00
09110 - Furniture Repairer Minor 13.83
09130 - Upholsterer 17.75
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.25
11060 - Elevator Operator 12.25
11090 - Gardener 18.31
11122 - Housekeeping Aide 13.11
11150 - Janitor 13.11
11210 - Laborer Grounds Maintenance 14.30
11240 - Maid or Houseman 10.64
11260 - Pruner 12.95
11270 - Tractor Operator 16.96
11330 - Trail Maintenance Worker 14.30
11360 - Window Cleaner 14.48
12000 - Health Occupations
12010 - Ambulance Driver 21.96
12011 - Breath Alcohol Technician 21.27
12012 - Certified Occupational Therapist Assistant 34.85
12015 - Certified Physical Therapist Assistant 32.04
12020 - Dental Assistant 20.13
12025 - Dental Hygienist 41.16
12030 - EKG Technician 31.32
12035 - Electroneurodiagnostic Technologist 31.32
12040 - Emergency Medical Technician 21.96
12071 - Licensed Practical Nurse I 19.01
12072 - Licensed Practical Nurse II 21.27
12073 - Licensed Practical Nurse III 23.71
12100 - Medical Assistant 16.45
12130 - Medical Laboratory Technician 23.45
12160 - Medical Record Clerk 15.93
12190 - Medical Record Technician 17.82
12195 - Medical Transcriptionist 19.01
12210 - Nuclear Medicine Technologist 38.60
12221 - Nursing Assistant I 11.50
12222 - Nursing Assistant II 12.93
12223 - Nursing Assistant III 14.11
12224 - Nursing Assistant IV 15.83
12235 - Optical Dispenser 18.42
12236 - Optical Technician 15.82
12250 - Pharmacy Technician 16.95
12280 - Phlebotomist 17.15
12305 - Radiologic Technologist 29.36
12311 - Registered Nurse I 23.41
12312 - Registered Nurse II 28.63
12313 - Registered Nurse II Specialist 28.63
12314 - Registered Nurse III 34.65
12315 - Registered Nurse III Anesthetist 34.65

12316 - Registered Nurse IV		41.53
12317 - Scheduler (Drug and Alcohol Testing)		27.20
12320 - Substance Abuse Treatment Counselor		22.43
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.55
13012 - Exhibits Specialist II		25.78
13013 - Exhibits Specialist III		27.62
13041 - Illustrator I		19.55
13042 - Illustrator II		25.78
13043 - Illustrator III		27.60
13047 - Librarian		30.96
13050 - Library Aide/Clerk		14.43
13054 - Library Information Technology Systems Administrator		27.95
13058 - Library Technician		18.57
13061 - Media Specialist I		20.17
13062 - Media Specialist II		22.57
13063 - Media Specialist III		25.15
13071 - Photographer I		16.60
13072 - Photographer II		18.57
13073 - Photographer III		23.01
13074 - Photographer IV		28.15
13075 - Photographer V		34.06
13090 - Technical Order Library Clerk		18.13
13110 - Video Teleconference Technician		21.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.83
14042 - Computer Operator II		18.83
14043 - Computer Operator III		20.99
14044 - Computer Operator IV		23.32
14045 - Computer Operator V		25.83
14071 - Computer Programmer I	(see 1)	25.43
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		16.83
14160 - Personal Computer Support Technician		23.32
14170 - System Support Specialist		29.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.00
15020 - Aircrew Training Devices Instructor (Rated)		37.51
15030 - Air Crew Training Devices Instructor (Pilot)		44.67
15050 - Computer Based Training Specialist / Instructor		31.03
15060 - Educational Technologist		33.26
15070 - Flight Instructor (Pilot)		44.67
15080 - Graphic Artist		26.05
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.07

15086 - Maintenance Test Pilot Rotary Wing 41.07
15088 - Non-Maintenance Test/Co-Pilot 41.07
15090 - Technical Instructor 23.08
15095 - Technical Instructor/Course Developer 28.22
15110 - Test Proctor 18.63
15120 - Tutor 18.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 11.26
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.98
16220 - Tailor 12.76
16250 - Washer Machine 9.78
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.33
19040 - Tool And Die Maker 28.23
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.53
21030 - Material Coordinator 22.37
21040 - Material Expediter 22.37
21050 - Material Handling Laborer 12.94
21071 - Order Filler 13.95
21080 - Production Line Worker (Food Processing) 15.53
21110 - Shipping Packer 16.24
21130 - Shipping/Receiving Clerk 16.24
21140 - Store Worker I 12.04
21150 - Stock Clerk 16.13
21210 - Tools And Parts Attendant 15.53
21410 - Warehouse Specialist 15.53
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.95
23019 - Aircraft Logs and Records Technician 27.46
23021 - Aircraft Mechanic I 33.08
23022 - Aircraft Mechanic II 34.95
23023 - Aircraft Mechanic III 36.95
23040 - Aircraft Mechanic Helper 23.75
23050 - Aircraft Painter 31.29
23060 - Aircraft Servicer 27.46
23070 - Aircraft Survival Flight Equipment Technician 31.29
23080 - Aircraft Worker 29.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.46
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.08
23110 - Appliance Mechanic 21.74

23120 - Bicycle Repairer 17.11
23125 - Cable Splicer 31.37
23130 - Carpenter Maintenance 18.84
23140 - Carpet Layer 21.33
23160 - Electrician Maintenance 25.06
23181 - Electronics Technician Maintenance I 24.29
23182 - Electronics Technician Maintenance II 25.81
23183 - Electronics Technician Maintenance III 27.29
23260 - Fabric Worker 19.88
23290 - Fire Alarm System Mechanic 22.43
23310 - Fire Extinguisher Repairer 18.57
23311 - Fuel Distribution System Mechanic 22.54
23312 - Fuel Distribution System Operator 17.47
23370 - General Maintenance Worker 17.64
23380 - Ground Support Equipment Mechanic 33.08
23381 - Ground Support Equipment Servicer 27.46
23382 - Ground Support Equipment Worker 29.46
23391 - Gunsmith I 18.57
23392 - Gunsmith II 21.33
23393 - Gunsmith III 23.96
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.86
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.04
23430 - Heavy Equipment Mechanic 23.41
23440 - Heavy Equipment Operator 19.41
23460 - Instrument Mechanic 27.80
23465 - Laboratory/Shelter Mechanic 22.66
23470 - Laborer 12.94
23510 - Locksmith 21.01
23530 - Machinery Maintenance Mechanic 25.43
23550 - Machinist Maintenance 22.93
23580 - Maintenance Trades Helper 14.04
23591 - Metrology Technician I 27.80
23592 - Metrology Technician II 29.36
23593 - Metrology Technician III 31.04
23640 - Millwright 23.96
23710 - Office Appliance Repairer 17.77
23760 - Painter Maintenance 17.56
23790 - Pipefitter Maintenance 25.38
23810 - Plumber Maintenance 24.00
23820 - Pneudraulic Systems Mechanic 23.96
23850 - Rigger 23.96
23870 - Scale Mechanic 21.33
23890 - Sheet-Metal Worker Maintenance 24.68
23910 - Small Engine Mechanic 18.93
23931 - Telecommunications Mechanic I 24.09
23932 - Telecommunications Mechanic II 25.45
23950 - Telephone Lineman 25.07
23960 - Welder Combination Maintenance 20.39

23965 - Well Driller		22.81
23970 - Woodcraft Worker		23.96
23980 - Woodworker		18.57
24000 - Personal Needs Occupations		
24550 - Case Manager		18.58
24570 - Child Care Attendant		11.41
24580 - Child Care Center Clerk		14.23
24610 - Chore Aide		10.33
24620 - Family Readiness And Support Services Coordinator		18.58
24630 - Homemaker		18.58
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.96
25040 - Sewage Plant Operator		21.56
25070 - Stationary Engineer		23.96
25190 - Ventilation Equipment Tender		17.20
25210 - Water Treatment Plant Operator		21.56
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.45
27007 - Baggage Inspector		14.43
27008 - Corrections Officer		21.02
27010 - Court Security Officer		25.03
27030 - Detection Dog Handler		16.19
27040 - Detention Officer		21.02
27070 - Firefighter		29.03
27101 - Guard I		14.43
27102 - Guard II		16.19
27131 - Police Officer I		30.86
27132 - Police Officer II		34.28
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.02
28042 - Carnival Equipment Repairer		14.06
28043 - Carnival Worker		9.94
28210 - Gate Attendant/Gate Tender		15.78
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		17.65
28510 - Recreation Aide/Health Facility Attendant		12.88
28515 - Recreation Specialist		21.87
28630 - Sports Official		14.06
28690 - Swimming Pool Operator		16.14
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.16
29020 - Hatch Tender		25.16
29030 - Line Handler		25.16
29041 - Stevedore I		23.63
29042 - Stevedore II		26.73
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.65
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.04
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.87

30021 - Archeological Technician I		20.39
30022 - Archeological Technician II		22.81
30023 - Archeological Technician III		28.27
30030 - Cartographic Technician		28.27
30040 - Civil Engineering Technician		25.78
30051 - Cryogenic Technician I		28.80
30052 - Cryogenic Technician II		29.90
30061 - Drafter/CAD Operator I		18.92
30062 - Drafter/CAD Operator II		21.16
30063 - Drafter/CAD Operator III		23.60
30064 - Drafter/CAD Operator IV		28.80
30081 - Engineering Technician I		14.89
30082 - Engineering Technician II		16.71
30083 - Engineering Technician III		18.69
30084 - Engineering Technician IV		23.16
30085 - Engineering Technician V		28.33
30086 - Engineering Technician VI		34.27
30090 - Environmental Technician		22.39
30095 - Evidence Control Specialist		24.45
30210 - Laboratory Technician		22.60
30221 - Latent Fingerprint Technician I		23.19
30222 - Latent Fingerprint Technician II		25.61
30240 - Mathematical Technician		28.83
30361 - Paralegal/Legal Assistant I		20.07
30362 - Paralegal/Legal Assistant II		27.87
30363 - Paralegal/Legal Assistant III		30.42
30364 - Paralegal/Legal Assistant IV		36.80
30375 - Petroleum Supply Specialist		29.90
30390 - Photo-Optics Technician		26.21
30395 - Radiation Control Technician		29.90
30461 - Technical Writer I		24.09
30462 - Technical Writer II		29.46
30463 - Technical Writer III		35.65
30491 - Unexploded Ordnance (UXO) Technician I		25.83
30492 - Unexploded Ordnance (UXO) Technician II		31.26
30493 - Unexploded Ordnance (UXO) Technician III		37.47
30494 - Unexploded (UXO) Safety Escort		25.83
30495 - Unexploded (UXO) Sweep Personnel		25.83
30501 - Weather Forecaster I		27.08
30502 - Weather Forecaster II		32.94
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.60
30621 - Weather Observer Senior	(see 2)	26.21
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.26
31020 - Bus Aide		14.52
31030 - Bus Driver		19.91
31043 - Driver Courier		18.39
31260 - Parking and Lot Attendant		11.50
31290 - Shuttle Bus Driver		19.26

31310 - Taxi Driver	13.26
31361 - Truckdriver Light	19.86
31362 - Truckdriver Medium	21.26
31363 - Truckdriver Heavy	19.27
31364 - Truckdriver Tractor-Trailer	19.27
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.24
99030 - Cashier	11.51
99050 - Desk Clerk	12.33
99095 - Embalmer	28.37
99130 - Flight Follower	25.83
99251 - Laboratory Animal Caretaker I	12.24
99252 - Laboratory Animal Caretaker II	13.21
99260 - Marketing Analyst	37.41
99310 - Mortician	28.37
99410 - Pest Controller	17.98
99510 - Photofinishing Worker	14.92
99710 - Recycling Laborer	20.64
99711 - Recycling Specialist	24.47
99730 - Refuse Collector	18.75
99810 - Sales Clerk	11.79
99820 - School Crossing Guard	11.06
99830 - Survey Party Chief	22.76
99831 - Surveying Aide	15.64
99832 - Surveying Technician	20.02
99840 - Vending Machine Attendant	11.69
99841 - Vending Machine Repairer	14.17
99842 - Vending Machine Repairer Helper	11.69

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5216
Revision No.: 16
Date Of Last Revision: 06/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Bastrop Caldwell Hays Travis Williamson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.20
01012 - Accounting Clerk II		18.18
01013 - Accounting Clerk III		20.35
01020 - Administrative Assistant		27.99
01035 - Court Reporter		31.71
01041 - Customer Service Representative I		12.93
01042 - Customer Service Representative II		14.53
01043 - Customer Service Representative III		15.86
01051 - Data Entry Operator I		14.18
01052 - Data Entry Operator II		15.48
01060 - Dispatcher Motor Vehicle		19.87
01070 - Document Preparation Clerk		16.82

01090 - Duplicating Machine Operator 16.82
01111 - General Clerk I 14.89
01112 - General Clerk II 16.26
01113 - General Clerk III 18.25
01120 - Housing Referral Assistant 22.35
01141 - Messenger Courier 13.45
01191 - Order Clerk I 16.70
01192 - Order Clerk II 18.23
01261 - Personnel Assistant (Employment) I 17.29
01262 - Personnel Assistant (Employment) II 19.34
01263 - Personnel Assistant (Employment) III 21.57
01270 - Production Control Clerk 22.61
01290 - Rental Clerk 14.07
01300 - Scheduler Maintenance 17.78
01311 - Secretary I 17.78
01312 - Secretary II 20.08
01313 - Secretary III 22.35
01320 - Service Order Dispatcher 17.76
01410 - Supply Technician 27.99
01420 - Survey Worker 16.57
01460 - Switchboard Operator/Receptionist 13.97
01531 - Travel Clerk I 15.31
01532 - Travel Clerk II 16.53
01533 - Travel Clerk III 17.52
01611 - Word Processor I 15.42
01612 - Word Processor II 17.31
01613 - Word Processor III 19.37
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.86
05010 - Automotive Electrician 22.65
05040 - Automotive Glass Installer 21.33
05070 - Automotive Worker 21.33
05110 - Mobile Equipment Servicer 18.56
05130 - Motor Equipment Metal Mechanic 23.95
05160 - Motor Equipment Metal Worker 21.33
05190 - Motor Vehicle Mechanic 23.95
05220 - Motor Vehicle Mechanic Helper 17.20
05250 - Motor Vehicle Upholstery Worker 19.88
05280 - Motor Vehicle Wrecker 21.33
05310 - Painter Automotive 22.65
05340 - Radiator Repair Specialist 21.33
05370 - Tire Repairer 13.17
05400 - Transmission Repair Specialist 23.95
07000 - Food Preparation And Service Occupations
07010 - Baker 13.20
07041 - Cook I 12.47
07042 - Cook II 14.32
07070 - Dishwasher 11.55
07130 - Food Service Worker 13.29
07210 - Meat Cutter 16.63

07260 - Waiter/Waitress	10.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.97
09040 - Furniture Handler	10.21
09080 - Furniture Refinisher	15.27
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer Minor	13.83
09130 - Upholsterer	17.75
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.25
11060 - Elevator Operator	12.25
11090 - Gardener	18.31
11122 - Housekeeping Aide	13.11
11150 - Janitor	13.11
11210 - Laborer Grounds Maintenance	14.30
11240 - Maid or Houseman	10.64
11260 - Pruner	12.95
11270 - Tractor Operator	16.96
11330 - Trail Maintenance Worker	14.30
11360 - Window Cleaner	14.48
12000 - Health Occupations	
12010 - Ambulance Driver	21.96
12011 - Breath Alcohol Technician	21.27
12012 - Certified Occupational Therapist Assistant	34.85
12015 - Certified Physical Therapist Assistant	32.04
12020 - Dental Assistant	20.13
12025 - Dental Hygienist	41.16
12030 - EKG Technician	31.32
12035 - Electroneurodiagnostic Technologist	31.32
12040 - Emergency Medical Technician	21.96
12071 - Licensed Practical Nurse I	19.01
12072 - Licensed Practical Nurse II	21.27
12073 - Licensed Practical Nurse III	23.71
12100 - Medical Assistant	16.45
12130 - Medical Laboratory Technician	23.45
12160 - Medical Record Clerk	15.93
12190 - Medical Record Technician	17.82
12195 - Medical Transcriptionist	19.01
12210 - Nuclear Medicine Technologist	38.60
12221 - Nursing Assistant I	11.50
12222 - Nursing Assistant II	12.93
12223 - Nursing Assistant III	14.11
12224 - Nursing Assistant IV	15.83
12235 - Optical Dispenser	18.42
12236 - Optical Technician	15.82
12250 - Pharmacy Technician	16.95
12280 - Phlebotomist	17.15
12305 - Radiologic Technologist	29.36
12311 - Registered Nurse I	23.41
12312 - Registered Nurse II	28.63

12313 - Registered Nurse II Specialist		28.63
12314 - Registered Nurse III		34.65
12315 - Registered Nurse III Anesthetist		34.65
12316 - Registered Nurse IV		41.53
12317 - Scheduler (Drug and Alcohol Testing)		27.20
12320 - Substance Abuse Treatment Counselor		22.43
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.55
13012 - Exhibits Specialist II		25.78
13013 - Exhibits Specialist III		27.62
13041 - Illustrator I		19.55
13042 - Illustrator II		25.78
13043 - Illustrator III		27.60
13047 - Librarian		30.96
13050 - Library Aide/Clerk		14.43
13054 - Library Information Technology Systems Administrator		27.95
13058 - Library Technician		18.57
13061 - Media Specialist I		20.17
13062 - Media Specialist II		22.57
13063 - Media Specialist III		25.15
13071 - Photographer I		16.60
13072 - Photographer II		18.57
13073 - Photographer III		23.01
13074 - Photographer IV		28.15
13075 - Photographer V		34.06
13090 - Technical Order Library Clerk		18.13
13110 - Video Teleconference Technician		21.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.83
14042 - Computer Operator II		18.83
14043 - Computer Operator III		20.99
14044 - Computer Operator IV		23.32
14045 - Computer Operator V		25.83
14071 - Computer Programmer I		25.43
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		16.83
14160 - Personal Computer Support Technician		23.32
14170 - System Support Specialist		29.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.00
15020 - Aircrew Training Devices Instructor (Rated)		37.51
15030 - Air Crew Training Devices Instructor (Pilot)		44.67
15050 - Computer Based Training Specialist / Instructor		31.03
15060 - Educational Technologist		33.26

15070 - Flight Instructor (Pilot) 44.67
15080 - Graphic Artist 26.05
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.07
15086 - Maintenance Test Pilot Rotary Wing 41.07
15088 - Non-Maintenance Test/Co-Pilot 41.07
15090 - Technical Instructor 23.08
15095 - Technical Instructor/Course Developer 28.22
15110 - Test Proctor 18.63
15120 - Tutor 18.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 11.26
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.98
16220 - Tailor 12.76
16250 - Washer Machine 9.78
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.33
19040 - Tool And Die Maker 28.23
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.53
21030 - Material Coordinator 22.37
21040 - Material Expediter 22.37
21050 - Material Handling Laborer 12.94
21071 - Order Filler 13.95
21080 - Production Line Worker (Food Processing) 15.53
21110 - Shipping Packer 16.24
21130 - Shipping/Receiving Clerk 16.24
21140 - Store Worker I 12.04
21150 - Stock Clerk 16.13
21210 - Tools And Parts Attendant 15.53
21410 - Warehouse Specialist 15.53
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.95
23019 - Aircraft Logs and Records Technician 27.46
23021 - Aircraft Mechanic I 33.08
23022 - Aircraft Mechanic II 34.95
23023 - Aircraft Mechanic III 36.95
23040 - Aircraft Mechanic Helper 23.75
23050 - Aircraft Painter 31.29
23060 - Aircraft Servicer 27.46
23070 - Aircraft Survival Flight Equipment Technician 31.29
23080 - Aircraft Worker 29.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.46

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.08
23110 - Appliance Mechanic 21.74
23120 - Bicycle Repairer 17.11
23125 - Cable Splicer 31.37
23130 - Carpenter Maintenance 18.84
23140 - Carpet Layer 21.33
23160 - Electrician Maintenance 25.06
23181 - Electronics Technician Maintenance I 24.29
23182 - Electronics Technician Maintenance II 25.81
23183 - Electronics Technician Maintenance III 27.29
23260 - Fabric Worker 19.88
23290 - Fire Alarm System Mechanic 22.43
23310 - Fire Extinguisher Repairer 18.57
23311 - Fuel Distribution System Mechanic 22.54
23312 - Fuel Distribution System Operator 17.47
23370 - General Maintenance Worker 17.64
23380 - Ground Support Equipment Mechanic 33.08
23381 - Ground Support Equipment Servicer 27.46
23382 - Ground Support Equipment Worker 29.46
23391 - Gunsmith I 18.57
23392 - Gunsmith II 21.33
23393 - Gunsmith III 23.96
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.86
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.04
23430 - Heavy Equipment Mechanic 23.41
23440 - Heavy Equipment Operator 19.41
23460 - Instrument Mechanic 27.80
23465 - Laboratory/Shelter Mechanic 22.66
23470 - Laborer 12.94
23510 - Locksmith 21.01
23530 - Machinery Maintenance Mechanic 25.43
23550 - Machinist Maintenance 22.93
23580 - Maintenance Trades Helper 14.04
23591 - Metrology Technician I 27.80
23592 - Metrology Technician II 29.36
23593 - Metrology Technician III 31.04
23640 - Millwright 23.96
23710 - Office Appliance Repairer 17.77
23760 - Painter Maintenance 17.56
23790 - Pipefitter Maintenance 25.38
23810 - Plumber Maintenance 24.00
23820 - Pneudraulic Systems Mechanic 23.96
23850 - Rigger 23.96
23870 - Scale Mechanic 21.33
23890 - Sheet-Metal Worker Maintenance 24.68
23910 - Small Engine Mechanic 18.93
23931 - Telecommunications Mechanic I 24.09

23932 - Telecommunications Mechanic II 25.45
23950 - Telephone Lineman 25.07
23960 - Welder Combination Maintenance 20.39
23965 - Well Driller 22.81
23970 - Woodcraft Worker 23.96
23980 - Woodworker 18.57
24000 - Personal Needs Occupations
24550 - Case Manager 18.58
24570 - Child Care Attendant 11.41
24580 - Child Care Center Clerk 14.23
24610 - Chore Aide 10.33
24620 - Family Readiness And Support Services Coordinator 18.58
24630 - Homemaker 18.58
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.96
25040 - Sewage Plant Operator 21.56
25070 - Stationary Engineer 23.96
25190 - Ventilation Equipment Tender 17.20
25210 - Water Treatment Plant Operator 21.56
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.45
27007 - Baggage Inspector 14.43
27008 - Corrections Officer 21.02
27010 - Court Security Officer 25.03
27030 - Detection Dog Handler 16.19
27040 - Detention Officer 21.02
27070 - Firefighter 29.03
27101 - Guard I 14.43
27102 - Guard II 16.19
27131 - Police Officer I 30.86
27132 - Police Officer II 34.28
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.02
28042 - Carnival Equipment Repairer 14.06
28043 - Carnival Worker 9.94
28210 - Gate Attendant/Gate Tender 15.78
28310 - Lifeguard 11.01
28350 - Park Attendant (Aide) 17.65
28510 - Recreation Aide/Health Facility Attendant 12.88
28515 - Recreation Specialist 21.87
28630 - Sports Official 14.06
28690 - Swimming Pool Operator 16.14
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.16
29020 - Hatch Tender 25.16
29030 - Line Handler 25.16
29041 - Stevedore I 23.63
29042 - Stevedore II 26.73
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.65
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.04
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.87
30021 - Archeological Technician I 20.39
30022 - Archeological Technician II 22.81
30023 - Archeological Technician III 28.27
30030 - Cartographic Technician 28.27
30040 - Civil Engineering Technician 25.78
30051 - Cryogenic Technician I 28.80
30052 - Cryogenic Technician II 29.90
30061 - Drafter/CAD Operator I 18.92
30062 - Drafter/CAD Operator II 21.16
30063 - Drafter/CAD Operator III 23.60
30064 - Drafter/CAD Operator IV 28.80
30081 - Engineering Technician I 14.89
30082 - Engineering Technician II 16.71
30083 - Engineering Technician III 18.69
30084 - Engineering Technician IV 23.16
30085 - Engineering Technician V 28.33
30086 - Engineering Technician VI 34.27
30090 - Environmental Technician 22.39
30095 - Evidence Control Specialist 24.45
30210 - Laboratory Technician 22.60
30221 - Latent Fingerprint Technician I 23.19
30222 - Latent Fingerprint Technician II 25.61
30240 - Mathematical Technician 28.83
30361 - Paralegal/Legal Assistant I 20.07
30362 - Paralegal/Legal Assistant II 27.87
30363 - Paralegal/Legal Assistant III 30.42
30364 - Paralegal/Legal Assistant IV 36.80
30375 - Petroleum Supply Specialist 29.90
30390 - Photo-Optics Technician 26.21
30395 - Radiation Control Technician 29.90
30461 - Technical Writer I 24.09
30462 - Technical Writer II 29.46
30463 - Technical Writer III 35.65
30491 - Unexploded Ordnance (UXO) Technician I 25.83
30492 - Unexploded Ordnance (UXO) Technician II 31.26
30493 - Unexploded Ordnance (UXO) Technician III 37.47
30494 - Unexploded (UXO) Safety Escort 25.83
30495 - Unexploded (UXO) Sweep Personnel 25.83
30501 - Weather Forecaster I 27.08
30502 - Weather Forecaster II 32.94
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.60
30621 - Weather Observer Senior (see 2) 26.21
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.26
31020 - Bus Aide 14.52
31030 - Bus Driver 19.91

31043 - Driver Courier	18.39
31260 - Parking and Lot Attendant	11.50
31290 - Shuttle Bus Driver	19.26
31310 - Taxi Driver	13.26
31361 - Truckdriver Light	19.86
31362 - Truckdriver Medium	21.26
31363 - Truckdriver Heavy	19.27
31364 - Truckdriver Tractor-Trailer	19.27
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.24
99030 - Cashier	11.51
99050 - Desk Clerk	12.33
99095 - Embalmer	28.37
99130 - Flight Follower	25.83
99251 - Laboratory Animal Caretaker I	12.24
99252 - Laboratory Animal Caretaker II	13.21
99260 - Marketing Analyst	37.41
99310 - Mortician	28.37
99410 - Pest Controller	17.98
99510 - Photofinishing Worker	14.92
99710 - Recycling Laborer	20.64
99711 - Recycling Specialist	24.47
99730 - Refuse Collector	18.75
99810 - Sales Clerk	11.79
99820 - School Crossing Guard	11.06
99830 - Survey Party Chief	22.76
99831 - Surveying Aide	15.64
99832 - Surveying Technician	20.02
99840 - Vending Machine Attendant	11.69
99841 - Vending Machine Repairer	14.17
99842 - Vending Machine Repairer Helper	11.69

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5217
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Hardin Jefferson Orange

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.05
01012 - Accounting Clerk II		16.89
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		23.98
01035 - Court Reporter		27.82
01041 - Customer Service Representative I		11.66
01042 - Customer Service Representative II		13.12
01043 - Customer Service Representative III		14.31
01051 - Data Entry Operator I		14.83
01052 - Data Entry Operator II		16.96
01060 - Dispatcher Motor Vehicle		19.43
01070 - Document Preparation Clerk		13.51
01090 - Duplicating Machine Operator		13.51
01111 - General Clerk I		13.14
01112 - General Clerk II		14.33

01113 - General Clerk III 16.09
01120 - Housing Referral Assistant 18.75
01141 - Messenger Courier 12.24
01191 - Order Clerk I 14.93
01192 - Order Clerk II 16.29
01261 - Personnel Assistant (Employment) I 15.07
01262 - Personnel Assistant (Employment) II 17.18
01263 - Personnel Assistant (Employment) III 20.01
01270 - Production Control Clerk 28.31
01290 - Rental Clerk 15.07
01300 - Scheduler Maintenance 15.03
01311 - Secretary I 15.03
01312 - Secretary II 16.82
01313 - Secretary III 18.75
01320 - Service Order Dispatcher 16.68
01410 - Supply Technician 23.98
01420 - Survey Worker 14.73
01460 - Switchboard Operator/Receptionist 12.55
01531 - Travel Clerk I 14.57
01532 - Travel Clerk II 15.68
01533 - Travel Clerk III 16.84
01611 - Word Processor I 13.39
01612 - Word Processor II 15.03
01613 - Word Processor III 18.63
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.83
05010 - Automotive Electrician 21.80
05040 - Automotive Glass Installer 20.84
05070 - Automotive Worker 20.84
05110 - Mobile Equipment Servicer 17.59
05130 - Motor Equipment Metal Mechanic 22.83
05160 - Motor Equipment Metal Worker 20.84
05190 - Motor Vehicle Mechanic 22.71
05220 - Motor Vehicle Mechanic Helper 16.86
05250 - Motor Vehicle Upholstery Worker 20.51
05280 - Motor Vehicle Wrecker 20.84
05310 - Painter Automotive 21.60
05340 - Radiator Repair Specialist 20.84
05370 - Tire Repairer 16.09
05400 - Transmission Repair Specialist 22.83
07000 - Food Preparation And Service Occupations
07010 - Baker 11.26
07041 - Cook I 9.98
07042 - Cook II 11.67
07070 - Dishwasher 9.71
07130 - Food Service Worker 10.45
07210 - Meat Cutter 14.45
07260 - Waiter/Waitress 9.16
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.07

09040 - Furniture Handler 13.47
09080 - Furniture Refinisher 23.07
09090 - Furniture Refinisher Helper 16.68
09110 - Furniture Repairer Minor 19.93
09130 - Upholsterer 23.07
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.04
11060 - Elevator Operator 11.54
11090 - Gardener 16.81
11122 - Housekeeping Aide 11.54
11150 - Janitor 11.54
11210 - Laborer Grounds Maintenance 12.34
11240 - Maid or Houseman 10.00
11260 - Pruner 10.96
11270 - Tractor Operator 15.28
11330 - Trail Maintenance Worker 12.34
11360 - Window Cleaner 12.99
12000 - Health Occupations
12010 - Ambulance Driver 19.42
12011 - Breath Alcohol Technician 18.41
12012 - Certified Occupational Therapist Assistant 31.53
12015 - Certified Physical Therapist Assistant 36.02
12020 - Dental Assistant 16.83
12025 - Dental Hygienist 32.92
12030 - EKG Technician 27.70
12035 - Electroneurodiagnostic Technologist 27.70
12040 - Emergency Medical Technician 19.42
12071 - Licensed Practical Nurse I 16.45
12072 - Licensed Practical Nurse II 18.41
12073 - Licensed Practical Nurse III 20.52
12100 - Medical Assistant 14.86
12130 - Medical Laboratory Technician 24.76
12160 - Medical Record Clerk 15.67
12190 - Medical Record Technician 17.54
12195 - Medical Transcriptionist 18.86
12210 - Nuclear Medicine Technologist 40.45
12221 - Nursing Assistant I 11.07
12222 - Nursing Assistant II 12.44
12223 - Nursing Assistant III 13.57
12224 - Nursing Assistant IV 15.24
12235 - Optical Dispenser 15.35
12236 - Optical Technician 16.42
12250 - Pharmacy Technician 17.33
12280 - Phlebotomist 15.79
12305 - Radiologic Technologist 25.80
12311 - Registered Nurse I 22.81
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		40.46
12317 - Scheduler (Drug and Alcohol Testing)		22.80
12320 - Substance Abuse Treatment Counselor		19.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.41
13012 - Exhibits Specialist II		24.06
13013 - Exhibits Specialist III		28.84
13041 - Illustrator I		20.41
13042 - Illustrator II		24.06
13043 - Illustrator III		28.84
13047 - Librarian		26.11
13050 - Library Aide/Clerk		11.04
13054 - Library Information Technology Systems Administrator		23.57
13058 - Library Technician		14.44
13061 - Media Specialist I		17.01
13062 - Media Specialist II		19.03
13063 - Media Specialist III		21.22
13071 - Photographer I		17.01
13072 - Photographer II		19.03
13073 - Photographer III		23.57
13074 - Photographer IV		28.84
13075 - Photographer V		34.89
13090 - Technical Order Library Clerk		15.26
13110 - Video Teleconference Technician		17.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.48
14042 - Computer Operator II		18.07
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.50
14045 - Computer Operator V		28.31
14071 - Computer Programmer I	(see 1)	22.16
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.48
14160 - Personal Computer Support Technician		25.50
14170 - System Support Specialist		32.02
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.22
15020 - Aircrew Training Devices Instructor (Rated)		37.78
15030 - Air Crew Training Devices Instructor (Pilot)		44.91
15050 - Computer Based Training Specialist / Instructor		31.22
15060 - Educational Technologist		32.76
15070 - Flight Instructor (Pilot)		44.91
15080 - Graphic Artist		19.41
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.29

15086 - Maintenance Test Pilot Rotary Wing 45.29
15088 - Non-Maintenance Test/Co-Pilot 45.29
15090 - Technical Instructor 25.41
15095 - Technical Instructor/Course Developer 31.08
15110 - Test Proctor 20.51
15120 - Tutor 20.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.54
16030 - Counter Attendant 10.54
16040 - Dry Cleaner 13.52
16070 - Finisher Flatwork Machine 10.54
16090 - Presser Hand 10.54
16110 - Presser Machine Drycleaning 10.54
16130 - Presser Machine Shirts 10.54
16160 - Presser Machine Wearing Apparel Laundry 10.54
16190 - Sewing Machine Operator 14.30
16220 - Tailor 15.39
16250 - Washer Machine 11.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.20
19040 - Tool And Die Maker 31.22
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.83
21030 - Material Coordinator 28.31
21040 - Material Expediter 28.31
21050 - Material Handling Laborer 13.58
21071 - Order Filler 13.45
21080 - Production Line Worker (Food Processing) 16.83
21110 - Shipping Packer 15.88
21130 - Shipping/Receiving Clerk 15.88
21140 - Store Worker I 12.57
21150 - Stock Clerk 18.11
21210 - Tools And Parts Attendant 16.83
21410 - Warehouse Specialist 16.83
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.74
23019 - Aircraft Logs and Records Technician 22.63
23021 - Aircraft Mechanic I 27.55
23022 - Aircraft Mechanic II 28.74
23023 - Aircraft Mechanic III 29.96
23040 - Aircraft Mechanic Helper 18.94
23050 - Aircraft Painter 26.20
23060 - Aircraft Servicer 22.63
23070 - Aircraft Survival Flight Equipment Technician 26.20
23080 - Aircraft Worker 24.36
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.36
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.55
23110 - Appliance Mechanic 26.20

23120 - Bicycle Repairer 20.83
23125 - Cable Splicer 33.93
23130 - Carpenter Maintenance 24.36
23140 - Carpet Layer 24.36
23160 - Electrician Maintenance 28.26
23181 - Electronics Technician Maintenance I 30.64
23182 - Electronics Technician Maintenance II 34.02
23183 - Electronics Technician Maintenance III 35.77
23260 - Fabric Worker 22.63
23290 - Fire Alarm System Mechanic 24.40
23310 - Fire Extinguisher Repairer 20.83
23311 - Fuel Distribution System Mechanic 32.47
23312 - Fuel Distribution System Operator 24.58
23370 - General Maintenance Worker 18.40
23380 - Ground Support Equipment Mechanic 27.55
23381 - Ground Support Equipment Servicer 22.63
23382 - Ground Support Equipment Worker 24.36
23391 - Gunsmith I 20.83
23392 - Gunsmith II 24.36
23393 - Gunsmith III 27.55
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.41
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.56
23430 - Heavy Equipment Mechanic 26.52
23440 - Heavy Equipment Operator 25.29
23460 - Instrument Mechanic 27.55
23465 - Laboratory/Shelter Mechanic 26.20
23470 - Laborer 13.58
23510 - Locksmith 26.20
23530 - Machinery Maintenance Mechanic 31.99
23550 - Machinist Maintenance 26.58
23580 - Maintenance Trades Helper 15.06
23591 - Metrology Technician I 27.55
23592 - Metrology Technician II 28.74
23593 - Metrology Technician III 29.96
23640 - Millwright 26.62
23710 - Office Appliance Repairer 19.25
23760 - Painter Maintenance 19.45
23790 - Pipefitter Maintenance 29.36
23810 - Plumber Maintenance 27.91
23820 - Pneudraulic Systems Mechanic 27.55
23850 - Rigger 29.99
23870 - Scale Mechanic 24.36
23890 - Sheet-Metal Worker Maintenance 27.80
23910 - Small Engine Mechanic 19.16
23931 - Telecommunications Mechanic I 32.90
23932 - Telecommunications Mechanic II 34.33
23950 - Telephone Lineman 31.00
23960 - Welder Combination Maintenance 26.05

23965 - Well Driller	26.84
23970 - Woodcraft Worker	27.55
23980 - Woodworker	20.83
24000 - Personal Needs Occupations	
24550 - Case Manager	15.80
24570 - Child Care Attendant	10.35
24580 - Child Care Center Clerk	12.93
24610 - Chore Aide	9.02
24620 - Family Readiness And Support Services Coordinator	15.80
24630 - Homemaker	15.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.14
25040 - Sewage Plant Operator	20.76
25070 - Stationary Engineer	27.14
25190 - Ventilation Equipment Tender	18.70
25210 - Water Treatment Plant Operator	20.76
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.73
27007 - Baggage Inspector	12.94
27008 - Corrections Officer	23.23
27010 - Court Security Officer	27.61
27030 - Detection Dog Handler	14.48
27040 - Detention Officer	23.23
27070 - Firefighter	29.15
27101 - Guard I	12.94
27102 - Guard II	14.48
27131 - Police Officer I	28.36
27132 - Police Officer II	31.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.80
28042 - Carnival Equipment Repairer	14.07
28043 - Carnival Worker	9.18
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	12.93
28350 - Park Attendant (Aide)	17.85
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	20.21
28630 - Sports Official	15.14
28690 - Swimming Pool Operator	16.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.13
29020 - Hatch Tender	29.13
29030 - Line Handler	29.13
29041 - Stevedore I	27.06
29042 - Stevedore II	31.32
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		20.65
30022 - Archeological Technician II		23.11
30023 - Archeological Technician III		28.62
30030 - Cartographic Technician		28.62
30040 - Civil Engineering Technician		24.06
30051 - Cryogenic Technician I		31.70
30052 - Cryogenic Technician II		35.01
30061 - Drafter/CAD Operator I		20.65
30062 - Drafter/CAD Operator II		23.11
30063 - Drafter/CAD Operator III		25.76
30064 - Drafter/CAD Operator IV		31.70
30081 - Engineering Technician I		16.06
30082 - Engineering Technician II		18.03
30083 - Engineering Technician III		20.60
30084 - Engineering Technician IV		25.52
30085 - Engineering Technician V		30.94
30086 - Engineering Technician VI		36.98
30090 - Environmental Technician		28.16
30095 - Evidence Control Specialist		28.62
30210 - Laboratory Technician		34.45
30221 - Latent Fingerprint Technician I		31.70
30222 - Latent Fingerprint Technician II		35.01
30240 - Mathematical Technician		28.62
30361 - Paralegal/Legal Assistant I		20.40
30362 - Paralegal/Legal Assistant II		25.27
30363 - Paralegal/Legal Assistant III		30.91
30364 - Paralegal/Legal Assistant IV		37.40
30375 - Petroleum Supply Specialist		35.01
30390 - Photo-Optics Technician		28.62
30395 - Radiation Control Technician		35.01
30461 - Technical Writer I		28.62
30462 - Technical Writer II		35.01
30463 - Technical Writer III		42.36
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		31.70
30502 - Weather Forecaster II		38.56
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.76
30621 - Weather Observer Senior	(see 2)	28.62
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.71
31030 - Bus Driver		18.80
31043 - Driver Courier		12.76
31260 - Parking and Lot Attendant		11.20
31290 - Shuttle Bus Driver		14.03

31310 - Taxi Driver	11.69
31361 - Truckdriver Light	14.03
31362 - Truckdriver Medium	15.24
31363 - Truckdriver Heavy	20.24
31364 - Truckdriver Tractor-Trailer	20.24
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.64
99050 - Desk Clerk	10.04
99095 - Embalmer	27.04
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.81
99252 - Laboratory Animal Caretaker II	19.59
99260 - Marketing Analyst	30.07
99310 - Mortician	27.04
99410 - Pest Controller	17.63
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.54
99711 - Recycling Specialist	24.20
99730 - Refuse Collector	17.36
99810 - Sales Clerk	11.94
99820 - School Crossing Guard	12.00
99830 - Survey Party Chief	24.60
99831 - Surveying Aide	14.00
99832 - Surveying Technician	18.36
99840 - Vending Machine Attendant	16.29
99841 - Vending Machine Repairer	20.96
99842 - Vending Machine Repairer Helper	16.29

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5218
Revision No.: 15
Date Of Last Revision: 05/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Hardin Jefferson Orange

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.05
01012 - Accounting Clerk II		16.89
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		23.98
01035 - Court Reporter		27.82
01041 - Customer Service Representative I		11.66
01042 - Customer Service Representative II		13.12
01043 - Customer Service Representative III		14.31
01051 - Data Entry Operator I		14.83
01052 - Data Entry Operator II		16.96
01060 - Dispatcher Motor Vehicle		19.43
01070 - Document Preparation Clerk		13.51

01090 - Duplicating Machine Operator	13.51
01111 - General Clerk I	13.14
01112 - General Clerk II	14.33
01113 - General Clerk III	16.09
01120 - Housing Referral Assistant	18.75
01141 - Messenger Courier	12.24
01191 - Order Clerk I	14.93
01192 - Order Clerk II	16.29
01261 - Personnel Assistant (Employment) I	15.07
01262 - Personnel Assistant (Employment) II	17.18
01263 - Personnel Assistant (Employment) III	20.01
01270 - Production Control Clerk	28.31
01290 - Rental Clerk	15.07
01300 - Scheduler Maintenance	15.03
01311 - Secretary I	15.03
01312 - Secretary II	16.82
01313 - Secretary III	18.75
01320 - Service Order Dispatcher	16.68
01410 - Supply Technician	23.98
01420 - Survey Worker	14.73
01460 - Switchboard Operator/Receptionist	12.55
01531 - Travel Clerk I	14.57
01532 - Travel Clerk II	15.68
01533 - Travel Clerk III	16.84
01611 - Word Processor I	13.39
01612 - Word Processor II	15.03
01613 - Word Processor III	18.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.83
05010 - Automotive Electrician	21.80
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	22.83
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	22.71
05220 - Motor Vehicle Mechanic Helper	16.86
05250 - Motor Vehicle Upholstery Worker	20.51
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter Automotive	21.60
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	22.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.26
07041 - Cook I	9.98
07042 - Cook II	11.67
07070 - Dishwasher	9.71
07130 - Food Service Worker	10.45
07210 - Meat Cutter	14.45

07260 - Waiter/Waitress	9.16
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.07
09040 - Furniture Handler	13.47
09080 - Furniture Refinisher	23.07
09090 - Furniture Refinisher Helper	16.68
09110 - Furniture Repairer Minor	19.93
09130 - Upholsterer	23.07
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.04
11060 - Elevator Operator	11.54
11090 - Gardener	16.81
11122 - Housekeeping Aide	11.54
11150 - Janitor	11.54
11210 - Laborer Grounds Maintenance	12.34
11240 - Maid or Houseman	10.00
11260 - Pruner	10.96
11270 - Tractor Operator	15.28
11330 - Trail Maintenance Worker	12.34
11360 - Window Cleaner	12.99
12000 - Health Occupations	
12010 - Ambulance Driver	19.42
12011 - Breath Alcohol Technician	18.41
12012 - Certified Occupational Therapist Assistant	31.53
12015 - Certified Physical Therapist Assistant	36.02
12020 - Dental Assistant	16.83
12025 - Dental Hygienist	32.92
12030 - EKG Technician	27.70
12035 - Electroneurodiagnostic Technologist	27.70
12040 - Emergency Medical Technician	19.42
12071 - Licensed Practical Nurse I	16.45
12072 - Licensed Practical Nurse II	18.41
12073 - Licensed Practical Nurse III	20.52
12100 - Medical Assistant	14.86
12130 - Medical Laboratory Technician	24.76
12160 - Medical Record Clerk	15.67
12190 - Medical Record Technician	17.54
12195 - Medical Transcriptionist	18.86
12210 - Nuclear Medicine Technologist	40.45
12221 - Nursing Assistant I	11.07
12222 - Nursing Assistant II	12.44
12223 - Nursing Assistant III	13.57
12224 - Nursing Assistant IV	15.24
12235 - Optical Dispenser	15.35
12236 - Optical Technician	16.42
12250 - Pharmacy Technician	17.33
12280 - Phlebotomist	15.79
12305 - Radiologic Technologist	25.80
12311 - Registered Nurse I	22.81
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		40.46
12317 - Scheduler (Drug and Alcohol Testing)		22.80
12320 - Substance Abuse Treatment Counselor		19.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.41
13012 - Exhibits Specialist II		24.06
13013 - Exhibits Specialist III		28.84
13041 - Illustrator I		20.41
13042 - Illustrator II		24.06
13043 - Illustrator III		28.84
13047 - Librarian		26.11
13050 - Library Aide/Clerk		11.04
13054 - Library Information Technology Systems Administrator		23.57
13058 - Library Technician		14.44
13061 - Media Specialist I		17.01
13062 - Media Specialist II		19.03
13063 - Media Specialist III		21.22
13071 - Photographer I		17.01
13072 - Photographer II		19.03
13073 - Photographer III		23.57
13074 - Photographer IV		28.84
13075 - Photographer V		34.89
13090 - Technical Order Library Clerk		15.26
13110 - Video Teleconference Technician		17.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.48
14042 - Computer Operator II		18.07
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.50
14045 - Computer Operator V		28.31
14071 - Computer Programmer I	(see 1)	22.16
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.48
14160 - Personal Computer Support Technician		25.50
14170 - System Support Specialist		32.02
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.22
15020 - Aircrew Training Devices Instructor (Rated)		37.78
15030 - Air Crew Training Devices Instructor (Pilot)		44.91
15050 - Computer Based Training Specialist / Instructor		31.22
15060 - Educational Technologist		32.76

15070 - Flight Instructor (Pilot) 44.91
15080 - Graphic Artist 19.41
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.29
15086 - Maintenance Test Pilot Rotary Wing 45.29
15088 - Non-Maintenance Test/Co-Pilot 45.29
15090 - Technical Instructor 25.41
15095 - Technical Instructor/Course Developer 31.08
15110 - Test Proctor 20.51
15120 - Tutor 20.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.54
16030 - Counter Attendant 10.54
16040 - Dry Cleaner 13.52
16070 - Finisher Flatwork Machine 10.54
16090 - Presser Hand 10.54
16110 - Presser Machine Drycleaning 10.54
16130 - Presser Machine Shirts 10.54
16160 - Presser Machine Wearing Apparel Laundry 10.54
16190 - Sewing Machine Operator 14.30
16220 - Tailor 15.39
16250 - Washer Machine 11.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.20
19040 - Tool And Die Maker 31.22
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.83
21030 - Material Coordinator 28.31
21040 - Material Expediter 28.31
21050 - Material Handling Laborer 13.58
21071 - Order Filler 13.45
21080 - Production Line Worker (Food Processing) 16.83
21110 - Shipping Packer 15.88
21130 - Shipping/Receiving Clerk 15.88
21140 - Store Worker I 12.57
21150 - Stock Clerk 18.11
21210 - Tools And Parts Attendant 16.83
21410 - Warehouse Specialist 16.83
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.74
23019 - Aircraft Logs and Records Technician 22.63
23021 - Aircraft Mechanic I 27.55
23022 - Aircraft Mechanic II 28.74
23023 - Aircraft Mechanic III 29.96
23040 - Aircraft Mechanic Helper 18.94
23050 - Aircraft Painter 26.20
23060 - Aircraft Servicer 22.63
23070 - Aircraft Survival Flight Equipment Technician 26.20
23080 - Aircraft Worker 24.36
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.36

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.55
23110 - Appliance Mechanic 26.20
23120 - Bicycle Repairer 20.83
23125 - Cable Splicer 33.93
23130 - Carpenter Maintenance 24.36
23140 - Carpet Layer 24.36
23160 - Electrician Maintenance 28.26
23181 - Electronics Technician Maintenance I 30.64
23182 - Electronics Technician Maintenance II 34.02
23183 - Electronics Technician Maintenance III 35.77
23260 - Fabric Worker 22.63
23290 - Fire Alarm System Mechanic 24.40
23310 - Fire Extinguisher Repairer 20.83
23311 - Fuel Distribution System Mechanic 32.47
23312 - Fuel Distribution System Operator 24.58
23370 - General Maintenance Worker 18.40
23380 - Ground Support Equipment Mechanic 27.55
23381 - Ground Support Equipment Servicer 22.63
23382 - Ground Support Equipment Worker 24.36
23391 - Gunsmith I 20.83
23392 - Gunsmith II 24.36
23393 - Gunsmith III 27.55
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.41
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.56
23430 - Heavy Equipment Mechanic 26.52
23440 - Heavy Equipment Operator 25.29
23460 - Instrument Mechanic 27.55
23465 - Laboratory/Shelter Mechanic 26.20
23470 - Laborer 13.58
23510 - Locksmith 26.20
23530 - Machinery Maintenance Mechanic 31.99
23550 - Machinist Maintenance 26.58
23580 - Maintenance Trades Helper 15.06
23591 - Metrology Technician I 27.55
23592 - Metrology Technician II 28.74
23593 - Metrology Technician III 29.96
23640 - Millwright 26.62
23710 - Office Appliance Repairer 19.25
23760 - Painter Maintenance 19.45
23790 - Pipefitter Maintenance 29.36
23810 - Plumber Maintenance 27.91
23820 - Pneudraulic Systems Mechanic 27.55
23850 - Rigger 29.99
23870 - Scale Mechanic 24.36
23890 - Sheet-Metal Worker Maintenance 27.80
23910 - Small Engine Mechanic 19.16
23931 - Telecommunications Mechanic I 32.90

23932 - Telecommunications Mechanic II 34.33
23950 - Telephone Lineman 31.00
23960 - Welder Combination Maintenance 26.05
23965 - Well Driller 26.84
23970 - Woodcraft Worker 27.55
23980 - Woodworker 20.83
24000 - Personal Needs Occupations
24550 - Case Manager 15.80
24570 - Child Care Attendant 10.35
24580 - Child Care Center Clerk 12.93
24610 - Chore Aide 9.02
24620 - Family Readiness And Support Services Coordinator 15.80
24630 - Homemaker 15.80
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.14
25040 - Sewage Plant Operator 20.76
25070 - Stationary Engineer 27.14
25190 - Ventilation Equipment Tender 18.70
25210 - Water Treatment Plant Operator 20.76
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.73
27007 - Baggage Inspector 12.94
27008 - Corrections Officer 23.23
27010 - Court Security Officer 27.61
27030 - Detection Dog Handler 14.48
27040 - Detention Officer 23.23
27070 - Firefighter 29.15
27101 - Guard I 12.94
27102 - Guard II 14.48
27131 - Police Officer I 28.36
27132 - Police Officer II 31.52
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.80
28042 - Carnival Equipment Repairer 14.07
28043 - Carnival Worker 9.18
28210 - Gate Attendant/Gate Tender 15.40
28310 - Lifeguard 12.93
28350 - Park Attendant (Aide) 17.85
28510 - Recreation Aide/Health Facility Attendant 13.43
28515 - Recreation Specialist 20.21
28630 - Sports Official 15.14
28690 - Swimming Pool Operator 16.46
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 29.13
29020 - Hatch Tender 29.13
29030 - Line Handler 29.13
29041 - Stevedore I 27.06
29042 - Stevedore II 31.32
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 20.65
30022 - Archeological Technician II 23.11
30023 - Archeological Technician III 28.62
30030 - Cartographic Technician 28.62
30040 - Civil Engineering Technician 24.06
30051 - Cryogenic Technician I 31.70
30052 - Cryogenic Technician II 35.01
30061 - Drafter/CAD Operator I 20.65
30062 - Drafter/CAD Operator II 23.11
30063 - Drafter/CAD Operator III 25.76
30064 - Drafter/CAD Operator IV 31.70
30081 - Engineering Technician I 16.06
30082 - Engineering Technician II 18.03
30083 - Engineering Technician III 20.60
30084 - Engineering Technician IV 25.52
30085 - Engineering Technician V 30.94
30086 - Engineering Technician VI 36.98
30090 - Environmental Technician 28.16
30095 - Evidence Control Specialist 28.62
30210 - Laboratory Technician 34.45
30221 - Latent Fingerprint Technician I 31.70
30222 - Latent Fingerprint Technician II 35.01
30240 - Mathematical Technician 28.62
30361 - Paralegal/Legal Assistant I 20.40
30362 - Paralegal/Legal Assistant II 25.27
30363 - Paralegal/Legal Assistant III 30.91
30364 - Paralegal/Legal Assistant IV 37.40
30375 - Petroleum Supply Specialist 35.01
30390 - Photo-Optics Technician 28.62
30395 - Radiation Control Technician 35.01
30461 - Technical Writer I 28.62
30462 - Technical Writer II 35.01
30463 - Technical Writer III 42.36
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 31.70
30502 - Weather Forecaster II 38.56
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.76
30621 - Weather Observer Senior (see 2) 28.62
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.71
31030 - Bus Driver 18.80

31043 - Driver Courier	12.76
31260 - Parking and Lot Attendant	11.20
31290 - Shuttle Bus Driver	14.03
31310 - Taxi Driver	11.69
31361 - Truckdriver Light	14.03
31362 - Truckdriver Medium	15.24
31363 - Truckdriver Heavy	20.24
31364 - Truckdriver Tractor-Trailer	20.24
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.64
99050 - Desk Clerk	10.04
99095 - Embalmer	27.04
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.81
99252 - Laboratory Animal Caretaker II	19.59
99260 - Marketing Analyst	30.07
99310 - Mortician	27.04
99410 - Pest Controller	17.63
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.54
99711 - Recycling Specialist	24.20
99730 - Refuse Collector	17.36
99810 - Sales Clerk	11.94
99820 - School Crossing Guard	12.00
99830 - Survey Party Chief	24.60
99831 - Surveying Aide	14.00
99832 - Surveying Technician	18.36
99840 - Vending Machine Attendant	16.29
99841 - Vending Machine Repairer	20.96
99842 - Vending Machine Repairer Helper	16.29

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5219
Revision No.: 14
Date Of Last Revision: 04/07/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Cameron

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.59
01012 - Accounting Clerk II		15.27
01013 - Accounting Clerk III		17.07
01020 - Administrative Assistant		22.67
01035 - Court Reporter		15.81
01041 - Customer Service Representative I		10.71
01042 - Customer Service Representative II		11.69
01043 - Customer Service Representative III		13.13
01051 - Data Entry Operator I		12.56
01052 - Data Entry Operator II		13.71
01060 - Dispatcher Motor Vehicle		16.17
01070 - Document Preparation Clerk		12.59
01090 - Duplicating Machine Operator		12.59
01111 - General Clerk I		11.71
01112 - General Clerk II		12.78

01113 - General Clerk III 14.35
01120 - Housing Referral Assistant 17.62
01141 - Messenger Courier 12.85
01191 - Order Clerk I 12.91
01192 - Order Clerk II 14.10
01261 - Personnel Assistant (Employment) I 15.02
01262 - Personnel Assistant (Employment) II 16.80
01263 - Personnel Assistant (Employment) III 18.72
01270 - Production Control Clerk 17.43
01290 - Rental Clerk 12.52
01300 - Scheduler Maintenance 14.14
01311 - Secretary I 14.14
01312 - Secretary II 15.81
01313 - Secretary III 17.62
01320 - Service Order Dispatcher 14.45
01410 - Supply Technician 22.67
01420 - Survey Worker 17.16
01460 - Switchboard Operator/Receptionist 10.74
01531 - Travel Clerk I 12.25
01532 - Travel Clerk II 13.47
01533 - Travel Clerk III 14.43
01611 - Word Processor I 12.59
01612 - Word Processor II 14.14
01613 - Word Processor III 15.81
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 17.70
05010 - Automotive Electrician 18.14
05040 - Automotive Glass Installer 17.25
05070 - Automotive Worker 17.25
05110 - Mobile Equipment Servicer 15.42
05130 - Motor Equipment Metal Mechanic 18.96
05160 - Motor Equipment Metal Worker 17.25
05190 - Motor Vehicle Mechanic 18.96
05220 - Motor Vehicle Mechanic Helper 14.44
05250 - Motor Vehicle Upholstery Worker 16.31
05280 - Motor Vehicle Wrecker 17.25
05310 - Painter Automotive 18.14
05340 - Radiator Repair Specialist 17.25
05370 - Tire Repairer 14.34
05400 - Transmission Repair Specialist 18.96
07000 - Food Preparation And Service Occupations
07010 - Baker 11.66
07041 - Cook I 11.08
07042 - Cook II 12.39
07070 - Dishwasher 9.17
07130 - Food Service Worker 10.81
07210 - Meat Cutter 13.30
07260 - Waiter/Waitress 9.08
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 15.96

09040 - Furniture Handler 10.99
09080 - Furniture Refinisher 15.96
09090 - Furniture Refinisher Helper 12.36
09110 - Furniture Repairer Minor 14.26
09130 - Upholsterer 15.96
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 9.88
11060 - Elevator Operator 11.28
11090 - Gardener 13.41
11122 - Housekeeping Aide 11.28
11150 - Janitor 11.28
11210 - Laborer Grounds Maintenance 10.58
11240 - Maid or Houseman 9.54
11260 - Pruner 9.49
11270 - Tractor Operator 12.56
11330 - Trail Maintenance Worker 10.58
11360 - Window Cleaner 12.65
12000 - Health Occupations
12010 - Ambulance Driver 16.50
12011 - Breath Alcohol Technician 19.75
12012 - Certified Occupational Therapist Assistant 34.13
12015 - Certified Physical Therapist Assistant 33.01
12020 - Dental Assistant 16.08
12025 - Dental Hygienist 31.59
12030 - EKG Technician 29.81
12035 - Electroneurodiagnostic Technologist 29.81
12040 - Emergency Medical Technician 16.50
12071 - Licensed Practical Nurse I 17.65
12072 - Licensed Practical Nurse II 19.75
12073 - Licensed Practical Nurse III 22.01
12100 - Medical Assistant 13.37
12130 - Medical Laboratory Technician 18.41
12160 - Medical Record Clerk 14.83
12190 - Medical Record Technician 16.58
12195 - Medical Transcriptionist 17.65
12210 - Nuclear Medicine Technologist 43.39
12221 - Nursing Assistant I 11.72
12222 - Nursing Assistant II 13.17
12223 - Nursing Assistant III 14.37
12224 - Nursing Assistant IV 16.14
12235 - Optical Dispenser 15.79
12236 - Optical Technician 25.52
12250 - Pharmacy Technician 17.00
12280 - Phlebotomist 12.84
12305 - Radiologic Technologist 30.52
12311 - Registered Nurse I 25.88
12312 - Registered Nurse II 31.68
12313 - Registered Nurse II Specialist 31.68
12314 - Registered Nurse III 38.30
12315 - Registered Nurse III Anesthetist 38.30

12316 - Registered Nurse IV		45.94
12317 - Scheduler (Drug and Alcohol Testing)		24.46
12320 - Substance Abuse Treatment Counselor		23.93
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.36
13012 - Exhibits Specialist II		26.46
13013 - Exhibits Specialist III		32.36
13041 - Illustrator I		21.36
13042 - Illustrator II		26.46
13043 - Illustrator III		32.36
13047 - Librarian		29.30
13050 - Library Aide/Clerk		18.30
13054 - Library Information Technology Systems Administrator		26.46
13058 - Library Technician		13.22
13061 - Media Specialist I		19.10
13062 - Media Specialist II		21.36
13063 - Media Specialist III		23.80
13071 - Photographer I		19.10
13072 - Photographer II		21.36
13073 - Photographer III		26.46
13074 - Photographer IV		32.36
13075 - Photographer V		39.16
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		19.10
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.98
14042 - Computer Operator II		16.76
14043 - Computer Operator III		18.73
14044 - Computer Operator IV		20.90
14045 - Computer Operator V		23.21
14071 - Computer Programmer I	(see 1)	19.35
14072 - Computer Programmer II	(see 1)	23.97
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		14.98
14160 - Personal Computer Support Technician		20.90
14170 - System Support Specialist		25.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.44
15020 - Aircrew Training Devices Instructor (Rated)		34.42
15030 - Air Crew Training Devices Instructor (Pilot)		41.25
15050 - Computer Based Training Specialist / Instructor		28.44
15060 - Educational Technologist		30.36
15070 - Flight Instructor (Pilot)		41.25
15080 - Graphic Artist		17.26
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.25

15086 - Maintenance Test Pilot Rotary Wing 41.25
15088 - Non-Maintenance Test/Co-Pilot 41.25
15090 - Technical Instructor 19.60
15095 - Technical Instructor/Course Developer 23.62
15110 - Test Proctor 14.71
15120 - Tutor 14.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.51
16030 - Counter Attendant 9.51
16040 - Dry Cleaner 11.17
16070 - Finisher Flatwork Machine 9.51
16090 - Presser Hand 9.51
16110 - Presser Machine Drycleaning 9.51
16130 - Presser Machine Shirts 9.51
16160 - Presser Machine Wearing Apparel Laundry 9.51
16190 - Sewing Machine Operator 11.74
16220 - Tailor 12.37
16250 - Washer Machine 9.97
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 17.63
19040 - Tool And Die Maker 20.86
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.36
21030 - Material Coordinator 17.43
21040 - Material Expediter 17.43
21050 - Material Handling Laborer 11.21
21071 - Order Filler 11.77
21080 - Production Line Worker (Food Processing) 13.36
21110 - Shipping Packer 12.38
21130 - Shipping/Receiving Clerk 12.38
21140 - Store Worker I 15.36
21150 - Stock Clerk 21.03
21210 - Tools And Parts Attendant 13.36
21410 - Warehouse Specialist 13.36
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 21.03
23019 - Aircraft Logs and Records Technician 17.35
23021 - Aircraft Mechanic I 20.17
23022 - Aircraft Mechanic II 21.03
23023 - Aircraft Mechanic III 21.91
23040 - Aircraft Mechanic Helper 15.36
23050 - Aircraft Painter 19.29
23060 - Aircraft Servicer 17.35
23070 - Aircraft Survival Flight Equipment Technician 19.29
23080 - Aircraft Worker 18.34
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.34
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 20.17
23110 - Appliance Mechanic 18.86

23120 - Bicycle Repairer 16.65
23125 - Cable Splicer 29.01
23130 - Carpenter Maintenance 17.26
23140 - Carpet Layer 18.85
23160 - Electrician Maintenance 18.88
23181 - Electronics Technician Maintenance I 21.39
23182 - Electronics Technician Maintenance II 22.50
23183 - Electronics Technician Maintenance III 23.52
23260 - Fabric Worker 17.83
23290 - Fire Alarm System Mechanic 20.72
23310 - Fire Extinguisher Repairer 16.85
23311 - Fuel Distribution System Mechanic 19.22
23312 - Fuel Distribution System Operator 15.62
23370 - General Maintenance Worker 11.89
23380 - Ground Support Equipment Mechanic 20.17
23381 - Ground Support Equipment Servicer 17.35
23382 - Ground Support Equipment Worker 18.34
23391 - Gunsmith I 16.85
23392 - Gunsmith II 18.85
23393 - Gunsmith III 20.72
23410 - Heating Ventilation And Air-Conditioning Mechanic 15.90
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 16.58
23430 - Heavy Equipment Mechanic 21.57
23440 - Heavy Equipment Operator 14.39
23460 - Instrument Mechanic 20.72
23465 - Laboratory/Shelter Mechanic 19.83
23470 - Laborer 11.21
23510 - Locksmith 19.83
23530 - Machinery Maintenance Mechanic 18.87
23550 - Machinist Maintenance 16.73
23580 - Maintenance Trades Helper 11.26
23591 - Metrology Technician I 20.72
23592 - Metrology Technician II 21.61
23593 - Metrology Technician III 22.51
23640 - Millwright 20.72
23710 - Office Appliance Repairer 19.83
23760 - Painter Maintenance 16.24
23790 - Pipefitter Maintenance 17.06
23810 - Plumber Maintenance 16.32
23820 - Pneudraulic Systems Mechanic 20.72
23850 - Rigger 20.72
23870 - Scale Mechanic 18.85
23890 - Sheet-Metal Worker Maintenance 16.50
23910 - Small Engine Mechanic 17.93
23931 - Telecommunications Mechanic I 26.40
23932 - Telecommunications Mechanic II 27.72
23950 - Telephone Lineman 24.41
23960 - Welder Combination Maintenance 16.68

23965 - Well Driller	20.72
23970 - Woodcraft Worker	20.72
23980 - Woodworker	16.85
24000 - Personal Needs Occupations	
24550 - Case Manager	15.04
24570 - Child Care Attendant	9.36
24580 - Child Care Center Clerk	11.67
24610 - Chore Aide	10.72
24620 - Family Readiness And Support Services Coordinator	15.04
24630 - Homemaker	15.04
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.72
25040 - Sewage Plant Operator	16.82
25070 - Stationary Engineer	20.72
25190 - Ventilation Equipment Tender	15.01
25210 - Water Treatment Plant Operator	16.82
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.67
27007 - Baggage Inspector	11.84
27008 - Corrections Officer	16.43
27010 - Court Security Officer	21.00
27030 - Detection Dog Handler	14.63
27040 - Detention Officer	16.43
27070 - Firefighter	23.40
27101 - Guard I	11.84
27102 - Guard II	14.63
27131 - Police Officer I	22.19
27132 - Police Officer II	24.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.08
28042 - Carnival Equipment Repairer	12.90
28043 - Carnival Worker	9.27
28210 - Gate Attendant/Gate Tender	13.03
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.57
28510 - Recreation Aide/Health Facility Attendant	10.63
28515 - Recreation Specialist	18.05
28630 - Sports Official	11.60
28690 - Swimming Pool Operator	14.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.23
29020 - Hatch Tender	20.23
29030 - Line Handler	20.23
29041 - Stevedore I	19.65
29042 - Stevedore II	22.09
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		16.18
30022 - Archeological Technician II		18.11
30023 - Archeological Technician III		22.43
30030 - Cartographic Technician		22.43
30040 - Civil Engineering Technician		18.89
30051 - Cryogenic Technician I		24.84
30052 - Cryogenic Technician II		27.44
30061 - Drafter/CAD Operator I		16.18
30062 - Drafter/CAD Operator II		18.11
30063 - Drafter/CAD Operator III		20.18
30064 - Drafter/CAD Operator IV		24.84
30081 - Engineering Technician I		15.69
30082 - Engineering Technician II		17.63
30083 - Engineering Technician III		19.71
30084 - Engineering Technician IV		24.42
30085 - Engineering Technician V		29.87
30086 - Engineering Technician VI		36.15
30090 - Environmental Technician		22.43
30095 - Evidence Control Specialist		22.43
30210 - Laboratory Technician		22.20
30221 - Latent Fingerprint Technician I		24.84
30222 - Latent Fingerprint Technician II		27.44
30240 - Mathematical Technician		22.43
30361 - Paralegal/Legal Assistant I		19.21
30362 - Paralegal/Legal Assistant II		23.80
30363 - Paralegal/Legal Assistant III		29.11
30364 - Paralegal/Legal Assistant IV		35.23
30375 - Petroleum Supply Specialist		27.44
30390 - Photo-Optics Technician		20.80
30395 - Radiation Control Technician		27.44
30461 - Technical Writer I		22.43
30462 - Technical Writer II		27.44
30463 - Technical Writer III		33.19
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		24.84
30502 - Weather Forecaster II		30.21
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.18
30621 - Weather Observer Senior	(see 2)	22.43
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		11.76
31030 - Bus Driver		15.99
31043 - Driver Courier		12.74
31260 - Parking and Lot Attendant		10.78
31290 - Shuttle Bus Driver		12.38

31310 - Taxi Driver	11.45
31361 - Truckdriver Light	13.62
31362 - Truckdriver Medium	14.43
31363 - Truckdriver Heavy	21.99
31364 - Truckdriver Tractor-Trailer	21.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.48
99050 - Desk Clerk	10.22
99095 - Embalmer	27.16
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	22.75
99252 - Laboratory Animal Caretaker II	24.29
99260 - Marketing Analyst	28.01
99310 - Mortician	27.16
99410 - Pest Controller	14.66
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.17
99711 - Recycling Specialist	22.75
99730 - Refuse Collector	17.48
99810 - Sales Clerk	10.73
99820 - School Crossing Guard	17.10
99830 - Survey Party Chief	18.99
99831 - Surveying Aide	12.91
99832 - Surveying Technician	15.88
99840 - Vending Machine Attendant	14.25
99841 - Vending Machine Repairer	16.16
99842 - Vending Machine Repairer Helper	14.25

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5220
Revision No.: 13
Date Of Last Revision: 06/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Cameron

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.66
01012 - Accounting Clerk II		14.22
01013 - Accounting Clerk III		15.91
01020 - Administrative Assistant		22.67
01035 - Court Reporter		15.03
01041 - Customer Service Representative I		9.75
01042 - Customer Service Representative II		10.97
01043 - Customer Service Representative III		11.97
01051 - Data Entry Operator I		11.45
01052 - Data Entry Operator II		12.49
01060 - Dispatcher Motor Vehicle		16.17
01070 - Document Preparation Clerk		11.89

01090 - Duplicating Machine Operator 11.89
01111 - General Clerk I 11.71
01112 - General Clerk II 12.78
01113 - General Clerk III 14.35
01120 - Housing Referral Assistant 16.69
01141 - Messenger Courier 11.68
01191 - Order Clerk I 12.91
01192 - Order Clerk II 14.10
01261 - Personnel Assistant (Employment) I 13.70
01262 - Personnel Assistant (Employment) II 15.33
01263 - Personnel Assistant (Employment) III 17.11
01270 - Production Control Clerk 16.56
01290 - Rental Clerk 12.52
01300 - Scheduler Maintenance 13.34
01311 - Secretary I 13.34
01312 - Secretary II 14.93
01313 - Secretary III 16.64
01320 - Service Order Dispatcher 14.45
01410 - Supply Technician 22.67
01420 - Survey Worker 17.16
01460 - Switchboard Operator/Receptionist 10.62
01531 - Travel Clerk I 11.79
01532 - Travel Clerk II 12.97
01533 - Travel Clerk III 13.88
01611 - Word Processor I 11.89
01612 - Word Processor II 13.34
01613 - Word Processor III 14.93
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 17.70
05010 - Automotive Electrician 16.89
05040 - Automotive Glass Installer 16.05
05070 - Automotive Worker 16.05
05110 - Mobile Equipment Servicer 14.34
05130 - Motor Equipment Metal Mechanic 17.64
05160 - Motor Equipment Metal Worker 16.05
05190 - Motor Vehicle Mechanic 17.64
05220 - Motor Vehicle Mechanic Helper 13.43
05250 - Motor Vehicle Upholstery Worker 15.17
05280 - Motor Vehicle Wrecker 16.05
05310 - Painter Automotive 16.89
05340 - Radiator Repair Specialist 16.05
05370 - Tire Repairer 14.34
05400 - Transmission Repair Specialist 17.64
07000 - Food Preparation And Service Occupations
07010 - Baker 10.60
07041 - Cook I 10.93
07042 - Cook II 12.23
07070 - Dishwasher 9.17
07130 - Food Service Worker 10.34
07210 - Meat Cutter 12.09

07260 - Waiter/Waitress	9.08
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.96
09040 - Furniture Handler	10.99
09080 - Furniture Refinisher	15.96
09090 - Furniture Refinisher Helper	12.36
09110 - Furniture Repairer Minor	14.26
09130 - Upholsterer	15.96
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.88
11060 - Elevator Operator	10.56
11090 - Gardener	13.38
11122 - Housekeeping Aide	10.56
11150 - Janitor	10.56
11210 - Laborer Grounds Maintenance	10.56
11240 - Maid or Houseman	9.20
11260 - Pruner	9.49
11270 - Tractor Operator	12.53
11330 - Trail Maintenance Worker	10.56
11360 - Window Cleaner	11.84
12000 - Health Occupations	
12010 - Ambulance Driver	16.50
12011 - Breath Alcohol Technician	19.75
12012 - Certified Occupational Therapist Assistant	34.13
12015 - Certified Physical Therapist Assistant	33.01
12020 - Dental Assistant	15.99
12025 - Dental Hygienist	30.90
12030 - EKG Technician	27.10
12035 - Electroneurodiagnostic Technologist	27.10
12040 - Emergency Medical Technician	16.50
12071 - Licensed Practical Nurse I	17.65
12072 - Licensed Practical Nurse II	19.75
12073 - Licensed Practical Nurse III	22.01
12100 - Medical Assistant	12.15
12130 - Medical Laboratory Technician	17.97
12160 - Medical Record Clerk	14.49
12190 - Medical Record Technician	16.22
12195 - Medical Transcriptionist	17.65
12210 - Nuclear Medicine Technologist	43.39
12221 - Nursing Assistant I	11.63
12222 - Nursing Assistant II	13.08
12223 - Nursing Assistant III	14.26
12224 - Nursing Assistant IV	16.01
12235 - Optical Dispenser	15.79
12236 - Optical Technician	25.52
12250 - Pharmacy Technician	16.26
12280 - Phlebotomist	12.46
12305 - Radiologic Technologist	28.24
12311 - Registered Nurse I	25.88
12312 - Registered Nurse II	31.68

12313 - Registered Nurse II Specialist		31.68
12314 - Registered Nurse III		38.30
12315 - Registered Nurse III Anesthetist		38.30
12316 - Registered Nurse IV		45.94
12317 - Scheduler (Drug and Alcohol Testing)		24.46
12320 - Substance Abuse Treatment Counselor		23.78
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.02
13012 - Exhibits Specialist II		26.03
13013 - Exhibits Specialist III		31.84
13041 - Illustrator I		21.02
13042 - Illustrator II		26.03
13043 - Illustrator III		31.84
13047 - Librarian		28.83
13050 - Library Aide/Clerk		18.30
13054 - Library Information Technology Systems Administrator		26.03
13058 - Library Technician		13.22
13061 - Media Specialist I		18.78
13062 - Media Specialist II		21.02
13063 - Media Specialist III		23.43
13071 - Photographer I		18.78
13072 - Photographer II		21.02
13073 - Photographer III		26.03
13074 - Photographer IV		31.81
13075 - Photographer V		38.52
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.76
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.62
14042 - Computer Operator II		15.24
14043 - Computer Operator III		17.03
14044 - Computer Operator IV		19.00
14045 - Computer Operator V		21.10
14071 - Computer Programmer I	(see 1)	19.35
14072 - Computer Programmer II	(see 1)	23.97
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		13.62
14160 - Personal Computer Support Technician		19.00
14170 - System Support Specialist		24.63
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.17
15020 - Aircrew Training Devices Instructor (Rated)		34.08
15030 - Air Crew Training Devices Instructor (Pilot)		40.85
15050 - Computer Based Training Specialist / Instructor		28.17
15060 - Educational Technologist		30.36

15070 - Flight Instructor (Pilot) 40.85
15080 - Graphic Artist 17.26
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.85
15086 - Maintenance Test Pilot Rotary Wing 40.85
15088 - Non-Maintenance Test/Co-Pilot 40.85
15090 - Technical Instructor 17.82
15095 - Technical Instructor/Course Developer 21.47
15110 - Test Proctor 13.37
15120 - Tutor 13.37
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.83
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.38
16220 - Tailor 11.99
16250 - Washer Machine 9.67
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 17.63
19040 - Tool And Die Maker 20.86
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.36
21030 - Material Coordinator 17.20
21040 - Material Expediter 17.20
21050 - Material Handling Laborer 11.05
21071 - Order Filler 11.77
21080 - Production Line Worker (Food Processing) 13.36
21110 - Shipping Packer 11.78
21130 - Shipping/Receiving Clerk 11.78
21140 - Store Worker I 14.93
21150 - Stock Clerk 20.44
21210 - Tools And Parts Attendant 13.36
21410 - Warehouse Specialist 13.36
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 21.03
23019 - Aircraft Logs and Records Technician 17.35
23021 - Aircraft Mechanic I 20.17
23022 - Aircraft Mechanic II 21.03
23023 - Aircraft Mechanic III 21.91
23040 - Aircraft Mechanic Helper 15.36
23050 - Aircraft Painter 19.29
23060 - Aircraft Servicer 17.35
23070 - Aircraft Survival Flight Equipment Technician 19.29
23080 - Aircraft Worker 18.34
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.34

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 20.17
23110 - Appliance Mechanic 17.15
23120 - Bicycle Repairer 15.14
23125 - Cable Splicer 26.37
23130 - Carpenter Maintenance 15.74
23140 - Carpet Layer 17.93
23160 - Electrician Maintenance 17.90
23181 - Electronics Technician Maintenance I 20.37
23182 - Electronics Technician Maintenance II 21.56
23183 - Electronics Technician Maintenance III 22.54
23260 - Fabric Worker 16.96
23290 - Fire Alarm System Mechanic 19.71
23310 - Fire Extinguisher Repairer 16.03
23311 - Fuel Distribution System Mechanic 17.47
23312 - Fuel Distribution System Operator 14.20
23370 - General Maintenance Worker 11.71
23380 - Ground Support Equipment Mechanic 20.17
23381 - Ground Support Equipment Servicer 17.35
23382 - Ground Support Equipment Worker 18.34
23391 - Gunsmith I 16.03
23392 - Gunsmith II 17.93
23393 - Gunsmith III 19.71
23410 - Heating Ventilation And Air-Conditioning Mechanic 14.92
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 15.68
23430 - Heavy Equipment Mechanic 19.61
23440 - Heavy Equipment Operator 14.30
23460 - Instrument Mechanic 19.71
23465 - Laboratory/Shelter Mechanic 18.86
23470 - Laborer 11.05
23510 - Locksmith 18.86
23530 - Machinery Maintenance Mechanic 18.87
23550 - Machinist Maintenance 16.73
23580 - Maintenance Trades Helper 11.18
23591 - Metrology Technician I 19.71
23592 - Metrology Technician II 20.56
23593 - Metrology Technician III 21.42
23640 - Millwright 19.71
23710 - Office Appliance Repairer 18.86
23760 - Painter Maintenance 14.76
23790 - Pipefitter Maintenance 15.51
23810 - Plumber Maintenance 14.84
23820 - Pneudraulic Systems Mechanic 19.71
23850 - Rigger 19.71
23870 - Scale Mechanic 17.93
23890 - Sheet-Metal Worker Maintenance 15.00
23910 - Small Engine Mechanic 17.93
23931 - Telecommunications Mechanic I 24.00

23932 - Telecommunications Mechanic II 25.20
23950 - Telephone Lineman 22.19
23960 - Welder Combination Maintenance 15.16
23965 - Well Driller 19.71
23970 - Woodcraft Worker 19.71
23980 - Woodworker 16.03
24000 - Personal Needs Occupations
24550 - Case Manager 13.67
24570 - Child Care Attendant 9.08
24580 - Child Care Center Clerk 11.33
24610 - Chore Aide 10.23
24620 - Family Readiness And Support Services Coordinator 13.67
24630 - Homemaker 13.67
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 19.71
25040 - Sewage Plant Operator 16.49
25070 - Stationary Engineer 19.71
25190 - Ventilation Equipment Tender 15.01
25210 - Water Treatment Plant Operator 16.49
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.14
27007 - Baggage Inspector 11.84
27008 - Corrections Officer 14.94
27010 - Court Security Officer 21.00
27030 - Detection Dog Handler 14.63
27040 - Detention Officer 14.94
27070 - Firefighter 23.40
27101 - Guard I 11.84
27102 - Guard II 14.63
27131 - Police Officer I 22.19
27132 - Police Officer II 24.66
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.08
28042 - Carnival Equipment Repairer 12.90
28043 - Carnival Worker 9.27
28210 - Gate Attendant/Gate Tender 12.95
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 14.50
28510 - Recreation Aide/Health Facility Attendant 10.58
28515 - Recreation Specialist 17.95
28630 - Sports Official 11.54
28690 - Swimming Pool Operator 14.43
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 18.39
29020 - Hatch Tender 18.39
29030 - Line Handler 18.39
29041 - Stevedore I 17.86
29042 - Stevedore II 20.08
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.18
30022 - Archeological Technician II 18.11
30023 - Archeological Technician III 22.43
30030 - Cartographic Technician 22.43
30040 - Civil Engineering Technician 18.89
30051 - Cryogenic Technician I 24.84
30052 - Cryogenic Technician II 27.44
30061 - Drafter/CAD Operator I 16.18
30062 - Drafter/CAD Operator II 18.11
30063 - Drafter/CAD Operator III 20.18
30064 - Drafter/CAD Operator IV 24.84
30081 - Engineering Technician I 14.41
30082 - Engineering Technician II 16.18
30083 - Engineering Technician III 18.11
30084 - Engineering Technician IV 22.43
30085 - Engineering Technician V 27.44
30086 - Engineering Technician VI 33.19
30090 - Environmental Technician 22.43
30095 - Evidence Control Specialist 22.43
30210 - Laboratory Technician 20.18
30221 - Latent Fingerprint Technician I 24.84
30222 - Latent Fingerprint Technician II 27.44
30240 - Mathematical Technician 22.43
30361 - Paralegal/Legal Assistant I 18.70
30362 - Paralegal/Legal Assistant II 23.16
30363 - Paralegal/Legal Assistant III 28.34
30364 - Paralegal/Legal Assistant IV 34.28
30375 - Petroleum Supply Specialist 27.44
30390 - Photo-Optics Technician 18.91
30395 - Radiation Control Technician 27.44
30461 - Technical Writer I 22.43
30462 - Technical Writer II 27.44
30463 - Technical Writer III 33.19
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 24.84
30502 - Weather Forecaster II 30.21
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.18
30621 - Weather Observer Senior (see 2) 22.43
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.76
31030 - Bus Driver 15.99

31043 - Driver Courier	11.58
31260 - Parking and Lot Attendant	10.69
31290 - Shuttle Bus Driver	12.38
31310 - Taxi Driver	10.62
31361 - Truckdriver Light	12.38
31362 - Truckdriver Medium	13.28
31363 - Truckdriver Heavy	20.19
31364 - Truckdriver Tractor-Trailer	20.19
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.05
99050 - Desk Clerk	9.29
99095 - Embalmer	27.16
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	22.09
99252 - Laboratory Animal Caretaker II	23.18
99260 - Marketing Analyst	28.01
99310 - Mortician	27.16
99410 - Pest Controller	14.66
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.59
99711 - Recycling Specialist	22.21
99730 - Refuse Collector	17.48
99810 - Sales Clerk	10.73
99820 - School Crossing Guard	16.62
99830 - Survey Party Chief	18.99
99831 - Surveying Aide	12.91
99832 - Surveying Technician	15.88
99840 - Vending Machine Attendant	12.95
99841 - Vending Machine Repairer	14.69
99842 - Vending Machine Repairer Helper	12.95

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5221
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Burleson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.85
01012 - Accounting Clerk II		16.67
01013 - Accounting Clerk III		18.65
01020 - Administrative Assistant		25.50
01035 - Court Reporter		19.69
01041 - Customer Service Representative I		10.98
01042 - Customer Service Representative II		12.35
01043 - Customer Service Representative III		13.47
01051 - Data Entry Operator I		13.14
01052 - Data Entry Operator II		14.59
01060 - Dispatcher Motor Vehicle		18.58
01070 - Document Preparation Clerk		14.20
01090 - Duplicating Machine Operator		14.20
01111 - General Clerk I		13.30
01112 - General Clerk II		14.51

01113 - General Clerk III 16.28
01120 - Housing Referral Assistant 22.35
01141 - Messenger Courier 14.80
01191 - Order Clerk I 15.56
01192 - Order Clerk II 16.97
01261 - Personnel Assistant (Employment) I 17.29
01262 - Personnel Assistant (Employment) II 19.34
01263 - Personnel Assistant (Employment) III 21.57
01270 - Production Control Clerk 21.37
01290 - Rental Clerk 14.07
01300 - Scheduler Maintenance 17.78
01311 - Secretary I 17.78
01312 - Secretary II 20.08
01313 - Secretary III 22.35
01320 - Service Order Dispatcher 15.57
01410 - Supply Technician 25.50
01420 - Survey Worker 16.01
01460 - Switchboard Operator/Receptionist 13.32
01531 - Travel Clerk I 12.09
01532 - Travel Clerk II 12.98
01533 - Travel Clerk III 13.73
01611 - Word Processor I 14.86
01612 - Word Processor II 16.67
01613 - Word Processor III 18.65
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.11
05010 - Automotive Electrician 21.53
05040 - Automotive Glass Installer 20.14
05070 - Automotive Worker 20.14
05110 - Mobile Equipment Servicer 17.35
05130 - Motor Equipment Metal Mechanic 22.81
05160 - Motor Equipment Metal Worker 20.14
05190 - Motor Vehicle Mechanic 22.81
05220 - Motor Vehicle Mechanic Helper 15.95
05250 - Motor Vehicle Upholstery Worker 18.73
05280 - Motor Vehicle Wrecker 20.14
05310 - Painter Automotive 21.53
05340 - Radiator Repair Specialist 20.14
05370 - Tire Repairer 14.36
05400 - Transmission Repair Specialist 22.81
07000 - Food Preparation And Service Occupations
07010 - Baker 12.65
07041 - Cook I 12.67
07042 - Cook II 14.71
07070 - Dishwasher 10.03
07130 - Food Service Worker 11.19
07210 - Meat Cutter 13.66
07260 - Waiter/Waitress 9.00
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.48

09040 - Furniture Handler	11.50
09080 - Furniture Refinisher	18.48
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer Minor	16.38
09130 - Upholsterer	18.48
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.62
11060 - Elevator Operator	11.47
11090 - Gardener	18.29
11122 - Housekeeping Aide	11.47
11150 - Janitor	11.47
11210 - Laborer Grounds Maintenance	13.87
11240 - Maid or Houseman	11.16
11260 - Pruner	12.29
11270 - Tractor Operator	16.82
11330 - Trail Maintenance Worker	13.87
11360 - Window Cleaner	12.94
12000 - Health Occupations	
12010 - Ambulance Driver	18.26
12011 - Breath Alcohol Technician	20.19
12012 - Certified Occupational Therapist Assistant	27.70
12015 - Certified Physical Therapist Assistant	29.90
12020 - Dental Assistant	16.52
12025 - Dental Hygienist	41.16
12030 - EKG Technician	30.60
12035 - Electroneurodiagnostic Technologist	30.60
12040 - Emergency Medical Technician	18.26
12071 - Licensed Practical Nurse I	18.04
12072 - Licensed Practical Nurse II	20.19
12073 - Licensed Practical Nurse III	22.51
12100 - Medical Assistant	14.36
12130 - Medical Laboratory Technician	21.99
12160 - Medical Record Clerk	14.85
12190 - Medical Record Technician	15.99
12195 - Medical Transcriptionist	18.04
12210 - Nuclear Medicine Technologist	44.37
12221 - Nursing Assistant I	11.41
12222 - Nursing Assistant II	12.83
12223 - Nursing Assistant III	14.00
12224 - Nursing Assistant IV	15.72
12235 - Optical Dispenser	17.92
12236 - Optical Technician	18.04
12250 - Pharmacy Technician	17.27
12280 - Phlebotomist	14.70
12305 - Radiologic Technologist	26.60
12311 - Registered Nurse I	23.29
12312 - Registered Nurse II	28.49
12313 - Registered Nurse II Specialist	28.49
12314 - Registered Nurse III	34.47
12315 - Registered Nurse III Anesthetist	34.47

12316 - Registered Nurse IV		41.31
12317 - Scheduler (Drug and Alcohol Testing)		25.01
12320 - Substance Abuse Treatment Counselor		25.88
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.55
13012 - Exhibits Specialist II		25.78
13013 - Exhibits Specialist III		28.43
13041 - Illustrator I		19.55
13042 - Illustrator II		25.78
13043 - Illustrator III		28.43
13047 - Librarian		25.74
13050 - Library Aide/Clerk		13.01
13054 - Library Information Technology Systems Administrator		23.24
13058 - Library Technician		16.88
13061 - Media Specialist I		16.77
13062 - Media Specialist II		18.76
13063 - Media Specialist III		20.91
13071 - Photographer I		16.77
13072 - Photographer II		18.76
13073 - Photographer III		23.24
13074 - Photographer IV		28.43
13075 - Photographer V		34.39
13090 - Technical Order Library Clerk		16.33
13110 - Video Teleconference Technician		20.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.59
14042 - Computer Operator II		18.56
14043 - Computer Operator III		21.11
14044 - Computer Operator IV		23.45
14045 - Computer Operator V		25.97
14071 - Computer Programmer I	(see 1)	25.43
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		16.59
14160 - Personal Computer Support Technician		23.45
14170 - System Support Specialist		26.00
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.00
15020 - Aircrew Training Devices Instructor (Rated)		37.51
15030 - Air Crew Training Devices Instructor (Pilot)		44.67
15050 - Computer Based Training Specialist / Instructor		31.03
15060 - Educational Technologist		33.26
15070 - Flight Instructor (Pilot)		44.67
15080 - Graphic Artist		22.46
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.16

15086 - Maintenance Test Pilot Rotary Wing 41.16
15088 - Non-Maintenance Test/Co-Pilot 41.16
15090 - Technical Instructor 26.44
15095 - Technical Instructor/Course Developer 32.34
15110 - Test Proctor 21.34
15120 - Tutor 21.60
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 11.26
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.98
16220 - Tailor 12.76
16250 - Washer Machine 9.78
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.79
19040 - Tool And Die Maker 25.14
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.85
21030 - Material Coordinator 21.37
21040 - Material Expediter 21.37
21050 - Material Handling Laborer 13.12
21071 - Order Filler 13.05
21080 - Production Line Worker (Food Processing) 15.85
21110 - Shipping Packer 15.16
21130 - Shipping/Receiving Clerk 15.16
21140 - Store Worker I 10.87
21150 - Stock Clerk 14.78
21210 - Tools And Parts Attendant 15.85
21410 - Warehouse Specialist 15.85
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.56
23019 - Aircraft Logs and Records Technician 19.05
23021 - Aircraft Mechanic I 22.95
23022 - Aircraft Mechanic II 24.56
23023 - Aircraft Mechanic III 25.66
23040 - Aircraft Mechanic Helper 16.50
23050 - Aircraft Painter 21.70
23060 - Aircraft Servicer 19.05
23070 - Aircraft Survival Flight Equipment Technician 21.70
23080 - Aircraft Worker 20.44
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.44
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.95
23110 - Appliance Mechanic 19.79

23120 - Bicycle Repairer	15.95
23125 - Cable Splicer	28.58
23130 - Carpenter Maintenance	18.84
23140 - Carpet Layer	18.52
23160 - Electrician Maintenance	22.64
23181 - Electronics Technician Maintenance I	21.65
23182 - Electronics Technician Maintenance II	23.14
23183 - Electronics Technician Maintenance III	24.66
23260 - Fabric Worker	17.22
23290 - Fire Alarm System Mechanic	21.09
23310 - Fire Extinguisher Repairer	15.95
23311 - Fuel Distribution System Mechanic	22.48
23312 - Fuel Distribution System Operator	17.00
23370 - General Maintenance Worker	16.68
23380 - Ground Support Equipment Mechanic	22.95
23381 - Ground Support Equipment Servicer	19.06
23382 - Ground Support Equipment Worker	20.44
23391 - Gunsmith I	15.95
23392 - Gunsmith II	18.52
23393 - Gunsmith III	21.09
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.11
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.51
23430 - Heavy Equipment Mechanic	23.02
23440 - Heavy Equipment Operator	18.46
23460 - Instrument Mechanic	21.09
23465 - Laboratory/Shelter Mechanic	19.79
23470 - Laborer	13.12
23510 - Locksmith	19.79
23530 - Machinery Maintenance Mechanic	24.94
23550 - Machinist Maintenance	22.02
23580 - Maintenance Trades Helper	12.69
23591 - Metrology Technician I	21.09
23592 - Metrology Technician II	22.41
23593 - Metrology Technician III	23.78
23640 - Millwright	21.09
23710 - Office Appliance Repairer	17.77
23760 - Painter Maintenance	17.34
23790 - Pipefitter Maintenance	23.74
23810 - Plumber Maintenance	22.44
23820 - Pneudraulic Systems Mechanic	21.09
23850 - Rigger	21.09
23870 - Scale Mechanic	18.52
23890 - Sheet-Metal Worker Maintenance	24.71
23910 - Small Engine Mechanic	18.52
23931 - Telecommunications Mechanic I	24.08
23932 - Telecommunications Mechanic II	25.49
23950 - Telephone Lineman	25.07
23960 - Welder Combination Maintenance	21.34

23965 - Well Driller		20.37
23970 - Woodcraft Worker		21.09
23980 - Woodworker		15.95
24000 - Personal Needs Occupations		
24550 - Case Manager		15.16
24570 - Child Care Attendant		9.71
24580 - Child Care Center Clerk		12.11
24610 - Chore Aide		10.43
24620 - Family Readiness And Support Services Coordinator		15.16
24630 - Homemaker		16.64
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.73
25040 - Sewage Plant Operator		18.57
25070 - Stationary Engineer		23.73
25190 - Ventilation Equipment Tender		16.50
25210 - Water Treatment Plant Operator		18.57
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.20
27007 - Baggage Inspector		11.86
27008 - Corrections Officer		21.19
27010 - Court Security Officer		23.54
27030 - Detection Dog Handler		16.19
27040 - Detention Officer		21.19
27070 - Firefighter		25.88
27101 - Guard I		11.86
27102 - Guard II		16.19
27131 - Police Officer I		26.94
27132 - Police Officer II		29.93
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.71
28042 - Carnival Equipment Repairer		14.81
28043 - Carnival Worker		10.09
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.26
28515 - Recreation Specialist		16.12
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		19.32
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.87
29020 - Hatch Tender		21.87
29030 - Line Handler		21.87
29041 - Stevedore I		20.33
29042 - Stevedore II		23.36
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		20.39
30022 - Archeological Technician II		22.81
30023 - Archeological Technician III		28.27
30030 - Cartographic Technician		28.27
30040 - Civil Engineering Technician		25.78
30051 - Cryogenic Technician I		25.14
30052 - Cryogenic Technician II		27.77
30061 - Drafter/CAD Operator I		18.92
30062 - Drafter/CAD Operator II		21.16
30063 - Drafter/CAD Operator III		23.60
30064 - Drafter/CAD Operator IV		28.80
30081 - Engineering Technician I		15.50
30082 - Engineering Technician II		17.40
30083 - Engineering Technician III		19.47
30084 - Engineering Technician IV		24.11
30085 - Engineering Technician V		29.50
30086 - Engineering Technician VI		35.69
30090 - Environmental Technician		22.39
30095 - Evidence Control Specialist		22.69
30210 - Laboratory Technician		21.89
30221 - Latent Fingerprint Technician I		25.14
30222 - Latent Fingerprint Technician II		27.77
30240 - Mathematical Technician		26.21
30361 - Paralegal/Legal Assistant I		20.07
30362 - Paralegal/Legal Assistant II		24.87
30363 - Paralegal/Legal Assistant III		30.42
30364 - Paralegal/Legal Assistant IV		36.80
30375 - Petroleum Supply Specialist		27.77
30390 - Photo-Optics Technician		26.21
30395 - Radiation Control Technician		27.77
30461 - Technical Writer I		23.06
30462 - Technical Writer II		28.21
30463 - Technical Writer III		34.13
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.09
30502 - Weather Forecaster II		31.74
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.60
30621 - Weather Observer Senior	(see 2)	26.21
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.20
31030 - Bus Driver		17.37
31043 - Driver Courier		13.89
31260 - Parking and Lot Attendant		11.57
31290 - Shuttle Bus Driver		15.09

31310 - Taxi Driver	13.26
31361 - Truckdriver Light	15.09
31362 - Truckdriver Medium	16.31
31363 - Truckdriver Heavy	18.67
31364 - Truckdriver Tractor-Trailer	18.67
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.96
99050 - Desk Clerk	10.51
99095 - Embalmer	27.05
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.68
99252 - Laboratory Animal Caretaker II	15.17
99260 - Marketing Analyst	26.49
99310 - Mortician	27.05
99410 - Pest Controller	18.78
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.19
99711 - Recycling Specialist	23.27
99730 - Refuse Collector	17.01
99810 - Sales Clerk	11.50
99820 - School Crossing Guard	11.37
99830 - Survey Party Chief	23.41
99831 - Surveying Aide	16.08
99832 - Surveying Technician	20.59
99840 - Vending Machine Attendant	16.20
99841 - Vending Machine Repairer	20.46
99842 - Vending Machine Repairer Helper	16.20

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5222
Revision No.: 15
Date Of Last Revision: 05/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Burleson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.85
01012 - Accounting Clerk II		16.67
01013 - Accounting Clerk III		18.65
01020 - Administrative Assistant		25.50
01035 - Court Reporter		19.69
01041 - Customer Service Representative I		10.98
01042 - Customer Service Representative II		12.35
01043 - Customer Service Representative III		13.47
01051 - Data Entry Operator I		13.14
01052 - Data Entry Operator II		14.59
01060 - Dispatcher Motor Vehicle		18.58
01070 - Document Preparation Clerk		14.20

01090 - Duplicating Machine Operator 14.20
01111 - General Clerk I 13.30
01112 - General Clerk II 14.51
01113 - General Clerk III 16.28
01120 - Housing Referral Assistant 22.35
01141 - Messenger Courier 14.80
01191 - Order Clerk I 15.56
01192 - Order Clerk II 16.97
01261 - Personnel Assistant (Employment) I 17.29
01262 - Personnel Assistant (Employment) II 19.34
01263 - Personnel Assistant (Employment) III 21.57
01270 - Production Control Clerk 21.37
01290 - Rental Clerk 14.07
01300 - Scheduler Maintenance 17.78
01311 - Secretary I 17.78
01312 - Secretary II 20.08
01313 - Secretary III 22.35
01320 - Service Order Dispatcher 15.57
01410 - Supply Technician 25.50
01420 - Survey Worker 16.01
01460 - Switchboard Operator/Receptionist 13.32
01531 - Travel Clerk I 12.09
01532 - Travel Clerk II 12.98
01533 - Travel Clerk III 13.73
01611 - Word Processor I 14.86
01612 - Word Processor II 16.67
01613 - Word Processor III 18.65
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.11
05010 - Automotive Electrician 21.53
05040 - Automotive Glass Installer 20.14
05070 - Automotive Worker 20.14
05110 - Mobile Equipment Servicer 17.35
05130 - Motor Equipment Metal Mechanic 22.81
05160 - Motor Equipment Metal Worker 20.14
05190 - Motor Vehicle Mechanic 22.81
05220 - Motor Vehicle Mechanic Helper 15.95
05250 - Motor Vehicle Upholstery Worker 18.73
05280 - Motor Vehicle Wrecker 20.14
05310 - Painter Automotive 21.53
05340 - Radiator Repair Specialist 20.14
05370 - Tire Repairer 14.36
05400 - Transmission Repair Specialist 22.81
07000 - Food Preparation And Service Occupations
07010 - Baker 12.65
07041 - Cook I 12.67
07042 - Cook II 14.71
07070 - Dishwasher 10.03
07130 - Food Service Worker 11.19
07210 - Meat Cutter 13.66

07260 - Waiter/Waitress	9.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.48
09040 - Furniture Handler	11.50
09080 - Furniture Refinisher	18.48
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer Minor	16.38
09130 - Upholsterer	18.48
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.62
11060 - Elevator Operator	11.47
11090 - Gardener	18.29
11122 - Housekeeping Aide	11.47
11150 - Janitor	11.47
11210 - Laborer Grounds Maintenance	13.87
11240 - Maid or Houseman	11.16
11260 - Pruner	12.29
11270 - Tractor Operator	16.82
11330 - Trail Maintenance Worker	13.87
11360 - Window Cleaner	12.94
12000 - Health Occupations	
12010 - Ambulance Driver	18.26
12011 - Breath Alcohol Technician	20.19
12012 - Certified Occupational Therapist Assistant	27.70
12015 - Certified Physical Therapist Assistant	29.90
12020 - Dental Assistant	16.52
12025 - Dental Hygienist	41.16
12030 - EKG Technician	30.60
12035 - Electroneurodiagnostic Technologist	30.60
12040 - Emergency Medical Technician	18.26
12071 - Licensed Practical Nurse I	18.04
12072 - Licensed Practical Nurse II	20.19
12073 - Licensed Practical Nurse III	22.51
12100 - Medical Assistant	14.36
12130 - Medical Laboratory Technician	21.99
12160 - Medical Record Clerk	14.85
12190 - Medical Record Technician	15.99
12195 - Medical Transcriptionist	18.04
12210 - Nuclear Medicine Technologist	44.37
12221 - Nursing Assistant I	11.41
12222 - Nursing Assistant II	12.83
12223 - Nursing Assistant III	14.00
12224 - Nursing Assistant IV	15.72
12235 - Optical Dispenser	17.92
12236 - Optical Technician	18.04
12250 - Pharmacy Technician	17.27
12280 - Phlebotomist	14.70
12305 - Radiologic Technologist	26.60
12311 - Registered Nurse I	23.29
12312 - Registered Nurse II	28.49

12313 - Registered Nurse II Specialist		28.49
12314 - Registered Nurse III		34.47
12315 - Registered Nurse III Anesthetist		34.47
12316 - Registered Nurse IV		41.31
12317 - Scheduler (Drug and Alcohol Testing)		25.01
12320 - Substance Abuse Treatment Counselor		25.88
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.55
13012 - Exhibits Specialist II		25.78
13013 - Exhibits Specialist III		28.43
13041 - Illustrator I		19.55
13042 - Illustrator II		25.78
13043 - Illustrator III		28.43
13047 - Librarian		25.74
13050 - Library Aide/Clerk		13.01
13054 - Library Information Technology Systems Administrator		23.24
13058 - Library Technician		16.88
13061 - Media Specialist I		16.77
13062 - Media Specialist II		18.76
13063 - Media Specialist III		20.91
13071 - Photographer I		16.77
13072 - Photographer II		18.76
13073 - Photographer III		23.24
13074 - Photographer IV		28.43
13075 - Photographer V		34.39
13090 - Technical Order Library Clerk		16.33
13110 - Video Teleconference Technician		20.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.59
14042 - Computer Operator II		18.56
14043 - Computer Operator III		21.11
14044 - Computer Operator IV		23.45
14045 - Computer Operator V		25.97
14071 - Computer Programmer I	(see 1)	25.43
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		16.59
14160 - Personal Computer Support Technician		23.45
14170 - System Support Specialist		26.00
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.00
15020 - Aircrew Training Devices Instructor (Rated)		37.51
15030 - Air Crew Training Devices Instructor (Pilot)		44.67
15050 - Computer Based Training Specialist / Instructor		31.03
15060 - Educational Technologist		33.26

15070 - Flight Instructor (Pilot) 44.67
15080 - Graphic Artist 22.46
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.16
15086 - Maintenance Test Pilot Rotary Wing 41.16
15088 - Non-Maintenance Test/Co-Pilot 41.16
15090 - Technical Instructor 26.44
15095 - Technical Instructor/Course Developer 32.34
15110 - Test Proctor 21.34
15120 - Tutor 21.60
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 11.26
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.98
16220 - Tailor 12.76
16250 - Washer Machine 9.78
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.79
19040 - Tool And Die Maker 25.14
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.85
21030 - Material Coordinator 21.37
21040 - Material Expediter 21.37
21050 - Material Handling Laborer 13.12
21071 - Order Filler 13.05
21080 - Production Line Worker (Food Processing) 15.85
21110 - Shipping Packer 15.16
21130 - Shipping/Receiving Clerk 15.16
21140 - Store Worker I 10.87
21150 - Stock Clerk 14.78
21210 - Tools And Parts Attendant 15.85
21410 - Warehouse Specialist 15.85
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.56
23019 - Aircraft Logs and Records Technician 19.05
23021 - Aircraft Mechanic I 22.95
23022 - Aircraft Mechanic II 24.56
23023 - Aircraft Mechanic III 25.66
23040 - Aircraft Mechanic Helper 16.50
23050 - Aircraft Painter 21.70
23060 - Aircraft Servicer 19.05
23070 - Aircraft Survival Flight Equipment Technician 21.70
23080 - Aircraft Worker 20.44
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.44

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.95
23110 - Appliance Mechanic 19.79
23120 - Bicycle Repairer 15.95
23125 - Cable Splicer 28.58
23130 - Carpenter Maintenance 18.84
23140 - Carpet Layer 18.52
23160 - Electrician Maintenance 22.64
23181 - Electronics Technician Maintenance I 21.65
23182 - Electronics Technician Maintenance II 23.14
23183 - Electronics Technician Maintenance III 24.66
23260 - Fabric Worker 17.22
23290 - Fire Alarm System Mechanic 21.09
23310 - Fire Extinguisher Repairer 15.95
23311 - Fuel Distribution System Mechanic 22.48
23312 - Fuel Distribution System Operator 17.00
23370 - General Maintenance Worker 16.68
23380 - Ground Support Equipment Mechanic 22.95
23381 - Ground Support Equipment Servicer 19.06
23382 - Ground Support Equipment Worker 20.44
23391 - Gunsmith I 15.95
23392 - Gunsmith II 18.52
23393 - Gunsmith III 21.09
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.11
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.51
23430 - Heavy Equipment Mechanic 23.02
23440 - Heavy Equipment Operator 18.46
23460 - Instrument Mechanic 21.09
23465 - Laboratory/Shelter Mechanic 19.79
23470 - Laborer 13.12
23510 - Locksmith 19.79
23530 - Machinery Maintenance Mechanic 24.94
23550 - Machinist Maintenance 22.02
23580 - Maintenance Trades Helper 12.69
23591 - Metrology Technician I 21.09
23592 - Metrology Technician II 22.41
23593 - Metrology Technician III 23.78
23640 - Millwright 21.09
23710 - Office Appliance Repairer 17.77
23760 - Painter Maintenance 17.34
23790 - Pipefitter Maintenance 23.74
23810 - Plumber Maintenance 22.44
23820 - Pneudraulic Systems Mechanic 21.09
23850 - Rigger 21.09
23870 - Scale Mechanic 18.52
23890 - Sheet-Metal Worker Maintenance 24.71
23910 - Small Engine Mechanic 18.52
23931 - Telecommunications Mechanic I 24.08

23932 - Telecommunications Mechanic II	25.49
23950 - Telephone Lineman	25.07
23960 - Welder Combination Maintenance	21.34
23965 - Well Driller	20.37
23970 - Woodcraft Worker	21.09
23980 - Woodworker	15.95
24000 - Personal Needs Occupations	
24550 - Case Manager	15.16
24570 - Child Care Attendant	9.71
24580 - Child Care Center Clerk	12.11
24610 - Chore Aide	10.43
24620 - Family Readiness And Support Services Coordinator	15.16
24630 - Homemaker	16.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.73
25040 - Sewage Plant Operator	18.57
25070 - Stationary Engineer	23.73
25190 - Ventilation Equipment Tender	16.50
25210 - Water Treatment Plant Operator	18.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.20
27007 - Baggage Inspector	11.86
27008 - Corrections Officer	21.19
27010 - Court Security Officer	23.54
27030 - Detection Dog Handler	16.19
27040 - Detention Officer	21.19
27070 - Firefighter	25.88
27101 - Guard I	11.86
27102 - Guard II	16.19
27131 - Police Officer I	26.94
27132 - Police Officer II	29.93
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.71
28042 - Carnival Equipment Repairer	14.81
28043 - Carnival Worker	10.09
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.26
28515 - Recreation Specialist	16.12
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	19.32
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.87
29020 - Hatch Tender	21.87
29030 - Line Handler	21.87
29041 - Stevedore I	20.33
29042 - Stevedore II	23.36
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 20.39
30022 - Archeological Technician II 22.81
30023 - Archeological Technician III 28.27
30030 - Cartographic Technician 28.27
30040 - Civil Engineering Technician 25.78
30051 - Cryogenic Technician I 25.14
30052 - Cryogenic Technician II 27.77
30061 - Drafter/CAD Operator I 18.92
30062 - Drafter/CAD Operator II 21.16
30063 - Drafter/CAD Operator III 23.60
30064 - Drafter/CAD Operator IV 28.80
30081 - Engineering Technician I 15.50
30082 - Engineering Technician II 17.40
30083 - Engineering Technician III 19.47
30084 - Engineering Technician IV 24.11
30085 - Engineering Technician V 29.50
30086 - Engineering Technician VI 35.69
30090 - Environmental Technician 22.39
30095 - Evidence Control Specialist 22.69
30210 - Laboratory Technician 21.89
30221 - Latent Fingerprint Technician I 25.14
30222 - Latent Fingerprint Technician II 27.77
30240 - Mathematical Technician 26.21
30361 - Paralegal/Legal Assistant I 20.07
30362 - Paralegal/Legal Assistant II 24.87
30363 - Paralegal/Legal Assistant III 30.42
30364 - Paralegal/Legal Assistant IV 36.80
30375 - Petroleum Supply Specialist 27.77
30390 - Photo-Optics Technician 26.21
30395 - Radiation Control Technician 27.77
30461 - Technical Writer I 23.06
30462 - Technical Writer II 28.21
30463 - Technical Writer III 34.13
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.09
30502 - Weather Forecaster II 31.74
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.60
30621 - Weather Observer Senior (see 2) 26.21
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.20
31030 - Bus Driver 17.37

31043 - Driver Courier	13.89
31260 - Parking and Lot Attendant	11.57
31290 - Shuttle Bus Driver	15.09
31310 - Taxi Driver	13.26
31361 - Truckdriver Light	15.09
31362 - Truckdriver Medium	16.31
31363 - Truckdriver Heavy	18.67
31364 - Truckdriver Tractor-Trailer	18.67
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.96
99050 - Desk Clerk	10.51
99095 - Embalmer	27.05
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.68
99252 - Laboratory Animal Caretaker II	15.17
99260 - Marketing Analyst	26.49
99310 - Mortician	27.05
99410 - Pest Controller	18.78
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.19
99711 - Recycling Specialist	23.27
99730 - Refuse Collector	17.01
99810 - Sales Clerk	11.50
99820 - School Crossing Guard	11.37
99830 - Survey Party Chief	23.41
99831 - Surveying Aide	16.08
99832 - Surveying Technician	20.59
99840 - Vending Machine Attendant	16.20
99841 - Vending Machine Repairer	20.46
99842 - Vending Machine Repairer Helper	16.20

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5223
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Brazos Robertson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.85
01012 - Accounting Clerk II		16.67
01013 - Accounting Clerk III		18.65
01020 - Administrative Assistant		25.39
01035 - Court Reporter		17.84
01041 - Customer Service Representative I		10.98
01042 - Customer Service Representative II		12.35
01043 - Customer Service Representative III		13.47
01051 - Data Entry Operator I		13.14
01052 - Data Entry Operator II		14.33
01060 - Dispatcher Motor Vehicle		17.20
01070 - Document Preparation Clerk		14.20
01090 - Duplicating Machine Operator		14.20
01111 - General Clerk I		13.05
01112 - General Clerk II		14.24

01113 - General Clerk III	15.99
01120 - Housing Referral Assistant	19.89
01141 - Messenger Courier	13.92
01191 - Order Clerk I	15.56
01192 - Order Clerk II	16.97
01261 - Personnel Assistant (Employment) I	15.66
01262 - Personnel Assistant (Employment) II	17.52
01263 - Personnel Assistant (Employment) III	19.53
01270 - Production Control Clerk	20.63
01290 - Rental Clerk	11.44
01300 - Scheduler Maintenance	15.94
01311 - Secretary I	15.94
01312 - Secretary II	17.84
01313 - Secretary III	19.89
01320 - Service Order Dispatcher	15.38
01410 - Supply Technician	25.39
01420 - Survey Worker	14.84
01460 - Switchboard Operator/Receptionist	12.67
01531 - Travel Clerk I	12.09
01532 - Travel Clerk II	12.98
01533 - Travel Clerk III	13.73
01611 - Word Processor I	14.20
01612 - Word Processor II	15.94
01613 - Word Processor III	17.84
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.99
05010 - Automotive Electrician	21.42
05040 - Automotive Glass Installer	20.05
05070 - Automotive Worker	20.05
05110 - Mobile Equipment Servicer	17.26
05130 - Motor Equipment Metal Mechanic	22.81
05160 - Motor Equipment Metal Worker	20.05
05190 - Motor Vehicle Mechanic	22.81
05220 - Motor Vehicle Mechanic Helper	15.87
05250 - Motor Vehicle Upholstery Worker	18.63
05280 - Motor Vehicle Wrecker	20.05
05310 - Painter Automotive	21.42
05340 - Radiator Repair Specialist	20.05
05370 - Tire Repairer	14.36
05400 - Transmission Repair Specialist	22.81
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.51
07041 - Cook I	12.67
07042 - Cook II	14.71
07070 - Dishwasher	10.03
07130 - Food Service Worker	11.01
07210 - Meat Cutter	12.73
07260 - Waiter/Waitress	8.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.82

09040 - Furniture Handler 11.50
09080 - Furniture Refinisher 18.82
09090 - Furniture Refinisher Helper 13.94
09110 - Furniture Repairer Minor 16.38
09130 - Upholsterer 18.82
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.62
11060 - Elevator Operator 11.47
11090 - Gardener 18.29
11122 - Housekeeping Aide 11.47
11150 - Janitor 11.47
11210 - Laborer Grounds Maintenance 13.87
11240 - Maid or Houseman 11.16
11260 - Pruner 12.29
11270 - Tractor Operator 16.82
11330 - Trail Maintenance Worker 13.87
11360 - Window Cleaner 12.94
12000 - Health Occupations
12010 - Ambulance Driver 17.93
12011 - Breath Alcohol Technician 20.19
12012 - Certified Occupational Therapist Assistant 27.70
12015 - Certified Physical Therapist Assistant 29.90
12020 - Dental Assistant 16.52
12025 - Dental Hygienist 37.08
12030 - EKG Technician 30.60
12035 - Electroneurodiagnostic Technologist 30.60
12040 - Emergency Medical Technician 17.93
12071 - Licensed Practical Nurse I 18.04
12072 - Licensed Practical Nurse II 20.19
12073 - Licensed Practical Nurse III 22.51
12100 - Medical Assistant 14.36
12130 - Medical Laboratory Technician 20.49
12160 - Medical Record Clerk 14.80
12190 - Medical Record Technician 16.61
12195 - Medical Transcriptionist 18.04
12210 - Nuclear Medicine Technologist 44.37
12221 - Nursing Assistant I 11.41
12222 - Nursing Assistant II 12.83
12223 - Nursing Assistant III 14.00
12224 - Nursing Assistant IV 15.72
12235 - Optical Dispenser 16.34
12236 - Optical Technician 18.04
12250 - Pharmacy Technician 17.27
12280 - Phlebotomist 14.28
12305 - Radiologic Technologist 25.75
12311 - Registered Nurse I 22.55
12312 - Registered Nurse II 27.59
12313 - Registered Nurse II Specialist 27.59
12314 - Registered Nurse III 33.38
12315 - Registered Nurse III Anesthetist 33.38

12316 - Registered Nurse IV		40.01
12317 - Scheduler (Drug and Alcohol Testing)		25.01
12320 - Substance Abuse Treatment Counselor		25.88
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.06
13012 - Exhibits Specialist II		22.36
13013 - Exhibits Specialist III		27.36
13041 - Illustrator I		18.06
13042 - Illustrator II		22.36
13043 - Illustrator III		27.36
13047 - Librarian		24.77
13050 - Library Aide/Clerk		13.00
13054 - Library Information Technology Systems Administrator		22.36
13058 - Library Technician		15.74
13061 - Media Specialist I		16.14
13062 - Media Specialist II		18.06
13063 - Media Specialist III		20.13
13071 - Photographer I		16.14
13072 - Photographer II		18.06
13073 - Photographer III		22.36
13074 - Photographer IV		27.36
13075 - Photographer V		33.10
13090 - Technical Order Library Clerk		16.33
13110 - Video Teleconference Technician		20.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.05
14042 - Computer Operator II		18.55
14043 - Computer Operator III		21.87
14044 - Computer Operator IV		24.22
14045 - Computer Operator V		26.82
14071 - Computer Programmer I	(see 1)	21.07
14072 - Computer Programmer II	(see 1)	26.10
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		16.05
14160 - Personal Computer Support Technician		24.22
14170 - System Support Specialist		26.00
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.38
15020 - Aircrew Training Devices Instructor (Rated)		34.34
15030 - Air Crew Training Devices Instructor (Pilot)		41.16
15050 - Computer Based Training Specialist / Instructor		28.38
15060 - Educational Technologist		29.21
15070 - Flight Instructor (Pilot)		41.16
15080 - Graphic Artist		22.46
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.16

15086 - Maintenance Test Pilot Rotary Wing 41.16
15088 - Non-Maintenance Test/Co-Pilot 41.16
15090 - Technical Instructor 25.11
15095 - Technical Instructor/Course Developer 30.40
15110 - Test Proctor 21.31
15120 - Tutor 21.31
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 11.26
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.98
16220 - Tailor 12.76
16250 - Washer Machine 9.78
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.79
19040 - Tool And Die Maker 25.14
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.85
21030 - Material Coordinator 20.63
21040 - Material Expediter 20.63
21050 - Material Handling Laborer 13.12
21071 - Order Filler 13.05
21080 - Production Line Worker (Food Processing) 15.85
21110 - Shipping Packer 15.16
21130 - Shipping/Receiving Clerk 15.16
21140 - Store Worker I 10.38
21150 - Stock Clerk 14.78
21210 - Tools And Parts Attendant 15.85
21410 - Warehouse Specialist 15.85
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.41
23019 - Aircraft Logs and Records Technician 17.22
23021 - Aircraft Mechanic I 21.09
23022 - Aircraft Mechanic II 22.41
23023 - Aircraft Mechanic III 23.78
23040 - Aircraft Mechanic Helper 14.66
23050 - Aircraft Painter 19.79
23060 - Aircraft Servicer 17.22
23070 - Aircraft Survival Flight Equipment Technician 19.79
23080 - Aircraft Worker 18.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.52
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.09
23110 - Appliance Mechanic 19.79

23120 - Bicycle Repairer	15.95
23125 - Cable Splicer	28.58
23130 - Carpenter Maintenance	17.82
23140 - Carpet Layer	18.52
23160 - Electrician Maintenance	22.42
23181 - Electronics Technician Maintenance I	21.65
23182 - Electronics Technician Maintenance II	23.14
23183 - Electronics Technician Maintenance III	24.66
23260 - Fabric Worker	17.22
23290 - Fire Alarm System Mechanic	21.09
23310 - Fire Extinguisher Repairer	15.95
23311 - Fuel Distribution System Mechanic	22.48
23312 - Fuel Distribution System Operator	17.00
23370 - General Maintenance Worker	16.68
23380 - Ground Support Equipment Mechanic	21.09
23381 - Ground Support Equipment Servicer	17.22
23382 - Ground Support Equipment Worker	18.52
23391 - Gunsmith I	15.95
23392 - Gunsmith II	18.52
23393 - Gunsmith III	21.09
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.49
23430 - Heavy Equipment Mechanic	23.01
23440 - Heavy Equipment Operator	18.46
23460 - Instrument Mechanic	21.09
23465 - Laboratory/Shelter Mechanic	19.79
23470 - Laborer	13.12
23510 - Locksmith	19.79
23530 - Machinery Maintenance Mechanic	24.94
23550 - Machinist Maintenance	21.60
23580 - Maintenance Trades Helper	13.19
23591 - Metrology Technician I	21.09
23592 - Metrology Technician II	22.41
23593 - Metrology Technician III	23.78
23640 - Millwright	21.09
23710 - Office Appliance Repairer	15.95
23760 - Painter Maintenance	17.34
23790 - Pipefitter Maintenance	23.13
23810 - Plumber Maintenance	21.71
23820 - Pneudraulic Systems Mechanic	21.09
23850 - Rigger	21.09
23870 - Scale Mechanic	18.52
23890 - Sheet-Metal Worker Maintenance	24.09
23910 - Small Engine Mechanic	18.52
23931 - Telecommunications Mechanic I	26.38
23932 - Telecommunications Mechanic II	32.26
23950 - Telephone Lineman	23.56
23960 - Welder Combination Maintenance	21.34

23965 - Well Driller		18.97
23970 - Woodcraft Worker		21.09
23980 - Woodworker		15.95
24000 - Personal Needs Occupations		
24550 - Case Manager		15.16
24570 - Child Care Attendant		9.49
24580 - Child Care Center Clerk		11.84
24610 - Chore Aide		10.43
24620 - Family Readiness And Support Services Coordinator		15.16
24630 - Homemaker		15.16
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.87
25040 - Sewage Plant Operator		18.57
25070 - Stationary Engineer		22.87
25190 - Ventilation Equipment Tender		15.57
25210 - Water Treatment Plant Operator		18.57
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.00
27007 - Baggage Inspector		11.86
27008 - Corrections Officer		21.19
27010 - Court Security Officer		23.54
27030 - Detection Dog Handler		14.19
27040 - Detention Officer		21.19
27070 - Firefighter		25.88
27101 - Guard I		11.86
27102 - Guard II		14.19
27131 - Police Officer I		26.94
27132 - Police Officer II		29.93
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.88
28042 - Carnival Equipment Repairer		14.97
28043 - Carnival Worker		10.09
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.09
28515 - Recreation Specialist		16.12
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		19.03
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.87
29020 - Hatch Tender		21.87
29030 - Line Handler		21.87
29041 - Stevedore I		20.33
29042 - Stevedore II		23.36
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		16.38
30022 - Archeological Technician II		19.07
30023 - Archeological Technician III		22.69
30030 - Cartographic Technician		23.36
30040 - Civil Engineering Technician		21.12
30051 - Cryogenic Technician I		25.14
30052 - Cryogenic Technician II		27.77
30061 - Drafter/CAD Operator I		16.38
30062 - Drafter/CAD Operator II		19.07
30063 - Drafter/CAD Operator III		20.51
30064 - Drafter/CAD Operator IV		25.14
30081 - Engineering Technician I		14.99
30082 - Engineering Technician II		18.07
30083 - Engineering Technician III		20.24
30084 - Engineering Technician IV		26.53
30085 - Engineering Technician V		31.84
30086 - Engineering Technician VI		36.70
30090 - Environmental Technician		21.16
30095 - Evidence Control Specialist		22.69
30210 - Laboratory Technician		21.14
30221 - Latent Fingerprint Technician I		25.14
30222 - Latent Fingerprint Technician II		27.77
30240 - Mathematical Technician		23.28
30361 - Paralegal/Legal Assistant I		18.17
30362 - Paralegal/Legal Assistant II		22.52
30363 - Paralegal/Legal Assistant III		27.53
30364 - Paralegal/Legal Assistant IV		33.32
30375 - Petroleum Supply Specialist		27.77
30390 - Photo-Optics Technician		24.19
30395 - Radiation Control Technician		27.77
30461 - Technical Writer I		22.69
30462 - Technical Writer II		27.77
30463 - Technical Writer III		33.59
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.14
30502 - Weather Forecaster II		30.58
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.51
30621 - Weather Observer Senior	(see 2)	22.69
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.20
31030 - Bus Driver		17.37
31043 - Driver Courier		13.04
31260 - Parking and Lot Attendant		11.57
31290 - Shuttle Bus Driver		13.59

31310 - Taxi Driver	11.96
31361 - Truckdriver Light	13.59
31362 - Truckdriver Medium	16.31
31363 - Truckdriver Heavy	18.67
31364 - Truckdriver Tractor-Trailer	18.67
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.96
99050 - Desk Clerk	10.51
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.86
99252 - Laboratory Animal Caretaker II	14.05
99260 - Marketing Analyst	26.49
99310 - Mortician	25.35
99410 - Pest Controller	18.66
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.50
99711 - Recycling Specialist	22.43
99730 - Refuse Collector	17.01
99810 - Sales Clerk	10.97
99820 - School Crossing Guard	11.37
99830 - Survey Party Chief	24.09
99831 - Surveying Aide	15.04
99832 - Surveying Technician	20.59
99840 - Vending Machine Attendant	16.20
99841 - Vending Machine Repairer	20.46
99842 - Vending Machine Repairer Helper	16.20

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5224
Revision No.: 15
Date Of Last Revision: 05/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Brazos Robertson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.85
01012 - Accounting Clerk II		16.67
01013 - Accounting Clerk III		18.65
01020 - Administrative Assistant		25.39
01035 - Court Reporter		17.84
01041 - Customer Service Representative I		10.98
01042 - Customer Service Representative II		12.35
01043 - Customer Service Representative III		13.47
01051 - Data Entry Operator I		13.14
01052 - Data Entry Operator II		14.33
01060 - Dispatcher Motor Vehicle		17.20
01070 - Document Preparation Clerk		14.20

01090 - Duplicating Machine Operator	14.20
01111 - General Clerk I	13.05
01112 - General Clerk II	14.24
01113 - General Clerk III	15.99
01120 - Housing Referral Assistant	19.89
01141 - Messenger Courier	13.92
01191 - Order Clerk I	15.56
01192 - Order Clerk II	16.97
01261 - Personnel Assistant (Employment) I	15.66
01262 - Personnel Assistant (Employment) II	17.52
01263 - Personnel Assistant (Employment) III	19.53
01270 - Production Control Clerk	20.63
01290 - Rental Clerk	11.44
01300 - Scheduler Maintenance	15.94
01311 - Secretary I	15.94
01312 - Secretary II	17.84
01313 - Secretary III	19.89
01320 - Service Order Dispatcher	15.38
01410 - Supply Technician	25.39
01420 - Survey Worker	14.84
01460 - Switchboard Operator/Receptionist	12.67
01531 - Travel Clerk I	12.09
01532 - Travel Clerk II	12.98
01533 - Travel Clerk III	13.73
01611 - Word Processor I	14.20
01612 - Word Processor II	15.94
01613 - Word Processor III	17.84
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.99
05010 - Automotive Electrician	21.42
05040 - Automotive Glass Installer	20.05
05070 - Automotive Worker	20.05
05110 - Mobile Equipment Servicer	17.26
05130 - Motor Equipment Metal Mechanic	22.81
05160 - Motor Equipment Metal Worker	20.05
05190 - Motor Vehicle Mechanic	22.81
05220 - Motor Vehicle Mechanic Helper	15.87
05250 - Motor Vehicle Upholstery Worker	18.63
05280 - Motor Vehicle Wrecker	20.05
05310 - Painter Automotive	21.42
05340 - Radiator Repair Specialist	20.05
05370 - Tire Repairer	14.36
05400 - Transmission Repair Specialist	22.81
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.51
07041 - Cook I	12.67
07042 - Cook II	14.71
07070 - Dishwasher	10.03
07130 - Food Service Worker	11.01
07210 - Meat Cutter	12.73

07260 - Waiter/Waitress	8.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.82
09040 - Furniture Handler	11.50
09080 - Furniture Refinisher	18.82
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer Minor	16.38
09130 - Upholsterer	18.82
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.62
11060 - Elevator Operator	11.47
11090 - Gardener	18.29
11122 - Housekeeping Aide	11.47
11150 - Janitor	11.47
11210 - Laborer Grounds Maintenance	13.87
11240 - Maid or Houseman	11.16
11260 - Pruner	12.29
11270 - Tractor Operator	16.82
11330 - Trail Maintenance Worker	13.87
11360 - Window Cleaner	12.94
12000 - Health Occupations	
12010 - Ambulance Driver	17.93
12011 - Breath Alcohol Technician	20.19
12012 - Certified Occupational Therapist Assistant	27.70
12015 - Certified Physical Therapist Assistant	29.90
12020 - Dental Assistant	16.52
12025 - Dental Hygienist	37.08
12030 - EKG Technician	30.60
12035 - Electroneurodiagnostic Technologist	30.60
12040 - Emergency Medical Technician	17.93
12071 - Licensed Practical Nurse I	18.04
12072 - Licensed Practical Nurse II	20.19
12073 - Licensed Practical Nurse III	22.51
12100 - Medical Assistant	14.36
12130 - Medical Laboratory Technician	20.49
12160 - Medical Record Clerk	14.80
12190 - Medical Record Technician	16.61
12195 - Medical Transcriptionist	18.04
12210 - Nuclear Medicine Technologist	44.37
12221 - Nursing Assistant I	11.41
12222 - Nursing Assistant II	12.83
12223 - Nursing Assistant III	14.00
12224 - Nursing Assistant IV	15.72
12235 - Optical Dispenser	16.34
12236 - Optical Technician	18.04
12250 - Pharmacy Technician	17.27
12280 - Phlebotomist	14.28
12305 - Radiologic Technologist	25.75
12311 - Registered Nurse I	22.55
12312 - Registered Nurse II	27.59

12313 - Registered Nurse II Specialist		27.59
12314 - Registered Nurse III		33.38
12315 - Registered Nurse III Anesthetist		33.38
12316 - Registered Nurse IV		40.01
12317 - Scheduler (Drug and Alcohol Testing)		25.01
12320 - Substance Abuse Treatment Counselor		25.88
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.06
13012 - Exhibits Specialist II		22.36
13013 - Exhibits Specialist III		27.36
13041 - Illustrator I		18.06
13042 - Illustrator II		22.36
13043 - Illustrator III		27.36
13047 - Librarian		24.77
13050 - Library Aide/Clerk		13.00
13054 - Library Information Technology Systems Administrator		22.36
13058 - Library Technician		15.74
13061 - Media Specialist I		16.14
13062 - Media Specialist II		18.06
13063 - Media Specialist III		20.13
13071 - Photographer I		16.14
13072 - Photographer II		18.06
13073 - Photographer III		22.36
13074 - Photographer IV		27.36
13075 - Photographer V		33.10
13090 - Technical Order Library Clerk		16.33
13110 - Video Teleconference Technician		20.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.05
14042 - Computer Operator II		18.55
14043 - Computer Operator III		21.87
14044 - Computer Operator IV		24.22
14045 - Computer Operator V		26.82
14071 - Computer Programmer I	(see 1)	21.07
14072 - Computer Programmer II	(see 1)	26.10
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		16.05
14160 - Personal Computer Support Technician		24.22
14170 - System Support Specialist		26.00
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.38
15020 - Aircrew Training Devices Instructor (Rated)		34.34
15030 - Air Crew Training Devices Instructor (Pilot)		41.16
15050 - Computer Based Training Specialist / Instructor		28.38
15060 - Educational Technologist		29.21

15070 - Flight Instructor (Pilot) 41.16
15080 - Graphic Artist 22.46
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.16
15086 - Maintenance Test Pilot Rotary Wing 41.16
15088 - Non-Maintenance Test/Co-Pilot 41.16
15090 - Technical Instructor 25.11
15095 - Technical Instructor/Course Developer 30.40
15110 - Test Proctor 21.31
15120 - Tutor 21.31
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 11.26
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.98
16220 - Tailor 12.76
16250 - Washer Machine 9.78
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.79
19040 - Tool And Die Maker 25.14
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.85
21030 - Material Coordinator 20.63
21040 - Material Expediter 20.63
21050 - Material Handling Laborer 13.12
21071 - Order Filler 13.05
21080 - Production Line Worker (Food Processing) 15.85
21110 - Shipping Packer 15.16
21130 - Shipping/Receiving Clerk 15.16
21140 - Store Worker I 10.38
21150 - Stock Clerk 14.78
21210 - Tools And Parts Attendant 15.85
21410 - Warehouse Specialist 15.85
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.41
23019 - Aircraft Logs and Records Technician 17.22
23021 - Aircraft Mechanic I 21.09
23022 - Aircraft Mechanic II 22.41
23023 - Aircraft Mechanic III 23.78
23040 - Aircraft Mechanic Helper 14.66
23050 - Aircraft Painter 19.79
23060 - Aircraft Servicer 17.22
23070 - Aircraft Survival Flight Equipment Technician 19.79
23080 - Aircraft Worker 18.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.52

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.09
23110 - Appliance Mechanic 19.79
23120 - Bicycle Repairer 15.95
23125 - Cable Splicer 28.58
23130 - Carpenter Maintenance 17.82
23140 - Carpet Layer 18.52
23160 - Electrician Maintenance 22.42
23181 - Electronics Technician Maintenance I 21.65
23182 - Electronics Technician Maintenance II 23.14
23183 - Electronics Technician Maintenance III 24.66
23260 - Fabric Worker 17.22
23290 - Fire Alarm System Mechanic 21.09
23310 - Fire Extinguisher Repairer 15.95
23311 - Fuel Distribution System Mechanic 22.48
23312 - Fuel Distribution System Operator 17.00
23370 - General Maintenance Worker 16.68
23380 - Ground Support Equipment Mechanic 21.09
23381 - Ground Support Equipment Servicer 17.22
23382 - Ground Support Equipment Worker 18.52
23391 - Gunsmith I 15.95
23392 - Gunsmith II 18.52
23393 - Gunsmith III 21.09
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.49
23430 - Heavy Equipment Mechanic 23.01
23440 - Heavy Equipment Operator 18.46
23460 - Instrument Mechanic 21.09
23465 - Laboratory/Shelter Mechanic 19.79
23470 - Laborer 13.12
23510 - Locksmith 19.79
23530 - Machinery Maintenance Mechanic 24.94
23550 - Machinist Maintenance 21.60
23580 - Maintenance Trades Helper 13.19
23591 - Metrology Technician I 21.09
23592 - Metrology Technician II 22.41
23593 - Metrology Technician III 23.78
23640 - Millwright 21.09
23710 - Office Appliance Repairer 15.95
23760 - Painter Maintenance 17.34
23790 - Pipefitter Maintenance 23.13
23810 - Plumber Maintenance 21.71
23820 - Pneudraulic Systems Mechanic 21.09
23850 - Rigger 21.09
23870 - Scale Mechanic 18.52
23890 - Sheet-Metal Worker Maintenance 24.09
23910 - Small Engine Mechanic 18.52
23931 - Telecommunications Mechanic I 26.38

23932 - Telecommunications Mechanic II 32.26
23950 - Telephone Lineman 23.56
23960 - Welder Combination Maintenance 21.34
23965 - Well Driller 18.97
23970 - Woodcraft Worker 21.09
23980 - Woodworker 15.95
24000 - Personal Needs Occupations
24550 - Case Manager 15.16
24570 - Child Care Attendant 9.49
24580 - Child Care Center Clerk 11.84
24610 - Chore Aide 10.43
24620 - Family Readiness And Support Services Coordinator 15.16
24630 - Homemaker 15.16
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.87
25040 - Sewage Plant Operator 18.57
25070 - Stationary Engineer 22.87
25190 - Ventilation Equipment Tender 15.57
25210 - Water Treatment Plant Operator 18.57
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.00
27007 - Baggage Inspector 11.86
27008 - Corrections Officer 21.19
27010 - Court Security Officer 23.54
27030 - Detection Dog Handler 14.19
27040 - Detention Officer 21.19
27070 - Firefighter 25.88
27101 - Guard I 11.86
27102 - Guard II 14.19
27131 - Police Officer I 26.94
27132 - Police Officer II 29.93
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.88
28042 - Carnival Equipment Repairer 14.97
28043 - Carnival Worker 10.09
28210 - Gate Attendant/Gate Tender 12.73
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 14.24
28510 - Recreation Aide/Health Facility Attendant 10.09
28515 - Recreation Specialist 16.12
28630 - Sports Official 11.34
28690 - Swimming Pool Operator 19.03
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.87
29020 - Hatch Tender 21.87
29030 - Line Handler 21.87
29041 - Stevedore I 20.33
29042 - Stevedore II 23.36
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.38
30022 - Archeological Technician II 19.07
30023 - Archeological Technician III 22.69
30030 - Cartographic Technician 23.36
30040 - Civil Engineering Technician 21.12
30051 - Cryogenic Technician I 25.14
30052 - Cryogenic Technician II 27.77
30061 - Drafter/CAD Operator I 16.38
30062 - Drafter/CAD Operator II 19.07
30063 - Drafter/CAD Operator III 20.51
30064 - Drafter/CAD Operator IV 25.14
30081 - Engineering Technician I 14.99
30082 - Engineering Technician II 18.07
30083 - Engineering Technician III 20.24
30084 - Engineering Technician IV 26.53
30085 - Engineering Technician V 31.84
30086 - Engineering Technician VI 36.70
30090 - Environmental Technician 21.16
30095 - Evidence Control Specialist 22.69
30210 - Laboratory Technician 21.14
30221 - Latent Fingerprint Technician I 25.14
30222 - Latent Fingerprint Technician II 27.77
30240 - Mathematical Technician 23.28
30361 - Paralegal/Legal Assistant I 18.17
30362 - Paralegal/Legal Assistant II 22.52
30363 - Paralegal/Legal Assistant III 27.53
30364 - Paralegal/Legal Assistant IV 33.32
30375 - Petroleum Supply Specialist 27.77
30390 - Photo-Optics Technician 24.19
30395 - Radiation Control Technician 27.77
30461 - Technical Writer I 22.69
30462 - Technical Writer II 27.77
30463 - Technical Writer III 33.59
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.14
30502 - Weather Forecaster II 30.58
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.51
30621 - Weather Observer Senior (see 2) 22.69
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.20
31030 - Bus Driver 17.37

31043 - Driver Courier	13.04
31260 - Parking and Lot Attendant	11.57
31290 - Shuttle Bus Driver	13.59
31310 - Taxi Driver	11.96
31361 - Truckdriver Light	13.59
31362 - Truckdriver Medium	16.31
31363 - Truckdriver Heavy	18.67
31364 - Truckdriver Tractor-Trailer	18.67
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.96
99050 - Desk Clerk	10.51
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.86
99252 - Laboratory Animal Caretaker II	14.05
99260 - Marketing Analyst	26.49
99310 - Mortician	25.35
99410 - Pest Controller	18.66
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.50
99711 - Recycling Specialist	22.43
99730 - Refuse Collector	17.01
99810 - Sales Clerk	10.97
99820 - School Crossing Guard	11.37
99830 - Survey Party Chief	24.09
99831 - Surveying Aide	15.04
99832 - Surveying Technician	20.59
99840 - Vending Machine Attendant	16.20
99841 - Vending Machine Repairer	20.46
99842 - Vending Machine Repairer Helper	16.20

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5225
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Aransas Nueces San Patricio

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.13
01012 - Accounting Clerk II		16.98
01013 - Accounting Clerk III		19.00
01020 - Administrative Assistant		24.38
01035 - Court Reporter		18.26
01041 - Customer Service Representative I		11.19
01042 - Customer Service Representative II		12.58
01043 - Customer Service Representative III		13.72
01051 - Data Entry Operator I		13.24
01052 - Data Entry Operator II		14.44
01060 - Dispatcher Motor Vehicle		19.78
01070 - Document Preparation Clerk		14.54
01090 - Duplicating Machine Operator		14.54
01111 - General Clerk I		13.12
01112 - General Clerk II		14.31

01113 - General Clerk III 16.06
01120 - Housing Referral Assistant 20.36
01141 - Messenger Courier 13.83
01191 - Order Clerk I 13.67
01192 - Order Clerk II 14.91
01261 - Personnel Assistant (Employment) I 15.22
01262 - Personnel Assistant (Employment) II 17.03
01263 - Personnel Assistant (Employment) III 18.98
01270 - Production Control Clerk 27.53
01290 - Rental Clerk 13.27
01300 - Scheduler Maintenance 16.32
01311 - Secretary I 16.32
01312 - Secretary II 18.26
01313 - Secretary III 20.36
01320 - Service Order Dispatcher 17.68
01410 - Supply Technician 24.38
01420 - Survey Worker 16.62
01460 - Switchboard Operator/Receptionist 13.32
01531 - Travel Clerk I 11.79
01532 - Travel Clerk II 12.97
01533 - Travel Clerk III 13.88
01611 - Word Processor I 14.54
01612 - Word Processor II 16.32
01613 - Word Processor III 18.26
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.88
05010 - Automotive Electrician 19.98
05040 - Automotive Glass Installer 19.00
05070 - Automotive Worker 19.00
05110 - Mobile Equipment Servicer 16.99
05130 - Motor Equipment Metal Mechanic 20.89
05160 - Motor Equipment Metal Worker 19.00
05190 - Motor Vehicle Mechanic 20.89
05220 - Motor Vehicle Mechanic Helper 15.91
05250 - Motor Vehicle Upholstery Worker 17.97
05280 - Motor Vehicle Wrecker 19.00
05310 - Painter Automotive 19.98
05340 - Radiator Repair Specialist 19.00
05370 - Tire Repairer 16.25
05400 - Transmission Repair Specialist 20.89
07000 - Food Preparation And Service Occupations
07010 - Baker 13.21
07041 - Cook I 11.44
07042 - Cook II 12.80
07070 - Dishwasher 10.70
07130 - Food Service Worker 13.00
07210 - Meat Cutter 12.89
07260 - Waiter/Waitress 9.09
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.00

09040 - Furniture Handler 13.82
09080 - Furniture Refinisher 19.00
09090 - Furniture Refinisher Helper 15.20
09110 - Furniture Repairer Minor 17.08
09130 - Upholsterer 19.45
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.48
11060 - Elevator Operator 11.86
11090 - Gardener 16.75
11122 - Housekeeping Aide 11.86
11150 - Janitor 11.86
11210 - Laborer Grounds Maintenance 13.22
11240 - Maid or Houseman 9.20
11260 - Pruner 11.83
11270 - Tractor Operator 15.69
11330 - Trail Maintenance Worker 13.22
11360 - Window Cleaner 13.25
12000 - Health Occupations
12010 - Ambulance Driver 19.58
12011 - Breath Alcohol Technician 19.60
12012 - Certified Occupational Therapist Assistant 34.31
12015 - Certified Physical Therapist Assistant 31.42
12020 - Dental Assistant 18.33
12025 - Dental Hygienist 35.67
12030 - EKG Technician 30.21
12035 - Electroneurodiagnostic Technologist 30.21
12040 - Emergency Medical Technician 19.58
12071 - Licensed Practical Nurse I 17.82
12072 - Licensed Practical Nurse II 19.94
12073 - Licensed Practical Nurse III 22.22
12100 - Medical Assistant 14.12
12130 - Medical Laboratory Technician 20.06
12160 - Medical Record Clerk 14.42
12190 - Medical Record Technician 16.14
12195 - Medical Transcriptionist 18.66
12210 - Nuclear Medicine Technologist 31.89
12221 - Nursing Assistant I 11.46
12222 - Nursing Assistant II 12.88
12223 - Nursing Assistant III 14.05
12224 - Nursing Assistant IV 15.77
12235 - Optical Dispenser 14.65
12236 - Optical Technician 16.49
12250 - Pharmacy Technician 16.27
12280 - Phlebotomist 17.03
12305 - Radiologic Technologist 27.14
12311 - Registered Nurse I 25.83
12312 - Registered Nurse II 31.60
12313 - Registered Nurse II Specialist 31.60
12314 - Registered Nurse III 38.23
12315 - Registered Nurse III Anesthetist 38.23

12316 - Registered Nurse IV		45.82
12317 - Scheduler (Drug and Alcohol Testing)		24.28
12320 - Substance Abuse Treatment Counselor		21.64
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.06
13012 - Exhibits Specialist II		29.80
13013 - Exhibits Specialist III		36.46
13041 - Illustrator I		24.06
13042 - Illustrator II		29.80
13043 - Illustrator III		36.46
13047 - Librarian		33.01
13050 - Library Aide/Clerk		11.23
13054 - Library Information Technology Systems Administrator		29.80
13058 - Library Technician		13.78
13061 - Media Specialist I		21.50
13062 - Media Specialist II		24.06
13063 - Media Specialist III		26.83
13071 - Photographer I		14.30
13072 - Photographer II		16.43
13073 - Photographer III		19.82
13074 - Photographer IV		24.24
13075 - Photographer V		29.33
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		18.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.42
14042 - Computer Operator II		17.25
14043 - Computer Operator III		19.22
14044 - Computer Operator IV		21.36
14045 - Computer Operator V		23.66
14071 - Computer Programmer I	(see 1)	21.52
14072 - Computer Programmer II	(see 1)	26.05
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.42
14160 - Personal Computer Support Technician		21.36
14170 - System Support Specialist		27.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.90
15020 - Aircrew Training Devices Instructor (Rated)		37.39
15030 - Air Crew Training Devices Instructor (Pilot)		44.81
15050 - Computer Based Training Specialist / Instructor		30.90
15060 - Educational Technologist		34.79
15070 - Flight Instructor (Pilot)		44.81
15080 - Graphic Artist		20.98
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.81

15086 - Maintenance Test Pilot Rotary Wing 44.81
15088 - Non-Maintenance Test/Co-Pilot 44.81
15090 - Technical Instructor 21.14
15095 - Technical Instructor/Course Developer 25.86
15110 - Test Proctor 17.07
15120 - Tutor 17.07
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.83
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.38
16220 - Tailor 11.99
16250 - Washer Machine 9.67
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.95
19040 - Tool And Die Maker 29.52
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.58
21030 - Material Coordinator 27.53
21040 - Material Expediter 27.53
21050 - Material Handling Laborer 12.66
21071 - Order Filler 12.88
21080 - Production Line Worker (Food Processing) 16.58
21110 - Shipping Packer 16.99
21130 - Shipping/Receiving Clerk 16.99
21140 - Store Worker I 14.97
21150 - Stock Clerk 20.44
21210 - Tools And Parts Attendant 16.58
21410 - Warehouse Specialist 16.58
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.37
23019 - Aircraft Logs and Records Technician 27.53
23021 - Aircraft Mechanic I 32.00
23022 - Aircraft Mechanic II 33.37
23023 - Aircraft Mechanic III 34.77
23040 - Aircraft Mechanic Helper 24.36
23050 - Aircraft Painter 29.89
23060 - Aircraft Servicer 27.53
23070 - Aircraft Survival Flight Equipment Technician 29.89
23080 - Aircraft Worker 29.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.10
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.00
23110 - Appliance Mechanic 24.95

23120 - Bicycle Repairer 21.20
23125 - Cable Splicer 31.32
23130 - Carpenter Maintenance 18.82
23140 - Carpet Layer 23.72
23160 - Electrician Maintenance 24.91
23181 - Electronics Technician Maintenance I 30.50
23182 - Electronics Technician Maintenance II 32.08
23183 - Electronics Technician Maintenance III 33.54
23260 - Fabric Worker 22.43
23290 - Fire Alarm System Mechanic 21.59
23310 - Fire Extinguisher Repairer 21.20
23311 - Fuel Distribution System Mechanic 27.71
23312 - Fuel Distribution System Operator 22.53
23370 - General Maintenance Worker 16.39
23380 - Ground Support Equipment Mechanic 32.00
23381 - Ground Support Equipment Servicer 27.53
23382 - Ground Support Equipment Worker 29.10
23391 - Gunsmith I 21.20
23392 - Gunsmith II 23.72
23393 - Gunsmith III 26.08
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.88
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.86
23430 - Heavy Equipment Mechanic 24.26
23440 - Heavy Equipment Operator 20.55
23460 - Instrument Mechanic 26.08
23465 - Laboratory/Shelter Mechanic 24.95
23470 - Laborer 12.71
23510 - Locksmith 24.07
23530 - Machinery Maintenance Mechanic 26.41
23550 - Machinist Maintenance 28.25
23580 - Maintenance Trades Helper 14.54
23591 - Metrology Technician I 26.08
23592 - Metrology Technician II 27.19
23593 - Metrology Technician III 28.33
23640 - Millwright 23.90
23710 - Office Appliance Repairer 19.13
23760 - Painter Maintenance 20.81
23790 - Pipefitter Maintenance 25.29
23810 - Plumber Maintenance 24.19
23820 - Pneudraulic Systems Mechanic 26.08
23850 - Rigger 22.77
23870 - Scale Mechanic 23.72
23890 - Sheet-Metal Worker Maintenance 30.60
23910 - Small Engine Mechanic 20.12
23931 - Telecommunications Mechanic I 24.02
23932 - Telecommunications Mechanic II 25.05
23950 - Telephone Lineman 33.94
23960 - Welder Combination Maintenance 23.31

23965 - Well Driller	26.08
23970 - Woodcraft Worker	26.08
23980 - Woodworker	21.20
24000 - Personal Needs Occupations	
24550 - Case Manager	17.80
24570 - Child Care Attendant	9.43
24580 - Child Care Center Clerk	11.76
24610 - Chore Aide	9.29
24620 - Family Readiness And Support Services Coordinator	17.80
24630 - Homemaker	17.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.08
25040 - Sewage Plant Operator	18.48
25070 - Stationary Engineer	26.08
25190 - Ventilation Equipment Tender	19.85
25210 - Water Treatment Plant Operator	18.48
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.70
27007 - Baggage Inspector	13.12
27008 - Corrections Officer	23.57
27010 - Court Security Officer	23.57
27030 - Detection Dog Handler	14.68
27040 - Detention Officer	23.57
27070 - Firefighter	23.83
27101 - Guard I	13.12
27102 - Guard II	14.68
27131 - Police Officer I	27.60
27132 - Police Officer II	30.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.25
28042 - Carnival Equipment Repairer	14.15
28043 - Carnival Worker	10.10
28210 - Gate Attendant/Gate Tender	13.54
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.15
28510 - Recreation Aide/Health Facility Attendant	11.06
28515 - Recreation Specialist	18.77
28630 - Sports Official	12.06
28690 - Swimming Pool Operator	16.28
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.88
29020 - Hatch Tender	28.88
29030 - Line Handler	28.88
29041 - Stevedore I	27.56
29042 - Stevedore II	30.26
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.17
30022 - Archeological Technician II		20.32
30023 - Archeological Technician III		25.17
30030 - Cartographic Technician		25.17
30040 - Civil Engineering Technician		22.71
30051 - Cryogenic Technician I		24.79
30052 - Cryogenic Technician II		27.38
30061 - Drafter/CAD Operator I		18.17
30062 - Drafter/CAD Operator II		20.32
30063 - Drafter/CAD Operator III		22.67
30064 - Drafter/CAD Operator IV		27.89
30081 - Engineering Technician I		15.64
30082 - Engineering Technician II		17.56
30083 - Engineering Technician III		19.64
30084 - Engineering Technician IV		24.33
30085 - Engineering Technician V		31.55
30086 - Engineering Technician VI		36.00
30090 - Environmental Technician		22.96
30095 - Evidence Control Specialist		22.38
30210 - Laboratory Technician		31.62
30221 - Latent Fingerprint Technician I		21.86
30222 - Latent Fingerprint Technician II		24.12
30240 - Mathematical Technician		25.17
30361 - Paralegal/Legal Assistant I		18.65
30362 - Paralegal/Legal Assistant II		23.09
30363 - Paralegal/Legal Assistant III		28.26
30364 - Paralegal/Legal Assistant IV		34.18
30375 - Petroleum Supply Specialist		27.38
30390 - Photo-Optics Technician		24.33
30395 - Radiation Control Technician		27.38
30461 - Technical Writer I		25.17
30462 - Technical Writer II		30.80
30463 - Technical Writer III		37.26
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.89
30502 - Weather Forecaster II		33.92
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.67
30621 - Weather Observer Senior	(see 2)	24.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.85
31030 - Bus Driver		17.23
31043 - Driver Courier		13.77
31260 - Parking and Lot Attendant		11.55
31290 - Shuttle Bus Driver		14.70

31310 - Taxi Driver	12.03
31361 - Truckdriver Light	14.70
31362 - Truckdriver Medium	15.55
31363 - Truckdriver Heavy	19.17
31364 - Truckdriver Tractor-Trailer	19.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.41
99050 - Desk Clerk	10.00
99095 - Embalmer	25.54
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.12
99252 - Laboratory Animal Caretaker II	11.87
99260 - Marketing Analyst	32.78
99310 - Mortician	25.54
99410 - Pest Controller	15.36
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.45
99711 - Recycling Specialist	23.08
99730 - Refuse Collector	17.40
99810 - Sales Clerk	11.20
99820 - School Crossing Guard	14.41
99830 - Survey Party Chief	24.83
99831 - Surveying Aide	16.69
99832 - Surveying Technician	20.54
99840 - Vending Machine Attendant	17.14
99841 - Vending Machine Repairer	20.13
99842 - Vending Machine Repairer Helper	17.14

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5226
Revision No.: 12
Date Of Last Revision: 06/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Aransas Nueces San Patricio

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.13
01012 - Accounting Clerk II		16.98
01013 - Accounting Clerk III		19.00
01020 - Administrative Assistant		24.38
01035 - Court Reporter		18.26
01041 - Customer Service Representative I		11.19
01042 - Customer Service Representative II		12.58
01043 - Customer Service Representative III		13.72
01051 - Data Entry Operator I		13.24
01052 - Data Entry Operator II		14.44
01060 - Dispatcher Motor Vehicle		19.78
01070 - Document Preparation Clerk		14.54

01090 - Duplicating Machine Operator	14.54
01111 - General Clerk I	13.12
01112 - General Clerk II	14.31
01113 - General Clerk III	16.06
01120 - Housing Referral Assistant	20.36
01141 - Messenger Courier	13.83
01191 - Order Clerk I	13.67
01192 - Order Clerk II	14.91
01261 - Personnel Assistant (Employment) I	15.22
01262 - Personnel Assistant (Employment) II	17.03
01263 - Personnel Assistant (Employment) III	18.98
01270 - Production Control Clerk	27.53
01290 - Rental Clerk	13.27
01300 - Scheduler Maintenance	16.32
01311 - Secretary I	16.32
01312 - Secretary II	18.26
01313 - Secretary III	20.36
01320 - Service Order Dispatcher	17.68
01410 - Supply Technician	24.38
01420 - Survey Worker	16.62
01460 - Switchboard Operator/Receptionist	13.32
01531 - Travel Clerk I	11.79
01532 - Travel Clerk II	12.97
01533 - Travel Clerk III	13.88
01611 - Word Processor I	14.54
01612 - Word Processor II	16.32
01613 - Word Processor III	18.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.88
05010 - Automotive Electrician	19.98
05040 - Automotive Glass Installer	19.00
05070 - Automotive Worker	19.00
05110 - Mobile Equipment Servicer	16.99
05130 - Motor Equipment Metal Mechanic	20.89
05160 - Motor Equipment Metal Worker	19.00
05190 - Motor Vehicle Mechanic	20.89
05220 - Motor Vehicle Mechanic Helper	15.91
05250 - Motor Vehicle Upholstery Worker	17.97
05280 - Motor Vehicle Wrecker	19.00
05310 - Painter Automotive	19.98
05340 - Radiator Repair Specialist	19.00
05370 - Tire Repairer	16.25
05400 - Transmission Repair Specialist	20.89
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.21
07041 - Cook I	11.44
07042 - Cook II	12.80
07070 - Dishwasher	10.70
07130 - Food Service Worker	13.00
07210 - Meat Cutter	12.89

07260 - Waiter/Waitress	9.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.00
09040 - Furniture Handler	13.82
09080 - Furniture Refinisher	19.00
09090 - Furniture Refinisher Helper	15.20
09110 - Furniture Repairer Minor	17.08
09130 - Upholsterer	19.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.48
11060 - Elevator Operator	11.86
11090 - Gardener	16.75
11122 - Housekeeping Aide	11.86
11150 - Janitor	11.86
11210 - Laborer Grounds Maintenance	13.22
11240 - Maid or Houseman	9.20
11260 - Pruner	11.83
11270 - Tractor Operator	15.69
11330 - Trail Maintenance Worker	13.22
11360 - Window Cleaner	13.25
12000 - Health Occupations	
12010 - Ambulance Driver	19.58
12011 - Breath Alcohol Technician	19.60
12012 - Certified Occupational Therapist Assistant	34.31
12015 - Certified Physical Therapist Assistant	31.42
12020 - Dental Assistant	18.33
12025 - Dental Hygienist	35.67
12030 - EKG Technician	30.21
12035 - Electroneurodiagnostic Technologist	30.21
12040 - Emergency Medical Technician	19.58
12071 - Licensed Practical Nurse I	17.82
12072 - Licensed Practical Nurse II	19.94
12073 - Licensed Practical Nurse III	22.22
12100 - Medical Assistant	14.12
12130 - Medical Laboratory Technician	20.06
12160 - Medical Record Clerk	14.42
12190 - Medical Record Technician	16.14
12195 - Medical Transcriptionist	18.66
12210 - Nuclear Medicine Technologist	31.89
12221 - Nursing Assistant I	11.46
12222 - Nursing Assistant II	12.88
12223 - Nursing Assistant III	14.05
12224 - Nursing Assistant IV	15.77
12235 - Optical Dispenser	14.65
12236 - Optical Technician	16.49
12250 - Pharmacy Technician	16.27
12280 - Phlebotomist	17.03
12305 - Radiologic Technologist	27.14
12311 - Registered Nurse I	25.83
12312 - Registered Nurse II	31.60

12313 - Registered Nurse II Specialist		31.60
12314 - Registered Nurse III		38.23
12315 - Registered Nurse III Anesthetist		38.23
12316 - Registered Nurse IV		45.82
12317 - Scheduler (Drug and Alcohol Testing)		24.28
12320 - Substance Abuse Treatment Counselor		21.64
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.06
13012 - Exhibits Specialist II		29.80
13013 - Exhibits Specialist III		36.46
13041 - Illustrator I		24.06
13042 - Illustrator II		29.80
13043 - Illustrator III		36.46
13047 - Librarian		33.01
13050 - Library Aide/Clerk		11.23
13054 - Library Information Technology Systems Administrator		29.80
13058 - Library Technician		13.78
13061 - Media Specialist I		21.50
13062 - Media Specialist II		24.06
13063 - Media Specialist III		26.83
13071 - Photographer I		14.30
13072 - Photographer II		16.43
13073 - Photographer III		19.82
13074 - Photographer IV		24.24
13075 - Photographer V		29.33
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		18.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.42
14042 - Computer Operator II		17.25
14043 - Computer Operator III		19.22
14044 - Computer Operator IV		21.36
14045 - Computer Operator V		23.66
14071 - Computer Programmer I	(see 1)	21.52
14072 - Computer Programmer II	(see 1)	26.05
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.42
14160 - Personal Computer Support Technician		21.36
14170 - System Support Specialist		27.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.90
15020 - Aircrew Training Devices Instructor (Rated)		37.39
15030 - Air Crew Training Devices Instructor (Pilot)		44.81
15050 - Computer Based Training Specialist / Instructor		30.90
15060 - Educational Technologist		34.79

15070 - Flight Instructor (Pilot) 44.81
15080 - Graphic Artist 20.98
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.81
15086 - Maintenance Test Pilot Rotary Wing 44.81
15088 - Non-Maintenance Test/Co-Pilot 44.81
15090 - Technical Instructor 21.14
15095 - Technical Instructor/Course Developer 25.86
15110 - Test Proctor 17.07
15120 - Tutor 17.07
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.83
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.38
16220 - Tailor 11.99
16250 - Washer Machine 9.67
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.95
19040 - Tool And Die Maker 29.52
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.58
21030 - Material Coordinator 27.53
21040 - Material Expediter 27.53
21050 - Material Handling Laborer 12.66
21071 - Order Filler 12.88
21080 - Production Line Worker (Food Processing) 16.58
21110 - Shipping Packer 16.99
21130 - Shipping/Receiving Clerk 16.99
21140 - Store Worker I 14.97
21150 - Stock Clerk 20.44
21210 - Tools And Parts Attendant 16.58
21410 - Warehouse Specialist 16.58
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.37
23019 - Aircraft Logs and Records Technician 27.53
23021 - Aircraft Mechanic I 32.00
23022 - Aircraft Mechanic II 33.37
23023 - Aircraft Mechanic III 34.77
23040 - Aircraft Mechanic Helper 24.36
23050 - Aircraft Painter 29.89
23060 - Aircraft Servicer 27.53
23070 - Aircraft Survival Flight Equipment Technician 29.89
23080 - Aircraft Worker 29.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.10

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.00
23110 - Appliance Mechanic 24.95
23120 - Bicycle Repairer 21.20
23125 - Cable Splicer 31.32
23130 - Carpenter Maintenance 18.82
23140 - Carpet Layer 23.72
23160 - Electrician Maintenance 24.91
23181 - Electronics Technician Maintenance I 30.50
23182 - Electronics Technician Maintenance II 32.08
23183 - Electronics Technician Maintenance III 33.54
23260 - Fabric Worker 22.43
23290 - Fire Alarm System Mechanic 21.59
23310 - Fire Extinguisher Repairer 21.20
23311 - Fuel Distribution System Mechanic 27.71
23312 - Fuel Distribution System Operator 22.53
23370 - General Maintenance Worker 16.39
23380 - Ground Support Equipment Mechanic 32.00
23381 - Ground Support Equipment Servicer 27.53
23382 - Ground Support Equipment Worker 29.10
23391 - Gunsmith I 21.20
23392 - Gunsmith II 23.72
23393 - Gunsmith III 26.08
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.88
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.86
23430 - Heavy Equipment Mechanic 24.26
23440 - Heavy Equipment Operator 20.55
23460 - Instrument Mechanic 26.08
23465 - Laboratory/Shelter Mechanic 24.95
23470 - Laborer 12.71
23510 - Locksmith 24.07
23530 - Machinery Maintenance Mechanic 26.41
23550 - Machinist Maintenance 28.25
23580 - Maintenance Trades Helper 14.54
23591 - Metrology Technician I 26.08
23592 - Metrology Technician II 27.19
23593 - Metrology Technician III 28.33
23640 - Millwright 23.90
23710 - Office Appliance Repairer 19.13
23760 - Painter Maintenance 20.81
23790 - Pipefitter Maintenance 25.29
23810 - Plumber Maintenance 24.19
23820 - Pneudraulic Systems Mechanic 26.08
23850 - Rigger 22.77
23870 - Scale Mechanic 23.72
23890 - Sheet-Metal Worker Maintenance 30.60
23910 - Small Engine Mechanic 20.12
23931 - Telecommunications Mechanic I 24.02

23932 - Telecommunications Mechanic II 25.05
23950 - Telephone Lineman 33.94
23960 - Welder Combination Maintenance 23.31
23965 - Well Driller 26.08
23970 - Woodcraft Worker 26.08
23980 - Woodworker 21.20
24000 - Personal Needs Occupations
24550 - Case Manager 17.80
24570 - Child Care Attendant 9.43
24580 - Child Care Center Clerk 11.76
24610 - Chore Aide 9.29
24620 - Family Readiness And Support Services Coordinator 17.80
24630 - Homemaker 17.80
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.08
25040 - Sewage Plant Operator 18.48
25070 - Stationary Engineer 26.08
25190 - Ventilation Equipment Tender 19.85
25210 - Water Treatment Plant Operator 18.48
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.70
27007 - Baggage Inspector 13.12
27008 - Corrections Officer 23.57
27010 - Court Security Officer 23.57
27030 - Detection Dog Handler 14.68
27040 - Detention Officer 23.57
27070 - Firefighter 23.83
27101 - Guard I 13.12
27102 - Guard II 14.68
27131 - Police Officer I 27.60
27132 - Police Officer II 30.66
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.25
28042 - Carnival Equipment Repairer 14.15
28043 - Carnival Worker 10.10
28210 - Gate Attendant/Gate Tender 13.54
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 15.15
28510 - Recreation Aide/Health Facility Attendant 11.06
28515 - Recreation Specialist 18.77
28630 - Sports Official 12.06
28690 - Swimming Pool Operator 16.28
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.88
29020 - Hatch Tender 28.88
29030 - Line Handler 28.88
29041 - Stevedore I 27.56
29042 - Stevedore II 30.26
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.17
30022 - Archeological Technician II 20.32
30023 - Archeological Technician III 25.17
30030 - Cartographic Technician 25.17
30040 - Civil Engineering Technician 22.71
30051 - Cryogenic Technician I 24.79
30052 - Cryogenic Technician II 27.38
30061 - Drafter/CAD Operator I 18.17
30062 - Drafter/CAD Operator II 20.32
30063 - Drafter/CAD Operator III 22.67
30064 - Drafter/CAD Operator IV 27.89
30081 - Engineering Technician I 15.64
30082 - Engineering Technician II 17.56
30083 - Engineering Technician III 19.64
30084 - Engineering Technician IV 24.33
30085 - Engineering Technician V 31.55
30086 - Engineering Technician VI 36.00
30090 - Environmental Technician 22.96
30095 - Evidence Control Specialist 22.38
30210 - Laboratory Technician 31.62
30221 - Latent Fingerprint Technician I 21.86
30222 - Latent Fingerprint Technician II 24.12
30240 - Mathematical Technician 25.17
30361 - Paralegal/Legal Assistant I 18.65
30362 - Paralegal/Legal Assistant II 23.09
30363 - Paralegal/Legal Assistant III 28.26
30364 - Paralegal/Legal Assistant IV 34.18
30375 - Petroleum Supply Specialist 27.38
30390 - Photo-Optics Technician 24.33
30395 - Radiation Control Technician 27.38
30461 - Technical Writer I 25.17
30462 - Technical Writer II 30.80
30463 - Technical Writer III 37.26
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.89
30502 - Weather Forecaster II 33.92
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.67
30621 - Weather Observer Senior (see 2) 24.33
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.85
31030 - Bus Driver 17.23

31043 - Driver Courier	13.77
31260 - Parking and Lot Attendant	11.55
31290 - Shuttle Bus Driver	14.70
31310 - Taxi Driver	12.03
31361 - Truckdriver Light	14.70
31362 - Truckdriver Medium	15.55
31363 - Truckdriver Heavy	19.17
31364 - Truckdriver Tractor-Trailer	19.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.41
99050 - Desk Clerk	10.00
99095 - Embalmer	25.54
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.12
99252 - Laboratory Animal Caretaker II	11.87
99260 - Marketing Analyst	32.78
99310 - Mortician	25.54
99410 - Pest Controller	15.36
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.45
99711 - Recycling Specialist	23.08
99730 - Refuse Collector	17.40
99810 - Sales Clerk	11.20
99820 - School Crossing Guard	14.41
99830 - Survey Party Chief	24.83
99831 - Surveying Aide	16.69
99832 - Surveying Technician	20.54
99840 - Vending Machine Attendant	17.14
99841 - Vending Machine Repairer	20.13
99842 - Vending Machine Repairer Helper	17.14

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5227
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Collin Dallas Denton Ellis Hunt Kaufman Rockwall

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.60
01012 - Accounting Clerk II		18.64
01013 - Accounting Clerk III		20.84
01020 - Administrative Assistant		29.11
01035 - Court Reporter		20.54
01041 - Customer Service Representative I		14.02
01042 - Customer Service Representative II		15.77
01043 - Customer Service Representative III		17.21
01051 - Data Entry Operator I		14.39
01052 - Data Entry Operator II		15.70
01060 - Dispatcher Motor Vehicle		21.36
01070 - Document Preparation Clerk		15.89
01090 - Duplicating Machine Operator		15.89
01111 - General Clerk I		13.63
01112 - General Clerk II		14.87

01113 - General Clerk III 16.69
01120 - Housing Referral Assistant 22.46
01141 - Messenger Courier 14.29
01191 - Order Clerk I 16.47
01192 - Order Clerk II 17.96
01261 - Personnel Assistant (Employment) I 16.99
01262 - Personnel Assistant (Employment) II 19.01
01263 - Personnel Assistant (Employment) III 21.19
01270 - Production Control Clerk 23.27
01290 - Rental Clerk 15.30
01300 - Scheduler Maintenance 18.01
01311 - Secretary I 18.01
01312 - Secretary II 20.14
01313 - Secretary III 22.46
01320 - Service Order Dispatcher 17.47
01410 - Supply Technician 29.11
01420 - Survey Worker 17.29
01460 - Switchboard Operator/Receptionist 14.27
01531 - Travel Clerk I 15.19
01532 - Travel Clerk II 16.37
01533 - Travel Clerk III 17.52
01611 - Word Processor I 15.15
01612 - Word Processor II 17.01
01613 - Word Processor III 19.02
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.70
05010 - Automotive Electrician 23.04
05040 - Automotive Glass Installer 20.93
05070 - Automotive Worker 22.02
05110 - Mobile Equipment Servicer 18.52
05130 - Motor Equipment Metal Mechanic 22.16
05160 - Motor Equipment Metal Worker 20.93
05190 - Motor Vehicle Mechanic 22.99
05220 - Motor Vehicle Mechanic Helper 17.27
05250 - Motor Vehicle Upholstery Worker 19.82
05280 - Motor Vehicle Wrecker 20.93
05310 - Painter Automotive 24.22
05340 - Radiator Repair Specialist 20.93
05370 - Tire Repairer 13.78
05400 - Transmission Repair Specialist 22.16
07000 - Food Preparation And Service Occupations
07010 - Baker 12.15
07041 - Cook I 12.89
07042 - Cook II 14.81
07070 - Dishwasher 10.52
07130 - Food Service Worker 11.32
07210 - Meat Cutter 13.34
07260 - Waiter/Waitress 10.03
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.54

09040 - Furniture Handler 10.24
09080 - Furniture Refinisher 15.32
09090 - Furniture Refinisher Helper 12.02
09110 - Furniture Repairer Minor 13.78
09130 - Upholsterer 16.57
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.77
11060 - Elevator Operator 11.77
11090 - Gardener 19.56
11122 - Housekeeping Aide 12.12
11150 - Janitor 12.12
11210 - Laborer Grounds Maintenance 14.56
11240 - Maid or Houseman 11.19
11260 - Pruner 12.87
11270 - Tractor Operator 17.89
11330 - Trail Maintenance Worker 14.56
11360 - Window Cleaner 13.72
12000 - Health Occupations
12010 - Ambulance Driver 20.65
12011 - Breath Alcohol Technician 21.21
12012 - Certified Occupational Therapist Assistant 35.61
12015 - Certified Physical Therapist Assistant 35.12
12020 - Dental Assistant 20.20
12025 - Dental Hygienist 39.40
12030 - EKG Technician 30.40
12035 - Electroneurodiagnostic Technologist 30.40
12040 - Emergency Medical Technician 20.65
12071 - Licensed Practical Nurse I 18.96
12072 - Licensed Practical Nurse II 21.21
12073 - Licensed Practical Nurse III 23.64
12100 - Medical Assistant 16.37
12130 - Medical Laboratory Technician 25.58
12160 - Medical Record Clerk 18.40
12190 - Medical Record Technician 20.58
12195 - Medical Transcriptionist 19.66
12210 - Nuclear Medicine Technologist 39.84
12221 - Nursing Assistant I 12.72
12222 - Nursing Assistant II 14.30
12223 - Nursing Assistant III 15.60
12224 - Nursing Assistant IV 17.51
12235 - Optical Dispenser 19.50
12236 - Optical Technician 16.25
12250 - Pharmacy Technician 16.82
12280 - Phlebotomist 16.83
12305 - Radiologic Technologist 29.53
12311 - Registered Nurse I 25.82
12312 - Registered Nurse II 31.58
12313 - Registered Nurse II Specialist 31.58
12314 - Registered Nurse III 38.19
12315 - Registered Nurse III Anesthetist 38.19

12316 - Registered Nurse IV		45.78
12317 - Scheduler (Drug and Alcohol Testing)		26.27
12320 - Substance Abuse Treatment Counselor		22.82
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.65
13012 - Exhibits Specialist II		25.58
13013 - Exhibits Specialist III		31.28
13041 - Illustrator I		24.95
13042 - Illustrator II		30.91
13043 - Illustrator III		36.18
13047 - Librarian		31.56
13050 - Library Aide/Clerk		14.33
13054 - Library Information Technology Systems Administrator		27.42
13058 - Library Technician		16.29
13061 - Media Specialist I		19.78
13062 - Media Specialist II		22.13
13063 - Media Specialist III		24.67
13071 - Photographer I		18.15
13072 - Photographer II		20.31
13073 - Photographer III		25.16
13074 - Photographer IV		30.77
13075 - Photographer V		37.24
13090 - Technical Order Library Clerk		17.28
13110 - Video Teleconference Technician		21.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.34
14042 - Computer Operator II		20.50
14043 - Computer Operator III		22.87
14044 - Computer Operator IV		27.14
14045 - Computer Operator V		30.04
14071 - Computer Programmer I	(see 1)	
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		18.34
14160 - Personal Computer Support Technician		27.14
14170 - System Support Specialist		39.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		41.90
15030 - Air Crew Training Devices Instructor (Pilot)		46.09
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist		34.30
15070 - Flight Instructor (Pilot)		46.09
15080 - Graphic Artist		25.28
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.10

15086 - Maintenance Test Pilot Rotary Wing 45.10
15088 - Non-Maintenance Test/Co-Pilot 45.10
15090 - Technical Instructor 26.98
15095 - Technical Instructor/Course Developer 33.00
15110 - Test Proctor 21.78
15120 - Tutor 21.78
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.59
16030 - Counter Attendant 10.59
16040 - Dry Cleaner 13.60
16070 - Finisher Flatwork Machine 10.59
16090 - Presser Hand 10.59
16110 - Presser Machine Drycleaning 10.59
16130 - Presser Machine Shirts 10.59
16160 - Presser Machine Wearing Apparel Laundry 10.59
16190 - Sewing Machine Operator 14.43
16220 - Tailor 15.51
16250 - Washer Machine 11.64
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.10
19040 - Tool And Die Maker 25.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.95
21030 - Material Coordinator 23.27
21040 - Material Expediter 23.27
21050 - Material Handling Laborer 14.38
21071 - Order Filler 13.57
21080 - Production Line Worker (Food Processing) 16.95
21110 - Shipping Packer 16.13
21130 - Shipping/Receiving Clerk 16.13
21140 - Store Worker I 12.54
21150 - Stock Clerk 18.18
21210 - Tools And Parts Attendant 16.95
21410 - Warehouse Specialist 16.95
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 38.23
23019 - Aircraft Logs and Records Technician 31.02
23021 - Aircraft Mechanic I 36.48
23022 - Aircraft Mechanic II 38.23
23023 - Aircraft Mechanic III 40.02
23040 - Aircraft Mechanic Helper 26.15
23050 - Aircraft Painter 34.57
23060 - Aircraft Servicer 31.02
23070 - Aircraft Survival Flight Equipment Technician 34.57
23080 - Aircraft Worker 32.80
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.80
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.48
23110 - Appliance Mechanic 19.52

23120 - Bicycle Repairer	18.50
23125 - Cable Splicer	27.55
23130 - Carpenter Maintenance	18.47
23140 - Carpet Layer	19.04
23160 - Electrician Maintenance	23.75
23181 - Electronics Technician Maintenance I	25.82
23182 - Electronics Technician Maintenance II	27.21
23183 - Electronics Technician Maintenance III	29.34
23260 - Fabric Worker	24.43
23290 - Fire Alarm System Mechanic	22.28
23310 - Fire Extinguisher Repairer	18.50
23311 - Fuel Distribution System Mechanic	21.32
23312 - Fuel Distribution System Operator	16.71
23370 - General Maintenance Worker	19.40
23380 - Ground Support Equipment Mechanic	36.48
23381 - Ground Support Equipment Servicer	31.02
23382 - Ground Support Equipment Worker	32.80
23391 - Gunsmith I	18.50
23392 - Gunsmith II	21.25
23393 - Gunsmith III	23.60
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.63
23430 - Heavy Equipment Mechanic	24.71
23440 - Heavy Equipment Operator	19.87
23460 - Instrument Mechanic	25.41
23465 - Laboratory/Shelter Mechanic	22.40
23470 - Laborer	14.38
23510 - Locksmith	22.46
23530 - Machinery Maintenance Mechanic	25.26
23550 - Machinist Maintenance	20.24
23580 - Maintenance Trades Helper	16.17
23591 - Metrology Technician I	25.41
23592 - Metrology Technician II	26.64
23593 - Metrology Technician III	27.88
23640 - Millwright	24.70
23710 - Office Appliance Repairer	18.66
23760 - Painter Maintenance	17.32
23790 - Pipefitter Maintenance	26.55
23810 - Plumber Maintenance	25.20
23820 - Pneudraulic Systems Mechanic	23.60
23850 - Rigger	26.09
23870 - Scale Mechanic	21.25
23890 - Sheet-Metal Worker Maintenance	20.11
23910 - Small Engine Mechanic	19.51
23931 - Telecommunications Mechanic I	27.34
23932 - Telecommunications Mechanic II	28.64
23950 - Telephone Lineman	23.54
23960 - Welder Combination Maintenance	18.96

23965 - Well Driller	21.63
23970 - Woodcraft Worker	23.60
23980 - Woodworker	18.50
24000 - Personal Needs Occupations	
24550 - Case Manager	18.06
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	9.75
24620 - Family Readiness And Support Services Coordinator	18.06
24630 - Homemaker	18.06
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.73
25040 - Sewage Plant Operator	20.18
25070 - Stationary Engineer	27.73
25190 - Ventilation Equipment Tender	19.37
25210 - Water Treatment Plant Operator	20.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.64
27007 - Baggage Inspector	14.10
27008 - Corrections Officer	23.01
27010 - Court Security Officer	25.65
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	23.01
27070 - Firefighter	28.28
27101 - Guard I	14.10
27102 - Guard II	16.92
27131 - Police Officer I	31.05
27132 - Police Officer II	34.51
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.21
28042 - Carnival Equipment Repairer	15.54
28043 - Carnival Worker	10.22
28210 - Gate Attendant/Gate Tender	14.18
28310 - Lifeguard	11.19
28350 - Park Attendant (Aide)	15.86
28510 - Recreation Aide/Health Facility Attendant	11.57
28515 - Recreation Specialist	18.53
28630 - Sports Official	12.63
28690 - Swimming Pool Operator	21.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.86
29020 - Hatch Tender	25.86
29030 - Line Handler	25.86
29041 - Stevedore I	24.46
29042 - Stevedore II	27.26
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	43.00
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.64
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.64

30021 - Archeological Technician I 20.07
30022 - Archeological Technician II 22.40
30023 - Archeological Technician III 27.75
30030 - Cartographic Technician 27.75
30040 - Civil Engineering Technician 24.42
30051 - Cryogenic Technician I 26.83
30052 - Cryogenic Technician II 29.63
30061 - Drafter/CAD Operator I 20.07
30062 - Drafter/CAD Operator II 22.40
30063 - Drafter/CAD Operator III 24.97
30064 - Drafter/CAD Operator IV 30.73
30081 - Engineering Technician I 17.56
30082 - Engineering Technician II 19.70
30083 - Engineering Technician III 22.03
30084 - Engineering Technician IV 27.30
30085 - Engineering Technician V 33.40
30086 - Engineering Technician VI 40.41
30090 - Environmental Technician 24.73
30095 - Evidence Control Specialist 24.23
30210 - Laboratory Technician 25.44
30221 - Latent Fingerprint Technician I 26.76
30222 - Latent Fingerprint Technician II 29.57
30240 - Mathematical Technician 30.53
30361 - Paralegal/Legal Assistant I 19.49
30362 - Paralegal/Legal Assistant II 24.15
30363 - Paralegal/Legal Assistant III 29.54
30364 - Paralegal/Legal Assistant IV 35.74
30375 - Petroleum Supply Specialist 29.63
30390 - Photo-Optics Technician 27.75
30395 - Radiation Control Technician 29.63
30461 - Technical Writer I 25.69
30462 - Technical Writer II 31.42
30463 - Technical Writer III 38.01
30491 - Unexploded Ordnance (UXO) Technician I 27.32
30492 - Unexploded Ordnance (UXO) Technician II 33.06
30493 - Unexploded Ordnance (UXO) Technician III 39.62
30494 - Unexploded (UXO) Safety Escort 27.32
30495 - Unexploded (UXO) Sweep Personnel 27.32
30501 - Weather Forecaster I 26.83
30502 - Weather Forecaster II 32.63
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.97
30621 - Weather Observer Senior (see 2) 25.23
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.06
31020 - Bus Aide 14.54
31030 - Bus Driver 21.23
31043 - Driver Courier 16.94
31260 - Parking and Lot Attendant 10.60
31290 - Shuttle Bus Driver 18.53

31310 - Taxi Driver	12.70
31361 - Truckdriver Light	18.53
31362 - Truckdriver Medium	20.13
31363 - Truckdriver Heavy	22.14
31364 - Truckdriver Tractor-Trailer	22.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.12
99030 - Cashier	10.77
99050 - Desk Clerk	11.33
99095 - Embalmer	24.05
99130 - Flight Follower	27.32
99251 - Laboratory Animal Caretaker I	13.18
99252 - Laboratory Animal Caretaker II	14.42
99260 - Marketing Analyst	36.10
99310 - Mortician	24.42
99410 - Pest Controller	22.97
99510 - Photofinishing Worker	14.89
99710 - Recycling Laborer	19.52
99711 - Recycling Specialist	23.99
99730 - Refuse Collector	17.25
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	10.80
99830 - Survey Party Chief	26.65
99831 - Surveying Aide	15.97
99832 - Surveying Technician	20.46
99840 - Vending Machine Attendant	15.50
99841 - Vending Machine Repairer	18.73
99842 - Vending Machine Repairer Helper	15.46

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5228
Revision No.: 12
Date Of Last Revision: 05/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Collin Dallas Denton Ellis Hunt Kaufman Rockwall

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.60
01012 - Accounting Clerk II		18.64
01013 - Accounting Clerk III		20.84
01020 - Administrative Assistant		29.11
01035 - Court Reporter		20.54
01041 - Customer Service Representative I		14.02
01042 - Customer Service Representative II		15.77
01043 - Customer Service Representative III		17.21
01051 - Data Entry Operator I		14.39
01052 - Data Entry Operator II		15.70
01060 - Dispatcher Motor Vehicle		21.36
01070 - Document Preparation Clerk		15.89

01090 - Duplicating Machine Operator 15.89
01111 - General Clerk I 13.63
01112 - General Clerk II 14.87
01113 - General Clerk III 16.69
01120 - Housing Referral Assistant 22.46
01141 - Messenger Courier 14.29
01191 - Order Clerk I 16.47
01192 - Order Clerk II 17.96
01261 - Personnel Assistant (Employment) I 16.99
01262 - Personnel Assistant (Employment) II 19.01
01263 - Personnel Assistant (Employment) III 21.19
01270 - Production Control Clerk 23.27
01290 - Rental Clerk 15.30
01300 - Scheduler Maintenance 18.01
01311 - Secretary I 18.01
01312 - Secretary II 20.14
01313 - Secretary III 22.46
01320 - Service Order Dispatcher 17.47
01410 - Supply Technician 29.11
01420 - Survey Worker 17.29
01460 - Switchboard Operator/Receptionist 14.27
01531 - Travel Clerk I 15.19
01532 - Travel Clerk II 16.37
01533 - Travel Clerk III 17.52
01611 - Word Processor I 15.15
01612 - Word Processor II 17.01
01613 - Word Processor III 19.02
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.70
05010 - Automotive Electrician 23.04
05040 - Automotive Glass Installer 20.93
05070 - Automotive Worker 22.02
05110 - Mobile Equipment Servicer 18.52
05130 - Motor Equipment Metal Mechanic 22.16
05160 - Motor Equipment Metal Worker 20.93
05190 - Motor Vehicle Mechanic 22.99
05220 - Motor Vehicle Mechanic Helper 17.27
05250 - Motor Vehicle Upholstery Worker 19.82
05280 - Motor Vehicle Wrecker 20.93
05310 - Painter Automotive 24.22
05340 - Radiator Repair Specialist 20.93
05370 - Tire Repairer 13.78
05400 - Transmission Repair Specialist 22.16
07000 - Food Preparation And Service Occupations
07010 - Baker 12.15
07041 - Cook I 12.89
07042 - Cook II 14.81
07070 - Dishwasher 10.52
07130 - Food Service Worker 11.32
07210 - Meat Cutter 13.34

07260 - Waiter/Waitress	10.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.54
09040 - Furniture Handler	10.24
09080 - Furniture Refinisher	15.32
09090 - Furniture Refinisher Helper	12.02
09110 - Furniture Repairer Minor	13.78
09130 - Upholsterer	16.57
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.77
11060 - Elevator Operator	11.77
11090 - Gardener	19.56
11122 - Housekeeping Aide	12.12
11150 - Janitor	12.12
11210 - Laborer Grounds Maintenance	14.56
11240 - Maid or Houseman	11.19
11260 - Pruner	12.87
11270 - Tractor Operator	17.89
11330 - Trail Maintenance Worker	14.56
11360 - Window Cleaner	13.72
12000 - Health Occupations	
12010 - Ambulance Driver	20.65
12011 - Breath Alcohol Technician	21.21
12012 - Certified Occupational Therapist Assistant	35.61
12015 - Certified Physical Therapist Assistant	35.12
12020 - Dental Assistant	20.20
12025 - Dental Hygienist	39.40
12030 - EKG Technician	30.40
12035 - Electroneurodiagnostic Technologist	30.40
12040 - Emergency Medical Technician	20.65
12071 - Licensed Practical Nurse I	18.96
12072 - Licensed Practical Nurse II	21.21
12073 - Licensed Practical Nurse III	23.64
12100 - Medical Assistant	16.37
12130 - Medical Laboratory Technician	25.58
12160 - Medical Record Clerk	18.40
12190 - Medical Record Technician	20.58
12195 - Medical Transcriptionist	19.66
12210 - Nuclear Medicine Technologist	39.84
12221 - Nursing Assistant I	12.72
12222 - Nursing Assistant II	14.30
12223 - Nursing Assistant III	15.60
12224 - Nursing Assistant IV	17.51
12235 - Optical Dispenser	19.50
12236 - Optical Technician	16.25
12250 - Pharmacy Technician	16.82
12280 - Phlebotomist	16.83
12305 - Radiologic Technologist	29.53
12311 - Registered Nurse I	25.82
12312 - Registered Nurse II	31.58

12313 - Registered Nurse II Specialist		31.58
12314 - Registered Nurse III		38.19
12315 - Registered Nurse III Anesthetist		38.19
12316 - Registered Nurse IV		45.78
12317 - Scheduler (Drug and Alcohol Testing)		26.27
12320 - Substance Abuse Treatment Counselor		22.82
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.65
13012 - Exhibits Specialist II		25.58
13013 - Exhibits Specialist III		31.28
13041 - Illustrator I		24.95
13042 - Illustrator II		30.91
13043 - Illustrator III		36.18
13047 - Librarian		31.56
13050 - Library Aide/Clerk		14.33
13054 - Library Information Technology Systems Administrator		27.42
13058 - Library Technician		16.29
13061 - Media Specialist I		19.78
13062 - Media Specialist II		22.13
13063 - Media Specialist III		24.67
13071 - Photographer I		18.15
13072 - Photographer II		20.31
13073 - Photographer III		25.16
13074 - Photographer IV		30.77
13075 - Photographer V		37.24
13090 - Technical Order Library Clerk		17.28
13110 - Video Teleconference Technician		21.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.34
14042 - Computer Operator II		20.50
14043 - Computer Operator III		22.87
14044 - Computer Operator IV		27.14
14045 - Computer Operator V		30.04
14071 - Computer Programmer I	(see 1)	
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		18.34
14160 - Personal Computer Support Technician		27.14
14170 - System Support Specialist		39.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		41.90
15030 - Air Crew Training Devices Instructor (Pilot)		46.09
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist		34.30

15070 - Flight Instructor (Pilot) 46.09
15080 - Graphic Artist 25.28
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.10
15086 - Maintenance Test Pilot Rotary Wing 45.10
15088 - Non-Maintenance Test/Co-Pilot 45.10
15090 - Technical Instructor 26.98
15095 - Technical Instructor/Course Developer 33.00
15110 - Test Proctor 21.78
15120 - Tutor 21.78
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.59
16030 - Counter Attendant 10.59
16040 - Dry Cleaner 13.60
16070 - Finisher Flatwork Machine 10.59
16090 - Presser Hand 10.59
16110 - Presser Machine Drycleaning 10.59
16130 - Presser Machine Shirts 10.59
16160 - Presser Machine Wearing Apparel Laundry 10.59
16190 - Sewing Machine Operator 14.43
16220 - Tailor 15.51
16250 - Washer Machine 11.64
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.10
19040 - Tool And Die Maker 25.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.95
21030 - Material Coordinator 23.27
21040 - Material Expediter 23.27
21050 - Material Handling Laborer 14.38
21071 - Order Filler 13.57
21080 - Production Line Worker (Food Processing) 16.95
21110 - Shipping Packer 16.13
21130 - Shipping/Receiving Clerk 16.13
21140 - Store Worker I 12.54
21150 - Stock Clerk 18.18
21210 - Tools And Parts Attendant 16.95
21410 - Warehouse Specialist 16.95
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 38.23
23019 - Aircraft Logs and Records Technician 31.02
23021 - Aircraft Mechanic I 36.48
23022 - Aircraft Mechanic II 38.23
23023 - Aircraft Mechanic III 40.02
23040 - Aircraft Mechanic Helper 26.15
23050 - Aircraft Painter 34.57
23060 - Aircraft Servicer 31.02
23070 - Aircraft Survival Flight Equipment Technician 34.57
23080 - Aircraft Worker 32.80
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.80

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.48
23110 - Appliance Mechanic 19.52
23120 - Bicycle Repairer 18.50
23125 - Cable Splicer 27.55
23130 - Carpenter Maintenance 18.47
23140 - Carpet Layer 19.04
23160 - Electrician Maintenance 23.75
23181 - Electronics Technician Maintenance I 25.82
23182 - Electronics Technician Maintenance II 27.21
23183 - Electronics Technician Maintenance III 29.34
23260 - Fabric Worker 24.43
23290 - Fire Alarm System Mechanic 22.28
23310 - Fire Extinguisher Repairer 18.50
23311 - Fuel Distribution System Mechanic 21.32
23312 - Fuel Distribution System Operator 16.71
23370 - General Maintenance Worker 19.40
23380 - Ground Support Equipment Mechanic 36.48
23381 - Ground Support Equipment Servicer 31.02
23382 - Ground Support Equipment Worker 32.80
23391 - Gunsmith I 18.50
23392 - Gunsmith II 21.25
23393 - Gunsmith III 23.60
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.63
23430 - Heavy Equipment Mechanic 24.71
23440 - Heavy Equipment Operator 19.87
23460 - Instrument Mechanic 25.41
23465 - Laboratory/Shelter Mechanic 22.40
23470 - Laborer 14.38
23510 - Locksmith 22.46
23530 - Machinery Maintenance Mechanic 25.26
23550 - Machinist Maintenance 20.24
23580 - Maintenance Trades Helper 16.17
23591 - Metrology Technician I 25.41
23592 - Metrology Technician II 26.64
23593 - Metrology Technician III 27.88
23640 - Millwright 24.70
23710 - Office Appliance Repairer 18.66
23760 - Painter Maintenance 17.32
23790 - Pipefitter Maintenance 26.55
23810 - Plumber Maintenance 25.20
23820 - Pneudraulic Systems Mechanic 23.60
23850 - Rigger 26.09
23870 - Scale Mechanic 21.25
23890 - Sheet-Metal Worker Maintenance 20.11
23910 - Small Engine Mechanic 19.51
23931 - Telecommunications Mechanic I 27.34

23932 - Telecommunications Mechanic II 28.64
23950 - Telephone Lineman 23.54
23960 - Welder Combination Maintenance 18.96
23965 - Well Driller 21.63
23970 - Woodcraft Worker 23.60
23980 - Woodworker 18.50
24000 - Personal Needs Occupations
24550 - Case Manager 18.06
24570 - Child Care Attendant 10.73
24580 - Child Care Center Clerk 13.39
24610 - Chore Aide 9.75
24620 - Family Readiness And Support Services Coordinator 18.06
24630 - Homemaker 18.06
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.73
25040 - Sewage Plant Operator 20.18
25070 - Stationary Engineer 27.73
25190 - Ventilation Equipment Tender 19.37
25210 - Water Treatment Plant Operator 20.18
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.64
27007 - Baggage Inspector 14.10
27008 - Corrections Officer 23.01
27010 - Court Security Officer 25.65
27030 - Detection Dog Handler 16.92
27040 - Detention Officer 23.01
27070 - Firefighter 28.28
27101 - Guard I 14.10
27102 - Guard II 16.92
27131 - Police Officer I 31.05
27132 - Police Officer II 34.51
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.21
28042 - Carnival Equipment Repairer 15.54
28043 - Carnival Worker 10.22
28210 - Gate Attendant/Gate Tender 14.18
28310 - Lifeguard 11.19
28350 - Park Attendant (Aide) 15.86
28510 - Recreation Aide/Health Facility Attendant 11.57
28515 - Recreation Specialist 18.53
28630 - Sports Official 12.63
28690 - Swimming Pool Operator 21.99
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.86
29020 - Hatch Tender 25.86
29030 - Line Handler 25.86
29041 - Stevedore I 24.46
29042 - Stevedore II 27.26
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.00
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.64
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.64
30021 - Archeological Technician I 20.07
30022 - Archeological Technician II 22.40
30023 - Archeological Technician III 27.75
30030 - Cartographic Technician 27.75
30040 - Civil Engineering Technician 24.42
30051 - Cryogenic Technician I 26.83
30052 - Cryogenic Technician II 29.63
30061 - Drafter/CAD Operator I 20.07
30062 - Drafter/CAD Operator II 22.40
30063 - Drafter/CAD Operator III 24.97
30064 - Drafter/CAD Operator IV 30.73
30081 - Engineering Technician I 17.56
30082 - Engineering Technician II 19.70
30083 - Engineering Technician III 22.03
30084 - Engineering Technician IV 27.30
30085 - Engineering Technician V 33.40
30086 - Engineering Technician VI 40.41
30090 - Environmental Technician 24.73
30095 - Evidence Control Specialist 24.23
30210 - Laboratory Technician 25.44
30221 - Latent Fingerprint Technician I 26.76
30222 - Latent Fingerprint Technician II 29.57
30240 - Mathematical Technician 30.53
30361 - Paralegal/Legal Assistant I 19.49
30362 - Paralegal/Legal Assistant II 24.15
30363 - Paralegal/Legal Assistant III 29.54
30364 - Paralegal/Legal Assistant IV 35.74
30375 - Petroleum Supply Specialist 29.63
30390 - Photo-Optics Technician 27.75
30395 - Radiation Control Technician 29.63
30461 - Technical Writer I 25.69
30462 - Technical Writer II 31.42
30463 - Technical Writer III 38.01
30491 - Unexploded Ordnance (UXO) Technician I 27.32
30492 - Unexploded Ordnance (UXO) Technician II 33.06
30493 - Unexploded Ordnance (UXO) Technician III 39.62
30494 - Unexploded (UXO) Safety Escort 27.32
30495 - Unexploded (UXO) Sweep Personnel 27.32
30501 - Weather Forecaster I 26.83
30502 - Weather Forecaster II 32.63
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.97
30621 - Weather Observer Senior (see 2) 25.23
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.06
31020 - Bus Aide 14.54
31030 - Bus Driver 21.23

31043 - Driver Courier	16.94
31260 - Parking and Lot Attendant	10.60
31290 - Shuttle Bus Driver	18.53
31310 - Taxi Driver	12.70
31361 - Truckdriver Light	18.53
31362 - Truckdriver Medium	20.13
31363 - Truckdriver Heavy	22.14
31364 - Truckdriver Tractor-Trailer	22.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.12
99030 - Cashier	10.77
99050 - Desk Clerk	11.33
99095 - Embalmer	24.05
99130 - Flight Follower	27.32
99251 - Laboratory Animal Caretaker I	13.18
99252 - Laboratory Animal Caretaker II	14.42
99260 - Marketing Analyst	36.10
99310 - Mortician	24.42
99410 - Pest Controller	22.97
99510 - Photofinishing Worker	14.89
99710 - Recycling Laborer	19.52
99711 - Recycling Specialist	23.99
99730 - Refuse Collector	17.25
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	10.80
99830 - Survey Party Chief	26.65
99831 - Surveying Aide	15.97
99832 - Surveying Technician	20.46
99840 - Vending Machine Attendant	15.50
99841 - Vending Machine Repairer	18.73
99842 - Vending Machine Repairer Helper	15.46

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5229
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of El Paso Hudspeth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.55
01012 - Accounting Clerk II		15.21
01013 - Accounting Clerk III		17.02
01020 - Administrative Assistant		24.75
01035 - Court Reporter		19.00
01041 - Customer Service Representative I		10.58
01042 - Customer Service Representative II		11.90
01043 - Customer Service Representative III		13.32
01051 - Data Entry Operator I		10.53
01052 - Data Entry Operator II		11.62
01060 - Dispatcher Motor Vehicle		16.85
01070 - Document Preparation Clerk		12.78
01090 - Duplicating Machine Operator		12.78
01111 - General Clerk I		11.28
01112 - General Clerk II		12.30

01113 - General Clerk III 13.81
01120 - Housing Referral Assistant 17.56
01141 - Messenger Courier 9.69
01191 - Order Clerk I 12.82
01192 - Order Clerk II 13.99
01261 - Personnel Assistant (Employment) I 15.32
01262 - Personnel Assistant (Employment) II 17.14
01263 - Personnel Assistant (Employment) III 19.11
01270 - Production Control Clerk 17.14
01290 - Rental Clerk 12.68
01300 - Scheduler Maintenance 14.08
01311 - Secretary I 14.08
01312 - Secretary II 15.76
01313 - Secretary III 17.56
01320 - Service Order Dispatcher 15.06
01410 - Supply Technician 24.75
01420 - Survey Worker 15.95
01460 - Switchboard Operator/Receptionist 10.85
01531 - Travel Clerk I 13.63
01532 - Travel Clerk II 14.94
01533 - Travel Clerk III 15.92
01611 - Word Processor I 15.33
01612 - Word Processor II 17.21
01613 - Word Processor III 19.26
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.05
05010 - Automotive Electrician 15.40
05040 - Automotive Glass Installer 14.37
05070 - Automotive Worker 14.37
05110 - Mobile Equipment Servicer 12.32
05130 - Motor Equipment Metal Mechanic 17.31
05160 - Motor Equipment Metal Worker 14.37
05190 - Motor Vehicle Mechanic 17.31
05220 - Motor Vehicle Mechanic Helper 11.29
05250 - Motor Vehicle Upholstery Worker 13.34
05280 - Motor Vehicle Wrecker 14.37
05310 - Painter Automotive 15.40
05340 - Radiator Repair Specialist 14.37
05370 - Tire Repairer 13.25
05400 - Transmission Repair Specialist 17.31
07000 - Food Preparation And Service Occupations
07010 - Baker 10.61
07041 - Cook I 11.27
07042 - Cook II 13.46
07070 - Dishwasher 8.90
07130 - Food Service Worker 10.10
07210 - Meat Cutter 11.37
07260 - Waiter/Waitress 9.25
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.30

09040 - Furniture Handler 9.68
09080 - Furniture Refinisher 17.30
09090 - Furniture Refinisher Helper 12.16
09110 - Furniture Repairer Minor 14.47
09130 - Upholsterer 17.77
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.31
11060 - Elevator Operator 10.66
11090 - Gardener 14.73
11122 - Housekeeping Aide 10.66
11150 - Janitor 10.66
11210 - Laborer Grounds Maintenance 10.39
11240 - Maid or Houseman 9.19
11260 - Pruner 9.13
11270 - Tractor Operator 13.26
11330 - Trail Maintenance Worker 10.39
11360 - Window Cleaner 11.96
12000 - Health Occupations
12010 - Ambulance Driver 14.64
12011 - Breath Alcohol Technician 20.32
12012 - Certified Occupational Therapist Assistant 29.56
12015 - Certified Physical Therapist Assistant 29.54
12020 - Dental Assistant 16.70
12025 - Dental Hygienist 30.17
12030 - EKG Technician 30.02
12035 - Electroneurodiagnostic Technologist 30.02
12040 - Emergency Medical Technician 14.64
12071 - Licensed Practical Nurse I 18.16
12072 - Licensed Practical Nurse II 20.32
12073 - Licensed Practical Nurse III 22.65
12100 - Medical Assistant 12.06
12130 - Medical Laboratory Technician 21.76
12160 - Medical Record Clerk 16.05
12190 - Medical Record Technician 17.95
12195 - Medical Transcriptionist 17.29
12210 - Nuclear Medicine Technologist 40.83
12221 - Nursing Assistant I 11.21
12222 - Nursing Assistant II 12.60
12223 - Nursing Assistant III 13.75
12224 - Nursing Assistant IV 15.43
12235 - Optical Dispenser 14.08
12236 - Optical Technician 13.62
12250 - Pharmacy Technician 15.32
12280 - Phlebotomist 14.74
12305 - Radiologic Technologist 28.29
12311 - Registered Nurse I 23.99
12312 - Registered Nurse II 28.64
12313 - Registered Nurse II Specialist 28.64
12314 - Registered Nurse III 34.65
12315 - Registered Nurse III Anesthetist 34.65

12316 - Registered Nurse IV		41.55
12317 - Scheduler (Drug and Alcohol Testing)		25.16
12320 - Substance Abuse Treatment Counselor		21.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.93
13012 - Exhibits Specialist II		30.88
13013 - Exhibits Specialist III		37.78
13041 - Illustrator I		24.93
13042 - Illustrator II		30.88
13043 - Illustrator III		37.78
13047 - Librarian		34.20
13050 - Library Aide/Clerk		12.72
13054 - Library Information Technology Systems Administrator		30.88
13058 - Library Technician		17.24
13061 - Media Specialist I		22.28
13062 - Media Specialist II		24.93
13063 - Media Specialist III		27.79
13071 - Photographer I		14.22
13072 - Photographer II		17.86
13073 - Photographer III		22.12
13074 - Photographer IV		26.90
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		15.98
13110 - Video Teleconference Technician		19.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.04
14042 - Computer Operator II		16.82
14043 - Computer Operator III		18.74
14044 - Computer Operator IV		20.83
14045 - Computer Operator V		23.07
14071 - Computer Programmer I	(see 1)	22.18
14072 - Computer Programmer II	(see 1)	27.48
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.04
14160 - Personal Computer Support Technician		22.41
14170 - System Support Specialist		25.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.48
15020 - Aircrew Training Devices Instructor (Rated)		35.67
15030 - Air Crew Training Devices Instructor (Pilot)		42.75
15050 - Computer Based Training Specialist / Instructor		29.48
15060 - Educational Technologist		36.37
15070 - Flight Instructor (Pilot)		42.75
15080 - Graphic Artist		19.58
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.75

15086 - Maintenance Test Pilot Rotary Wing 42.75
15088 - Non-Maintenance Test/Co-Pilot 42.75
15090 - Technical Instructor 19.87
15095 - Technical Instructor/Course Developer 24.30
15110 - Test Proctor 16.04
15120 - Tutor 16.04
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.40
16040 - Dry Cleaner 10.79
16070 - Finisher Flatwork Machine 9.40
16090 - Presser Hand 9.40
16110 - Presser Machine Drycleaning 9.40
16130 - Presser Machine Shirts 9.40
16160 - Presser Machine Wearing Apparel Laundry 9.40
16190 - Sewing Machine Operator 11.42
16220 - Tailor 12.05
16250 - Washer Machine 9.63
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.62
19040 - Tool And Die Maker 26.66
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 11.99
21030 - Material Coordinator 17.14
21040 - Material Expediter 17.14
21050 - Material Handling Laborer 11.04
21071 - Order Filler 11.27
21080 - Production Line Worker (Food Processing) 11.99
21110 - Shipping Packer 12.94
21130 - Shipping/Receiving Clerk 12.94
21140 - Store Worker I 11.01
21150 - Stock Clerk 14.83
21210 - Tools And Parts Attendant 11.99
21410 - Warehouse Specialist 11.99
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.63
23019 - Aircraft Logs and Records Technician 27.06
23021 - Aircraft Mechanic I 34.23
23022 - Aircraft Mechanic II 36.63
23023 - Aircraft Mechanic III 38.98
23040 - Aircraft Mechanic Helper 22.21
23050 - Aircraft Painter 30.07
23060 - Aircraft Servicer 27.06
23070 - Aircraft Survival Flight Equipment Technician 30.07
23080 - Aircraft Worker 29.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.23
23110 - Appliance Mechanic 19.82

23120 - Bicycle Repairer	15.40
23125 - Cable Splicer	26.47
23130 - Carpenter Maintenance	16.56
23140 - Carpet Layer	18.40
23160 - Electrician Maintenance	18.82
23181 - Electronics Technician Maintenance I	25.32
23182 - Electronics Technician Maintenance II	27.29
23183 - Electronics Technician Maintenance III	29.42
23260 - Fabric Worker	16.90
23290 - Fire Alarm System Mechanic	21.13
23310 - Fire Extinguisher Repairer	15.41
23311 - Fuel Distribution System Mechanic	19.79
23312 - Fuel Distribution System Operator	15.20
23370 - General Maintenance Worker	14.64
23380 - Ground Support Equipment Mechanic	34.23
23381 - Ground Support Equipment Servicer	27.06
23382 - Ground Support Equipment Worker	29.47
23391 - Gunsmith I	15.41
23392 - Gunsmith II	18.40
23393 - Gunsmith III	21.37
23410 - Heating Ventilation And Air-Conditioning Mechanic	18.61
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	19.91
23430 - Heavy Equipment Mechanic	19.34
23440 - Heavy Equipment Operator	16.96
23460 - Instrument Mechanic	21.50
23465 - Laboratory/Shelter Mechanic	19.82
23470 - Laborer	11.04
23510 - Locksmith	19.65
23530 - Machinery Maintenance Mechanic	20.77
23550 - Machinist Maintenance	17.94
23580 - Maintenance Trades Helper	12.87
23591 - Metrology Technician I	21.50
23592 - Metrology Technician II	22.87
23593 - Metrology Technician III	24.34
23640 - Millwright	21.40
23710 - Office Appliance Repairer	15.62
23760 - Painter Maintenance	14.67
23790 - Pipefitter Maintenance	19.39
23810 - Plumber Maintenance	18.21
23820 - Pneudraulic Systems Mechanic	21.37
23850 - Rigger	21.72
23870 - Scale Mechanic	18.40
23890 - Sheet-Metal Worker Maintenance	20.80
23910 - Small Engine Mechanic	17.45
23931 - Telecommunications Mechanic I	26.93
23932 - Telecommunications Mechanic II	28.82
23950 - Telephone Lineman	28.52
23960 - Welder Combination Maintenance	18.66

23965 - Well Driller		20.76
23970 - Woodcraft Worker		21.37
23980 - Woodworker		15.41
24000 - Personal Needs Occupations		
24550 - Case Manager		15.34
24570 - Child Care Attendant		8.99
24580 - Child Care Center Clerk		11.21
24610 - Chore Aide		8.78
24620 - Family Readiness And Support Services Coordinator		15.34
24630 - Homemaker		15.34
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.58
25040 - Sewage Plant Operator		17.23
25070 - Stationary Engineer		21.58
25190 - Ventilation Equipment Tender		14.00
25210 - Water Treatment Plant Operator		17.23
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.22
27007 - Baggage Inspector		11.59
27008 - Corrections Officer		22.81
27010 - Court Security Officer		22.54
27030 - Detection Dog Handler		14.84
27040 - Detention Officer		22.81
27070 - Firefighter		22.27
27101 - Guard I		11.59
27102 - Guard II		14.84
27131 - Police Officer I		28.50
27132 - Police Officer II		31.66
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.41
28042 - Carnival Equipment Repairer		14.90
28043 - Carnival Worker		9.35
28210 - Gate Attendant/Gate Tender		13.92
28310 - Lifeguard		11.90
28350 - Park Attendant (Aide)		15.58
28510 - Recreation Aide/Health Facility Attendant		11.37
28515 - Recreation Specialist		19.04
28630 - Sports Official		12.40
28690 - Swimming Pool Operator		17.79
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.92
29020 - Hatch Tender		20.92
29030 - Line Handler		20.92
29041 - Stevedore I		19.50
29042 - Stevedore II		22.97
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		18.13
30022 - Archeological Technician II		20.27
30023 - Archeological Technician III		25.11
30030 - Cartographic Technician		25.12
30040 - Civil Engineering Technician		21.08
30051 - Cryogenic Technician I		25.87
30052 - Cryogenic Technician II		28.57
30061 - Drafter/CAD Operator I		16.85
30062 - Drafter/CAD Operator II		18.49
30063 - Drafter/CAD Operator III		21.02
30064 - Drafter/CAD Operator IV		26.25
30081 - Engineering Technician I		15.71
30082 - Engineering Technician II		17.63
30083 - Engineering Technician III		20.27
30084 - Engineering Technician IV		24.96
30085 - Engineering Technician V		29.90
30086 - Engineering Technician VI		36.17
30090 - Environmental Technician		20.89
30095 - Evidence Control Specialist		23.35
30210 - Laboratory Technician		21.02
30221 - Latent Fingerprint Technician I		24.68
30222 - Latent Fingerprint Technician II		27.26
30240 - Mathematical Technician		24.90
30361 - Paralegal/Legal Assistant I		16.90
30362 - Paralegal/Legal Assistant II		20.93
30363 - Paralegal/Legal Assistant III		25.61
30364 - Paralegal/Legal Assistant IV		30.98
30375 - Petroleum Supply Specialist		28.57
30390 - Photo-Optics Technician		22.90
30395 - Radiation Control Technician		28.57
30461 - Technical Writer I		26.68
30462 - Technical Writer II		32.65
30463 - Technical Writer III		39.49
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.87
30502 - Weather Forecaster II		31.92
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.02
30621 - Weather Observer Senior	(see 2)	23.35
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		10.18
31030 - Bus Driver		15.82
31043 - Driver Courier		12.25
31260 - Parking and Lot Attendant		9.57
31290 - Shuttle Bus Driver		13.62

31310 - Taxi Driver	12.75
31361 - Truckdriver Light	13.62
31362 - Truckdriver Medium	14.93
31363 - Truckdriver Heavy	21.63
31364 - Truckdriver Tractor-Trailer	21.63
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.90
99050 - Desk Clerk	10.36
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.19
99252 - Laboratory Animal Caretaker II	15.75
99260 - Marketing Analyst	32.61
99310 - Mortician	25.35
99410 - Pest Controller	16.10
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.51
99711 - Recycling Specialist	21.14
99730 - Refuse Collector	14.74
99810 - Sales Clerk	10.14
99820 - School Crossing Guard	9.19
99830 - Survey Party Chief	19.81
99831 - Surveying Aide	13.72
99832 - Surveying Technician	16.20
99840 - Vending Machine Attendant	12.27
99841 - Vending Machine Repairer	16.27
99842 - Vending Machine Repairer Helper	12.27

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5230
Revision No.: 12
Date Of Last Revision: 06/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of El Paso Hudspeth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.55
01012 - Accounting Clerk II		15.21
01013 - Accounting Clerk III		17.02
01020 - Administrative Assistant		24.75
01035 - Court Reporter		19.00
01041 - Customer Service Representative I		10.58
01042 - Customer Service Representative II		11.90
01043 - Customer Service Representative III		13.32
01051 - Data Entry Operator I		10.53
01052 - Data Entry Operator II		11.62
01060 - Dispatcher Motor Vehicle		16.85
01070 - Document Preparation Clerk		12.78

01090 - Duplicating Machine Operator 12.78
01111 - General Clerk I 11.28
01112 - General Clerk II 12.30
01113 - General Clerk III 13.81
01120 - Housing Referral Assistant 17.56
01141 - Messenger Courier 9.69
01191 - Order Clerk I 12.82
01192 - Order Clerk II 13.99
01261 - Personnel Assistant (Employment) I 15.32
01262 - Personnel Assistant (Employment) II 17.14
01263 - Personnel Assistant (Employment) III 19.11
01270 - Production Control Clerk 17.14
01290 - Rental Clerk 12.68
01300 - Scheduler Maintenance 14.08
01311 - Secretary I 14.08
01312 - Secretary II 15.76
01313 - Secretary III 17.56
01320 - Service Order Dispatcher 15.06
01410 - Supply Technician 24.75
01420 - Survey Worker 15.95
01460 - Switchboard Operator/Receptionist 10.85
01531 - Travel Clerk I 13.63
01532 - Travel Clerk II 14.94
01533 - Travel Clerk III 15.92
01611 - Word Processor I 15.33
01612 - Word Processor II 17.21
01613 - Word Processor III 19.26
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.05
05010 - Automotive Electrician 15.40
05040 - Automotive Glass Installer 14.37
05070 - Automotive Worker 14.37
05110 - Mobile Equipment Servicer 12.32
05130 - Motor Equipment Metal Mechanic 17.31
05160 - Motor Equipment Metal Worker 14.37
05190 - Motor Vehicle Mechanic 17.31
05220 - Motor Vehicle Mechanic Helper 11.29
05250 - Motor Vehicle Upholstery Worker 13.34
05280 - Motor Vehicle Wrecker 14.37
05310 - Painter Automotive 15.40
05340 - Radiator Repair Specialist 14.37
05370 - Tire Repairer 13.25
05400 - Transmission Repair Specialist 17.31
07000 - Food Preparation And Service Occupations
07010 - Baker 10.61
07041 - Cook I 11.27
07042 - Cook II 13.46
07070 - Dishwasher 8.90
07130 - Food Service Worker 10.10
07210 - Meat Cutter 11.37

07260 - Waiter/Waitress	9.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.30
09040 - Furniture Handler	9.68
09080 - Furniture Refinisher	17.30
09090 - Furniture Refinisher Helper	12.16
09110 - Furniture Repairer Minor	14.47
09130 - Upholsterer	17.77
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.31
11060 - Elevator Operator	10.66
11090 - Gardener	14.73
11122 - Housekeeping Aide	10.66
11150 - Janitor	10.66
11210 - Laborer Grounds Maintenance	10.39
11240 - Maid or Houseman	9.19
11260 - Pruner	9.13
11270 - Tractor Operator	13.26
11330 - Trail Maintenance Worker	10.39
11360 - Window Cleaner	11.96
12000 - Health Occupations	
12010 - Ambulance Driver	14.64
12011 - Breath Alcohol Technician	20.32
12012 - Certified Occupational Therapist Assistant	29.56
12015 - Certified Physical Therapist Assistant	29.54
12020 - Dental Assistant	16.70
12025 - Dental Hygienist	30.17
12030 - EKG Technician	30.02
12035 - Electroneurodiagnostic Technologist	30.02
12040 - Emergency Medical Technician	14.64
12071 - Licensed Practical Nurse I	18.16
12072 - Licensed Practical Nurse II	20.32
12073 - Licensed Practical Nurse III	22.65
12100 - Medical Assistant	12.06
12130 - Medical Laboratory Technician	21.76
12160 - Medical Record Clerk	16.05
12190 - Medical Record Technician	17.95
12195 - Medical Transcriptionist	17.29
12210 - Nuclear Medicine Technologist	40.83
12221 - Nursing Assistant I	11.21
12222 - Nursing Assistant II	12.60
12223 - Nursing Assistant III	13.75
12224 - Nursing Assistant IV	15.43
12235 - Optical Dispenser	14.08
12236 - Optical Technician	13.62
12250 - Pharmacy Technician	15.32
12280 - Phlebotomist	14.74
12305 - Radiologic Technologist	28.29
12311 - Registered Nurse I	23.99
12312 - Registered Nurse II	28.64

12313 - Registered Nurse II Specialist		28.64
12314 - Registered Nurse III		34.65
12315 - Registered Nurse III Anesthetist		34.65
12316 - Registered Nurse IV		41.55
12317 - Scheduler (Drug and Alcohol Testing)		25.16
12320 - Substance Abuse Treatment Counselor		21.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.93
13012 - Exhibits Specialist II		30.88
13013 - Exhibits Specialist III		37.78
13041 - Illustrator I		24.93
13042 - Illustrator II		30.88
13043 - Illustrator III		37.78
13047 - Librarian		34.20
13050 - Library Aide/Clerk		12.72
13054 - Library Information Technology Systems Administrator		30.88
13058 - Library Technician		17.24
13061 - Media Specialist I		22.28
13062 - Media Specialist II		24.93
13063 - Media Specialist III		27.79
13071 - Photographer I		14.22
13072 - Photographer II		17.86
13073 - Photographer III		22.12
13074 - Photographer IV		26.90
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		15.98
13110 - Video Teleconference Technician		19.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.04
14042 - Computer Operator II		16.82
14043 - Computer Operator III		18.74
14044 - Computer Operator IV		20.83
14045 - Computer Operator V		23.07
14071 - Computer Programmer I	(see 1)	22.18
14072 - Computer Programmer II	(see 1)	27.48
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.04
14160 - Personal Computer Support Technician		22.41
14170 - System Support Specialist		25.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.48
15020 - Aircrew Training Devices Instructor (Rated)		35.67
15030 - Air Crew Training Devices Instructor (Pilot)		42.75
15050 - Computer Based Training Specialist / Instructor		29.48
15060 - Educational Technologist		36.37

15070 - Flight Instructor (Pilot) 42.75
15080 - Graphic Artist 19.58
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.75
15086 - Maintenance Test Pilot Rotary Wing 42.75
15088 - Non-Maintenance Test/Co-Pilot 42.75
15090 - Technical Instructor 19.87
15095 - Technical Instructor/Course Developer 24.30
15110 - Test Proctor 16.04
15120 - Tutor 16.04
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.40
16040 - Dry Cleaner 10.79
16070 - Finisher Flatwork Machine 9.40
16090 - Presser Hand 9.40
16110 - Presser Machine Drycleaning 9.40
16130 - Presser Machine Shirts 9.40
16160 - Presser Machine Wearing Apparel Laundry 9.40
16190 - Sewing Machine Operator 11.42
16220 - Tailor 12.05
16250 - Washer Machine 9.63
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.62
19040 - Tool And Die Maker 26.66
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 11.99
21030 - Material Coordinator 17.14
21040 - Material Expediter 17.14
21050 - Material Handling Laborer 11.04
21071 - Order Filler 11.27
21080 - Production Line Worker (Food Processing) 11.99
21110 - Shipping Packer 12.94
21130 - Shipping/Receiving Clerk 12.94
21140 - Store Worker I 11.01
21150 - Stock Clerk 14.83
21210 - Tools And Parts Attendant 11.99
21410 - Warehouse Specialist 11.99
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.63
23019 - Aircraft Logs and Records Technician 27.06
23021 - Aircraft Mechanic I 34.23
23022 - Aircraft Mechanic II 36.63
23023 - Aircraft Mechanic III 38.98
23040 - Aircraft Mechanic Helper 22.21
23050 - Aircraft Painter 30.07
23060 - Aircraft Servicer 27.06
23070 - Aircraft Survival Flight Equipment Technician 30.07
23080 - Aircraft Worker 29.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.47

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.23
23110 - Appliance Mechanic 19.82
23120 - Bicycle Repairer 15.40
23125 - Cable Splicer 26.47
23130 - Carpenter Maintenance 16.56
23140 - Carpet Layer 18.40
23160 - Electrician Maintenance 18.82
23181 - Electronics Technician Maintenance I 25.32
23182 - Electronics Technician Maintenance II 27.29
23183 - Electronics Technician Maintenance III 29.42
23260 - Fabric Worker 16.90
23290 - Fire Alarm System Mechanic 21.13
23310 - Fire Extinguisher Repairer 15.41
23311 - Fuel Distribution System Mechanic 19.79
23312 - Fuel Distribution System Operator 15.20
23370 - General Maintenance Worker 14.64
23380 - Ground Support Equipment Mechanic 34.23
23381 - Ground Support Equipment Servicer 27.06
23382 - Ground Support Equipment Worker 29.47
23391 - Gunsmith I 15.41
23392 - Gunsmith II 18.40
23393 - Gunsmith III 21.37
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.61
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.91
23430 - Heavy Equipment Mechanic 19.34
23440 - Heavy Equipment Operator 16.96
23460 - Instrument Mechanic 21.50
23465 - Laboratory/Shelter Mechanic 19.82
23470 - Laborer 11.04
23510 - Locksmith 19.65
23530 - Machinery Maintenance Mechanic 20.77
23550 - Machinist Maintenance 17.94
23580 - Maintenance Trades Helper 12.87
23591 - Metrology Technician I 21.50
23592 - Metrology Technician II 22.87
23593 - Metrology Technician III 24.34
23640 - Millwright 21.40
23710 - Office Appliance Repairer 15.62
23760 - Painter Maintenance 14.67
23790 - Pipefitter Maintenance 19.39
23810 - Plumber Maintenance 18.21
23820 - Pneudraulic Systems Mechanic 21.37
23850 - Rigger 21.72
23870 - Scale Mechanic 18.40
23890 - Sheet-Metal Worker Maintenance 20.80
23910 - Small Engine Mechanic 17.45
23931 - Telecommunications Mechanic I 26.93

23932 - Telecommunications Mechanic II 28.82
23950 - Telephone Lineman 28.52
23960 - Welder Combination Maintenance 18.66
23965 - Well Driller 20.76
23970 - Woodcraft Worker 21.37
23980 - Woodworker 15.41
24000 - Personal Needs Occupations
24550 - Case Manager 15.34
24570 - Child Care Attendant 8.99
24580 - Child Care Center Clerk 11.21
24610 - Chore Aide 8.78
24620 - Family Readiness And Support Services Coordinator 15.34
24630 - Homemaker 15.34
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.58
25040 - Sewage Plant Operator 17.23
25070 - Stationary Engineer 21.58
25190 - Ventilation Equipment Tender 14.00
25210 - Water Treatment Plant Operator 17.23
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.22
27007 - Baggage Inspector 11.59
27008 - Corrections Officer 22.81
27010 - Court Security Officer 22.54
27030 - Detection Dog Handler 14.84
27040 - Detention Officer 22.81
27070 - Firefighter 22.27
27101 - Guard I 11.59
27102 - Guard II 14.84
27131 - Police Officer I 28.50
27132 - Police Officer II 31.66
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.41
28042 - Carnival Equipment Repairer 14.90
28043 - Carnival Worker 9.35
28210 - Gate Attendant/Gate Tender 13.92
28310 - Lifeguard 11.90
28350 - Park Attendant (Aide) 15.58
28510 - Recreation Aide/Health Facility Attendant 11.37
28515 - Recreation Specialist 19.04
28630 - Sports Official 12.40
28690 - Swimming Pool Operator 17.79
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.92
29020 - Hatch Tender 20.92
29030 - Line Handler 20.92
29041 - Stevedore I 19.50
29042 - Stevedore II 22.97
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.13
30022 - Archeological Technician II 20.27
30023 - Archeological Technician III 25.11
30030 - Cartographic Technician 25.12
30040 - Civil Engineering Technician 21.08
30051 - Cryogenic Technician I 25.87
30052 - Cryogenic Technician II 28.57
30061 - Drafter/CAD Operator I 16.85
30062 - Drafter/CAD Operator II 18.49
30063 - Drafter/CAD Operator III 21.02
30064 - Drafter/CAD Operator IV 26.25
30081 - Engineering Technician I 15.71
30082 - Engineering Technician II 17.63
30083 - Engineering Technician III 20.27
30084 - Engineering Technician IV 24.96
30085 - Engineering Technician V 29.90
30086 - Engineering Technician VI 36.17
30090 - Environmental Technician 20.89
30095 - Evidence Control Specialist 23.35
30210 - Laboratory Technician 21.02
30221 - Latent Fingerprint Technician I 24.68
30222 - Latent Fingerprint Technician II 27.26
30240 - Mathematical Technician 24.90
30361 - Paralegal/Legal Assistant I 16.90
30362 - Paralegal/Legal Assistant II 20.93
30363 - Paralegal/Legal Assistant III 25.61
30364 - Paralegal/Legal Assistant IV 30.98
30375 - Petroleum Supply Specialist 28.57
30390 - Photo-Optics Technician 22.90
30395 - Radiation Control Technician 28.57
30461 - Technical Writer I 26.68
30462 - Technical Writer II 32.65
30463 - Technical Writer III 39.49
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.87
30502 - Weather Forecaster II 31.92
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.02
30621 - Weather Observer Senior (see 2) 23.35
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 10.18
31030 - Bus Driver 15.82

31043 - Driver Courier	12.25
31260 - Parking and Lot Attendant	9.57
31290 - Shuttle Bus Driver	13.62
31310 - Taxi Driver	12.75
31361 - Truckdriver Light	13.62
31362 - Truckdriver Medium	14.93
31363 - Truckdriver Heavy	21.63
31364 - Truckdriver Tractor-Trailer	21.63
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.90
99050 - Desk Clerk	10.36
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.19
99252 - Laboratory Animal Caretaker II	15.75
99260 - Marketing Analyst	32.61
99310 - Mortician	25.35
99410 - Pest Controller	16.10
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.51
99711 - Recycling Specialist	21.14
99730 - Refuse Collector	14.74
99810 - Sales Clerk	10.14
99820 - School Crossing Guard	9.19
99830 - Survey Party Chief	19.81
99831 - Surveying Aide	13.72
99832 - Surveying Technician	16.20
99840 - Vending Machine Attendant	12.27
99841 - Vending Machine Repairer	16.27
99842 - Vending Machine Repairer Helper	12.27

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5231
Revision No.: 16
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Johnson Parker Tarrant Wise

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.37
01012 - Accounting Clerk II		18.37
01013 - Accounting Clerk III		20.55
01020 - Administrative Assistant		28.69
01035 - Court Reporter		23.01
01041 - Customer Service Representative I		14.02
01042 - Customer Service Representative II		15.77
01043 - Customer Service Representative III		17.21
01051 - Data Entry Operator I		14.39
01052 - Data Entry Operator II		15.70
01060 - Dispatcher Motor Vehicle		21.20
01070 - Document Preparation Clerk		15.89
01090 - Duplicating Machine Operator		15.89
01111 - General Clerk I		13.63
01112 - General Clerk II		14.87

01113 - General Clerk III 16.69
01120 - Housing Referral Assistant 22.46
01141 - Messenger Courier 15.56
01191 - Order Clerk I 15.73
01192 - Order Clerk II 17.16
01261 - Personnel Assistant (Employment) I 16.99
01262 - Personnel Assistant (Employment) II 19.01
01263 - Personnel Assistant (Employment) III 21.19
01270 - Production Control Clerk 23.27
01290 - Rental Clerk 15.30
01300 - Scheduler Maintenance 18.01
01311 - Secretary I 18.01
01312 - Secretary II 20.14
01313 - Secretary III 22.46
01320 - Service Order Dispatcher 18.82
01410 - Supply Technician 28.69
01420 - Survey Worker 17.74
01460 - Switchboard Operator/Receptionist 14.27
01531 - Travel Clerk I 14.38
01532 - Travel Clerk II 15.44
01533 - Travel Clerk III 16.57
01611 - Word Processor I 15.33
01612 - Word Processor II 17.20
01613 - Word Processor III 19.24
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.70
05010 - Automotive Electrician 21.81
05040 - Automotive Glass Installer 21.40
05070 - Automotive Worker 21.93
05110 - Mobile Equipment Servicer 17.68
05130 - Motor Equipment Metal Mechanic 22.99
05160 - Motor Equipment Metal Worker 21.40
05190 - Motor Vehicle Mechanic 22.99
05220 - Motor Vehicle Mechanic Helper 17.15
05250 - Motor Vehicle Upholstery Worker 20.43
05280 - Motor Vehicle Wrecker 20.70
05310 - Painter Automotive 21.40
05340 - Radiator Repair Specialist 20.70
05370 - Tire Repairer 14.14
05400 - Transmission Repair Specialist 22.99
07000 - Food Preparation And Service Occupations
07010 - Baker 12.29
07041 - Cook I 12.89
07042 - Cook II 14.81
07070 - Dishwasher 10.52
07130 - Food Service Worker 11.32
07210 - Meat Cutter 13.63
07260 - Waiter/Waitress 9.21
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.73

09040 - Furniture Handler 11.79
09080 - Furniture Refinisher 14.91
09090 - Furniture Refinisher Helper 11.79
09110 - Furniture Repairer Minor 13.18
09130 - Upholsterer 16.90
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.77
11060 - Elevator Operator 11.77
11090 - Gardener 19.56
11122 - Housekeeping Aide 12.12
11150 - Janitor 12.12
11210 - Laborer Grounds Maintenance 14.56
11240 - Maid or Houseman 11.19
11260 - Pruner 12.87
11270 - Tractor Operator 17.89
11330 - Trail Maintenance Worker 14.56
11360 - Window Cleaner 13.72
12000 - Health Occupations
12010 - Ambulance Driver 18.28
12011 - Breath Alcohol Technician 21.21
12012 - Certified Occupational Therapist Assistant 38.09
12015 - Certified Physical Therapist Assistant 33.92
12020 - Dental Assistant 20.20
12025 - Dental Hygienist 39.40
12030 - EKG Technician 29.97
12035 - Electroneurodiagnostic Technologist 29.97
12040 - Emergency Medical Technician 18.28
12071 - Licensed Practical Nurse I 18.96
12072 - Licensed Practical Nurse II 21.21
12073 - Licensed Practical Nurse III 23.64
12100 - Medical Assistant 16.37
12130 - Medical Laboratory Technician 25.58
12160 - Medical Record Clerk 17.93
12190 - Medical Record Technician 20.06
12195 - Medical Transcriptionist 20.16
12210 - Nuclear Medicine Technologist 42.21
12221 - Nursing Assistant I 12.72
12222 - Nursing Assistant II 14.30
12223 - Nursing Assistant III 15.60
12224 - Nursing Assistant IV 17.51
12235 - Optical Dispenser 19.50
12236 - Optical Technician 16.25
12250 - Pharmacy Technician 16.82
12280 - Phlebotomist 16.83
12305 - Radiologic Technologist 29.62
12311 - Registered Nurse I 25.82
12312 - Registered Nurse II 31.58
12313 - Registered Nurse II Specialist 31.58
12314 - Registered Nurse III 38.19
12315 - Registered Nurse III Anesthetist 38.19

12316 - Registered Nurse IV		45.78
12317 - Scheduler (Drug and Alcohol Testing)		26.27
12320 - Substance Abuse Treatment Counselor		22.82
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.93
13012 - Exhibits Specialist II		25.93
13013 - Exhibits Specialist III		31.72
13041 - Illustrator I		24.95
13042 - Illustrator II		30.91
13043 - Illustrator III		37.82
13047 - Librarian		31.56
13050 - Library Aide/Clerk		14.33
13054 - Library Information Technology Systems Administrator		27.42
13058 - Library Technician		15.98
13061 - Media Specialist I		19.78
13062 - Media Specialist II		22.13
13063 - Media Specialist III		24.67
13071 - Photographer I		18.15
13072 - Photographer II		20.31
13073 - Photographer III		25.16
13074 - Photographer IV		30.77
13075 - Photographer V		37.24
13090 - Technical Order Library Clerk		17.28
13110 - Video Teleconference Technician		21.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.27
14042 - Computer Operator II		20.44
14043 - Computer Operator III		23.35
14044 - Computer Operator IV		27.14
14045 - Computer Operator V		30.38
14071 - Computer Programmer I	(see 1)	
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		18.27
14160 - Personal Computer Support Technician		27.14
14170 - System Support Specialist		37.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		42.54
15030 - Air Crew Training Devices Instructor (Pilot)		50.81
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist		32.43
15070 - Flight Instructor (Pilot)		50.81
15080 - Graphic Artist		25.15
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.10

15086 - Maintenance Test Pilot Rotary Wing 45.10
15088 - Non-Maintenance Test/Co-Pilot 45.10
15090 - Technical Instructor 25.64
15095 - Technical Instructor/Course Developer 31.35
15110 - Test Proctor 20.69
15120 - Tutor 20.69
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.59
16030 - Counter Attendant 10.59
16040 - Dry Cleaner 13.60
16070 - Finisher Flatwork Machine 10.59
16090 - Presser Hand 10.59
16110 - Presser Machine Drycleaning 10.59
16130 - Presser Machine Shirts 10.59
16160 - Presser Machine Wearing Apparel Laundry 10.59
16190 - Sewing Machine Operator 14.43
16220 - Tailor 15.51
16250 - Washer Machine 11.64
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.17
19040 - Tool And Die Maker 30.45
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.95
21030 - Material Coordinator 23.27
21040 - Material Expediter 23.27
21050 - Material Handling Laborer 14.38
21071 - Order Filler 13.57
21080 - Production Line Worker (Food Processing) 16.95
21110 - Shipping Packer 16.13
21130 - Shipping/Receiving Clerk 16.13
21140 - Store Worker I 12.54
21150 - Stock Clerk 18.18
21210 - Tools And Parts Attendant 16.95
21410 - Warehouse Specialist 16.95
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.80
23019 - Aircraft Logs and Records Technician 30.72
23021 - Aircraft Mechanic I 36.07
23022 - Aircraft Mechanic II 37.80
23023 - Aircraft Mechanic III 39.57
23040 - Aircraft Mechanic Helper 25.86
23050 - Aircraft Painter 34.22
23060 - Aircraft Servicer 30.72
23070 - Aircraft Survival Flight Equipment Technician 34.22
23080 - Aircraft Worker 32.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.46
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.07
23110 - Appliance Mechanic 19.52

23120 - Bicycle Repairer	18.50
23125 - Cable Splicer	28.78
23130 - Carpenter Maintenance	18.47
23140 - Carpet Layer	18.56
23160 - Electrician Maintenance	23.75
23181 - Electronics Technician Maintenance I	25.82
23182 - Electronics Technician Maintenance II	27.21
23183 - Electronics Technician Maintenance III	28.68
23260 - Fabric Worker	23.25
23290 - Fire Alarm System Mechanic	22.28
23310 - Fire Extinguisher Repairer	18.50
23311 - Fuel Distribution System Mechanic	21.21
23312 - Fuel Distribution System Operator	17.02
23370 - General Maintenance Worker	19.40
23380 - Ground Support Equipment Mechanic	36.07
23381 - Ground Support Equipment Servicer	30.72
23382 - Ground Support Equipment Worker	32.46
23391 - Gunsmith I	18.50
23392 - Gunsmith II	21.25
23393 - Gunsmith III	23.60
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.31
23430 - Heavy Equipment Mechanic	24.71
23440 - Heavy Equipment Operator	19.87
23460 - Instrument Mechanic	25.41
23465 - Laboratory/Shelter Mechanic	22.40
23470 - Laborer	14.38
23510 - Locksmith	21.53
23530 - Machinery Maintenance Mechanic	25.26
23550 - Machinist Maintenance	20.24
23580 - Maintenance Trades Helper	16.17
23591 - Metrology Technician I	25.41
23592 - Metrology Technician II	26.64
23593 - Metrology Technician III	27.88
23640 - Millwright	26.43
23710 - Office Appliance Repairer	18.66
23760 - Painter Maintenance	17.32
23790 - Pipefitter Maintenance	26.55
23810 - Plumber Maintenance	25.20
23820 - Pneudraulic Systems Mechanic	23.60
23850 - Rigger	26.09
23870 - Scale Mechanic	21.25
23890 - Sheet-Metal Worker Maintenance	20.11
23910 - Small Engine Mechanic	19.51
23931 - Telecommunications Mechanic I	27.34
23932 - Telecommunications Mechanic II	28.64
23950 - Telephone Lineman	30.45
23960 - Welder Combination Maintenance	18.96

23965 - Well Driller	20.65
23970 - Woodcraft Worker	23.60
23980 - Woodworker	18.50
24000 - Personal Needs Occupations	
24550 - Case Manager	18.06
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	9.75
24620 - Family Readiness And Support Services Coordinator	18.06
24630 - Homemaker	18.06
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.15
25040 - Sewage Plant Operator	20.18
25070 - Stationary Engineer	30.15
25190 - Ventilation Equipment Tender	21.29
25210 - Water Treatment Plant Operator	20.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.64
27007 - Baggage Inspector	14.10
27008 - Corrections Officer	23.01
27010 - Court Security Officer	25.65
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	23.01
27070 - Firefighter	30.69
27101 - Guard I	14.10
27102 - Guard II	16.92
27131 - Police Officer I	31.05
27132 - Police Officer II	34.51
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.21
28042 - Carnival Equipment Repairer	15.54
28043 - Carnival Worker	10.22
28210 - Gate Attendant/Gate Tender	14.18
28310 - Lifeguard	11.19
28350 - Park Attendant (Aide)	15.86
28510 - Recreation Aide/Health Facility Attendant	11.57
28515 - Recreation Specialist	19.23
28630 - Sports Official	12.63
28690 - Swimming Pool Operator	18.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.45
29020 - Hatch Tender	26.45
29030 - Line Handler	26.45
29041 - Stevedore I	24.46
29042 - Stevedore II	27.26
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	43.00
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.64
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.64

30021 - Archeological Technician I		20.07
30022 - Archeological Technician II		22.40
30023 - Archeological Technician III		27.75
30030 - Cartographic Technician		27.75
30040 - Civil Engineering Technician		24.64
30051 - Cryogenic Technician I		28.44
30052 - Cryogenic Technician II		31.41
30061 - Drafter/CAD Operator I		20.07
30062 - Drafter/CAD Operator II		22.40
30063 - Drafter/CAD Operator III		24.97
30064 - Drafter/CAD Operator IV		30.73
30081 - Engineering Technician I		17.56
30082 - Engineering Technician II		19.70
30083 - Engineering Technician III		22.03
30084 - Engineering Technician IV		27.30
30085 - Engineering Technician V		33.40
30086 - Engineering Technician VI		40.41
30090 - Environmental Technician		24.73
30095 - Evidence Control Specialist		25.68
30210 - Laboratory Technician		25.44
30221 - Latent Fingerprint Technician I		26.84
30222 - Latent Fingerprint Technician II		29.64
30240 - Mathematical Technician		30.53
30361 - Paralegal/Legal Assistant I		20.25
30362 - Paralegal/Legal Assistant II		25.08
30363 - Paralegal/Legal Assistant III		30.68
30364 - Paralegal/Legal Assistant IV		37.12
30375 - Petroleum Supply Specialist		31.41
30390 - Photo-Optics Technician		27.75
30395 - Radiation Control Technician		31.41
30461 - Technical Writer I		25.69
30462 - Technical Writer II		31.42
30463 - Technical Writer III		38.01
30491 - Unexploded Ordnance (UXO) Technician I		27.32
30492 - Unexploded Ordnance (UXO) Technician II		33.06
30493 - Unexploded Ordnance (UXO) Technician III		39.62
30494 - Unexploded (UXO) Safety Escort		27.32
30495 - Unexploded (UXO) Sweep Personnel		27.32
30501 - Weather Forecaster I		28.44
30502 - Weather Forecaster II		34.59
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.97
30621 - Weather Observer Senior	(see 2)	25.68
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.06
31020 - Bus Aide		14.54
31030 - Bus Driver		21.23
31043 - Driver Courier		16.94
31260 - Parking and Lot Attendant		10.63
31290 - Shuttle Bus Driver		18.53

31310 - Taxi Driver	12.70
31361 - Truckdriver Light	18.53
31362 - Truckdriver Medium	20.50
31363 - Truckdriver Heavy	22.14
31364 - Truckdriver Tractor-Trailer	22.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.12
99030 - Cashier	10.77
99050 - Desk Clerk	11.75
99095 - Embalmer	24.25
99130 - Flight Follower	27.32
99251 - Laboratory Animal Caretaker I	13.18
99252 - Laboratory Animal Caretaker II	14.42
99260 - Marketing Analyst	34.41
99310 - Mortician	24.42
99410 - Pest Controller	23.95
99510 - Photofinishing Worker	13.86
99710 - Recycling Laborer	19.52
99711 - Recycling Specialist	23.99
99730 - Refuse Collector	17.25
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	10.80
99830 - Survey Party Chief	28.67
99831 - Surveying Aide	16.63
99832 - Surveying Technician	20.93
99840 - Vending Machine Attendant	14.09
99841 - Vending Machine Repairer	17.17
99842 - Vending Machine Repairer Helper	14.05

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5232
Revision No.: 16
Date Of Last Revision: 05/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Johnson Parker Tarrant Wise

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.37
01012 - Accounting Clerk II		18.37
01013 - Accounting Clerk III		20.55
01020 - Administrative Assistant		28.69
01035 - Court Reporter		23.01
01041 - Customer Service Representative I		14.02
01042 - Customer Service Representative II		15.77
01043 - Customer Service Representative III		17.21
01051 - Data Entry Operator I		14.39
01052 - Data Entry Operator II		15.70
01060 - Dispatcher Motor Vehicle		21.20
01070 - Document Preparation Clerk		15.89

01090 - Duplicating Machine Operator 15.89
01111 - General Clerk I 13.63
01112 - General Clerk II 14.87
01113 - General Clerk III 16.69
01120 - Housing Referral Assistant 22.46
01141 - Messenger Courier 15.56
01191 - Order Clerk I 15.73
01192 - Order Clerk II 17.16
01261 - Personnel Assistant (Employment) I 16.99
01262 - Personnel Assistant (Employment) II 19.01
01263 - Personnel Assistant (Employment) III 21.19
01270 - Production Control Clerk 23.27
01290 - Rental Clerk 15.30
01300 - Scheduler Maintenance 18.01
01311 - Secretary I 18.01
01312 - Secretary II 20.14
01313 - Secretary III 22.46
01320 - Service Order Dispatcher 18.82
01410 - Supply Technician 28.69
01420 - Survey Worker 17.74
01460 - Switchboard Operator/Receptionist 14.27
01531 - Travel Clerk I 14.38
01532 - Travel Clerk II 15.44
01533 - Travel Clerk III 16.57
01611 - Word Processor I 15.33
01612 - Word Processor II 17.20
01613 - Word Processor III 19.24
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.70
05010 - Automotive Electrician 21.81
05040 - Automotive Glass Installer 21.40
05070 - Automotive Worker 21.93
05110 - Mobile Equipment Servicer 17.68
05130 - Motor Equipment Metal Mechanic 22.99
05160 - Motor Equipment Metal Worker 21.40
05190 - Motor Vehicle Mechanic 22.99
05220 - Motor Vehicle Mechanic Helper 17.15
05250 - Motor Vehicle Upholstery Worker 20.43
05280 - Motor Vehicle Wrecker 20.70
05310 - Painter Automotive 21.40
05340 - Radiator Repair Specialist 20.70
05370 - Tire Repairer 14.14
05400 - Transmission Repair Specialist 22.99
07000 - Food Preparation And Service Occupations
07010 - Baker 12.29
07041 - Cook I 12.89
07042 - Cook II 14.81
07070 - Dishwasher 10.52
07130 - Food Service Worker 11.32
07210 - Meat Cutter 13.63

07260 - Waiter/Waitress	9.21
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.73
09040 - Furniture Handler	11.79
09080 - Furniture Refinisher	14.91
09090 - Furniture Refinisher Helper	11.79
09110 - Furniture Repairer Minor	13.18
09130 - Upholsterer	16.90
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.77
11060 - Elevator Operator	11.77
11090 - Gardener	19.56
11122 - Housekeeping Aide	12.12
11150 - Janitor	12.12
11210 - Laborer Grounds Maintenance	14.56
11240 - Maid or Houseman	11.19
11260 - Pruner	12.87
11270 - Tractor Operator	17.89
11330 - Trail Maintenance Worker	14.56
11360 - Window Cleaner	13.72
12000 - Health Occupations	
12010 - Ambulance Driver	18.28
12011 - Breath Alcohol Technician	21.21
12012 - Certified Occupational Therapist Assistant	38.09
12015 - Certified Physical Therapist Assistant	33.92
12020 - Dental Assistant	20.20
12025 - Dental Hygienist	39.40
12030 - EKG Technician	29.97
12035 - Electroneurodiagnostic Technologist	29.97
12040 - Emergency Medical Technician	18.28
12071 - Licensed Practical Nurse I	18.96
12072 - Licensed Practical Nurse II	21.21
12073 - Licensed Practical Nurse III	23.64
12100 - Medical Assistant	16.37
12130 - Medical Laboratory Technician	25.58
12160 - Medical Record Clerk	17.93
12190 - Medical Record Technician	20.06
12195 - Medical Transcriptionist	20.16
12210 - Nuclear Medicine Technologist	42.21
12221 - Nursing Assistant I	12.72
12222 - Nursing Assistant II	14.30
12223 - Nursing Assistant III	15.60
12224 - Nursing Assistant IV	17.51
12235 - Optical Dispenser	19.50
12236 - Optical Technician	16.25
12250 - Pharmacy Technician	16.82
12280 - Phlebotomist	16.83
12305 - Radiologic Technologist	29.62
12311 - Registered Nurse I	25.82
12312 - Registered Nurse II	31.58

12313 - Registered Nurse II Specialist		31.58
12314 - Registered Nurse III		38.19
12315 - Registered Nurse III Anesthetist		38.19
12316 - Registered Nurse IV		45.78
12317 - Scheduler (Drug and Alcohol Testing)		26.27
12320 - Substance Abuse Treatment Counselor		22.82
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.93
13012 - Exhibits Specialist II		25.93
13013 - Exhibits Specialist III		31.72
13041 - Illustrator I		24.95
13042 - Illustrator II		30.91
13043 - Illustrator III		37.82
13047 - Librarian		31.56
13050 - Library Aide/Clerk		14.33
13054 - Library Information Technology Systems Administrator		27.42
13058 - Library Technician		15.98
13061 - Media Specialist I		19.78
13062 - Media Specialist II		22.13
13063 - Media Specialist III		24.67
13071 - Photographer I		18.15
13072 - Photographer II		20.31
13073 - Photographer III		25.16
13074 - Photographer IV		30.77
13075 - Photographer V		37.24
13090 - Technical Order Library Clerk		17.28
13110 - Video Teleconference Technician		21.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.27
14042 - Computer Operator II		20.44
14043 - Computer Operator III		23.35
14044 - Computer Operator IV		27.14
14045 - Computer Operator V		30.38
14071 - Computer Programmer I	(see 1)	
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		18.27
14160 - Personal Computer Support Technician		27.14
14170 - System Support Specialist		37.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		42.54
15030 - Air Crew Training Devices Instructor (Pilot)		50.81
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist		32.43

15070 - Flight Instructor (Pilot) 50.81
15080 - Graphic Artist 25.15
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.10
15086 - Maintenance Test Pilot Rotary Wing 45.10
15088 - Non-Maintenance Test/Co-Pilot 45.10
15090 - Technical Instructor 25.64
15095 - Technical Instructor/Course Developer 31.35
15110 - Test Proctor 20.69
15120 - Tutor 20.69
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.59
16030 - Counter Attendant 10.59
16040 - Dry Cleaner 13.60
16070 - Finisher Flatwork Machine 10.59
16090 - Presser Hand 10.59
16110 - Presser Machine Drycleaning 10.59
16130 - Presser Machine Shirts 10.59
16160 - Presser Machine Wearing Apparel Laundry 10.59
16190 - Sewing Machine Operator 14.43
16220 - Tailor 15.51
16250 - Washer Machine 11.64
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.17
19040 - Tool And Die Maker 30.45
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.95
21030 - Material Coordinator 23.27
21040 - Material Expediter 23.27
21050 - Material Handling Laborer 14.38
21071 - Order Filler 13.57
21080 - Production Line Worker (Food Processing) 16.95
21110 - Shipping Packer 16.13
21130 - Shipping/Receiving Clerk 16.13
21140 - Store Worker I 12.54
21150 - Stock Clerk 18.18
21210 - Tools And Parts Attendant 16.95
21410 - Warehouse Specialist 16.95
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.80
23019 - Aircraft Logs and Records Technician 30.72
23021 - Aircraft Mechanic I 36.07
23022 - Aircraft Mechanic II 37.80
23023 - Aircraft Mechanic III 39.57
23040 - Aircraft Mechanic Helper 25.86
23050 - Aircraft Painter 34.22
23060 - Aircraft Servicer 30.72
23070 - Aircraft Survival Flight Equipment Technician 34.22
23080 - Aircraft Worker 32.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.46

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.07
23110 - Appliance Mechanic 19.52
23120 - Bicycle Repairer 18.50
23125 - Cable Splicer 28.78
23130 - Carpenter Maintenance 18.47
23140 - Carpet Layer 18.56
23160 - Electrician Maintenance 23.75
23181 - Electronics Technician Maintenance I 25.82
23182 - Electronics Technician Maintenance II 27.21
23183 - Electronics Technician Maintenance III 28.68
23260 - Fabric Worker 23.25
23290 - Fire Alarm System Mechanic 22.28
23310 - Fire Extinguisher Repairer 18.50
23311 - Fuel Distribution System Mechanic 21.21
23312 - Fuel Distribution System Operator 17.02
23370 - General Maintenance Worker 19.40
23380 - Ground Support Equipment Mechanic 36.07
23381 - Ground Support Equipment Servicer 30.72
23382 - Ground Support Equipment Worker 32.46
23391 - Gunsmith I 18.50
23392 - Gunsmith II 21.25
23393 - Gunsmith III 23.60
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.31
23430 - Heavy Equipment Mechanic 24.71
23440 - Heavy Equipment Operator 19.87
23460 - Instrument Mechanic 25.41
23465 - Laboratory/Shelter Mechanic 22.40
23470 - Laborer 14.38
23510 - Locksmith 21.53
23530 - Machinery Maintenance Mechanic 25.26
23550 - Machinist Maintenance 20.24
23580 - Maintenance Trades Helper 16.17
23591 - Metrology Technician I 25.41
23592 - Metrology Technician II 26.64
23593 - Metrology Technician III 27.88
23640 - Millwright 26.43
23710 - Office Appliance Repairer 18.66
23760 - Painter Maintenance 17.32
23790 - Pipefitter Maintenance 26.55
23810 - Plumber Maintenance 25.20
23820 - Pneudraulic Systems Mechanic 23.60
23850 - Rigger 26.09
23870 - Scale Mechanic 21.25
23890 - Sheet-Metal Worker Maintenance 20.11
23910 - Small Engine Mechanic 19.51
23931 - Telecommunications Mechanic I 27.34

23932 - Telecommunications Mechanic II	28.64
23950 - Telephone Lineman	30.45
23960 - Welder Combination Maintenance	18.96
23965 - Well Driller	20.65
23970 - Woodcraft Worker	23.60
23980 - Woodworker	18.50
24000 - Personal Needs Occupations	
24550 - Case Manager	18.06
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	9.75
24620 - Family Readiness And Support Services Coordinator	18.06
24630 - Homemaker	18.06
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.15
25040 - Sewage Plant Operator	20.18
25070 - Stationary Engineer	30.15
25190 - Ventilation Equipment Tender	21.29
25210 - Water Treatment Plant Operator	20.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.64
27007 - Baggage Inspector	14.10
27008 - Corrections Officer	23.01
27010 - Court Security Officer	25.65
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	23.01
27070 - Firefighter	30.69
27101 - Guard I	14.10
27102 - Guard II	16.92
27131 - Police Officer I	31.05
27132 - Police Officer II	34.51
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.21
28042 - Carnival Equipment Repairer	15.54
28043 - Carnival Worker	10.22
28210 - Gate Attendant/Gate Tender	14.18
28310 - Lifeguard	11.19
28350 - Park Attendant (Aide)	15.86
28510 - Recreation Aide/Health Facility Attendant	11.57
28515 - Recreation Specialist	19.23
28630 - Sports Official	12.63
28690 - Swimming Pool Operator	18.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.45
29020 - Hatch Tender	26.45
29030 - Line Handler	26.45
29041 - Stevedore I	24.46
29042 - Stevedore II	27.26
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.00
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.64
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.64
30021 - Archeological Technician I 20.07
30022 - Archeological Technician II 22.40
30023 - Archeological Technician III 27.75
30030 - Cartographic Technician 27.75
30040 - Civil Engineering Technician 24.64
30051 - Cryogenic Technician I 28.44
30052 - Cryogenic Technician II 31.41
30061 - Drafter/CAD Operator I 20.07
30062 - Drafter/CAD Operator II 22.40
30063 - Drafter/CAD Operator III 24.97
30064 - Drafter/CAD Operator IV 30.73
30081 - Engineering Technician I 17.56
30082 - Engineering Technician II 19.70
30083 - Engineering Technician III 22.03
30084 - Engineering Technician IV 27.30
30085 - Engineering Technician V 33.40
30086 - Engineering Technician VI 40.41
30090 - Environmental Technician 24.73
30095 - Evidence Control Specialist 25.68
30210 - Laboratory Technician 25.44
30221 - Latent Fingerprint Technician I 26.84
30222 - Latent Fingerprint Technician II 29.64
30240 - Mathematical Technician 30.53
30361 - Paralegal/Legal Assistant I 20.25
30362 - Paralegal/Legal Assistant II 25.08
30363 - Paralegal/Legal Assistant III 30.68
30364 - Paralegal/Legal Assistant IV 37.12
30375 - Petroleum Supply Specialist 31.41
30390 - Photo-Optics Technician 27.75
30395 - Radiation Control Technician 31.41
30461 - Technical Writer I 25.69
30462 - Technical Writer II 31.42
30463 - Technical Writer III 38.01
30491 - Unexploded Ordnance (UXO) Technician I 27.32
30492 - Unexploded Ordnance (UXO) Technician II 33.06
30493 - Unexploded Ordnance (UXO) Technician III 39.62
30494 - Unexploded (UXO) Safety Escort 27.32
30495 - Unexploded (UXO) Sweep Personnel 27.32
30501 - Weather Forecaster I 28.44
30502 - Weather Forecaster II 34.59
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.97
30621 - Weather Observer Senior (see 2) 25.68
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.06
31020 - Bus Aide 14.54
31030 - Bus Driver 21.23

31043 - Driver Courier	16.94
31260 - Parking and Lot Attendant	10.63
31290 - Shuttle Bus Driver	18.53
31310 - Taxi Driver	12.70
31361 - Truckdriver Light	18.53
31362 - Truckdriver Medium	20.50
31363 - Truckdriver Heavy	22.14
31364 - Truckdriver Tractor-Trailer	22.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.12
99030 - Cashier	10.77
99050 - Desk Clerk	11.75
99095 - Embalmer	24.25
99130 - Flight Follower	27.32
99251 - Laboratory Animal Caretaker I	13.18
99252 - Laboratory Animal Caretaker II	14.42
99260 - Marketing Analyst	34.41
99310 - Mortician	24.42
99410 - Pest Controller	23.95
99510 - Photofinishing Worker	13.86
99710 - Recycling Laborer	19.52
99711 - Recycling Specialist	23.99
99730 - Refuse Collector	17.25
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	10.80
99830 - Survey Party Chief	28.67
99831 - Surveying Aide	16.63
99832 - Surveying Technician	20.93
99840 - Vending Machine Attendant	14.09
99841 - Vending Machine Repairer	17.17
99842 - Vending Machine Repairer Helper	14.05

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5233
Revision No.: 16
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Austin Brazoria Chambers Fort Bend Galveston Harris Liberty Montgomery Waller

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.82
01012 - Accounting Clerk II		18.87
01013 - Accounting Clerk III		21.12
01020 - Administrative Assistant		29.98
01035 - Court Reporter		29.01
01041 - Customer Service Representative I		13.07
01042 - Customer Service Representative II		14.70
01043 - Customer Service Representative III		16.04
01051 - Data Entry Operator I		15.20
01052 - Data Entry Operator II		16.59
01060 - Dispatcher Motor Vehicle		19.42
01070 - Document Preparation Clerk		15.26
01090 - Duplicating Machine Operator		15.26
01111 - General Clerk I		14.90

01112 - General Clerk II	16.26
01113 - General Clerk III	18.24
01120 - Housing Referral Assistant	22.55
01141 - Messenger Courier	14.20
01191 - Order Clerk I	18.00
01192 - Order Clerk II	19.90
01261 - Personnel Assistant (Employment) I	17.62
01262 - Personnel Assistant (Employment) II	19.72
01263 - Personnel Assistant (Employment) III	21.97
01270 - Production Control Clerk	23.68
01290 - Rental Clerk	14.75
01300 - Scheduler Maintenance	18.08
01311 - Secretary I	18.08
01312 - Secretary II	20.24
01313 - Secretary III	22.55
01320 - Service Order Dispatcher	17.36
01410 - Supply Technician	29.98
01420 - Survey Worker	17.79
01460 - Switchboard Operator/Receptionist	13.33
01531 - Travel Clerk I	14.58
01532 - Travel Clerk II	15.75
01533 - Travel Clerk III	16.83
01611 - Word Processor I	16.20
01612 - Word Processor II	18.19
01613 - Word Processor III	20.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.76
05010 - Automotive Electrician	23.79
05040 - Automotive Glass Installer	21.96
05070 - Automotive Worker	21.96
05110 - Mobile Equipment Servicer	20.23
05130 - Motor Equipment Metal Mechanic	25.96
05160 - Motor Equipment Metal Worker	21.96
05190 - Motor Vehicle Mechanic	25.76
05220 - Motor Vehicle Mechanic Helper	19.40
05250 - Motor Vehicle Upholstery Worker	20.83
05280 - Motor Vehicle Wrecker	21.96
05310 - Painter Automotive	23.79
05340 - Radiator Repair Specialist	22.88
05370 - Tire Repairer	14.40
05400 - Transmission Repair Specialist	25.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.75
07041 - Cook I	11.92
07042 - Cook II	13.84
07070 - Dishwasher	10.73
07130 - Food Service Worker	11.78
07210 - Meat Cutter	12.91
07260 - Waiter/Waitress	9.79
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 18.32
09040 - Furniture Handler 11.95
09080 - Furniture Refinisher 17.70
09090 - Furniture Refinisher Helper 14.58
09110 - Furniture Repairer Minor 16.82
09130 - Upholsterer 18.32
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.06
11060 - Elevator Operator 11.31
11090 - Gardener 18.20
11122 - Housekeeping Aide 11.31
11150 - Janitor 11.31
11210 - Laborer Grounds Maintenance 13.69
11240 - Maid or Houseman 10.60
11260 - Pruner 12.22
11270 - Tractor Operator 16.70
11330 - Trail Maintenance Worker 13.69
11360 - Window Cleaner 12.67
12000 - Health Occupations
12010 - Ambulance Driver 17.69
12011 - Breath Alcohol Technician 20.75
12012 - Certified Occupational Therapist Assistant 35.10
12015 - Certified Physical Therapist Assistant 35.10
12020 - Dental Assistant 17.29
12025 - Dental Hygienist 35.98
12030 - EKG Technician 25.92
12035 - Electroneurodiagnostic Technologist 25.92
12040 - Emergency Medical Technician 17.69
12071 - Licensed Practical Nurse I 19.05
12072 - Licensed Practical Nurse II 21.32
12073 - Licensed Practical Nurse III 23.76
12100 - Medical Assistant 16.31
12130 - Medical Laboratory Technician 24.97
12160 - Medical Record Clerk 18.41
12190 - Medical Record Technician 20.60
12195 - Medical Transcriptionist 19.67
12210 - Nuclear Medicine Technologist 39.75
12221 - Nursing Assistant I 13.20
12222 - Nursing Assistant II 14.85
12223 - Nursing Assistant III 16.20
12224 - Nursing Assistant IV 18.18
12235 - Optical Dispenser 17.90
12236 - Optical Technician 16.82
12250 - Pharmacy Technician 19.18
12280 - Phlebotomist 16.88
12305 - Radiologic Technologist 31.62
12311 - Registered Nurse I 30.36
12312 - Registered Nurse II 38.37
12313 - Registered Nurse II Specialist 38.37
12314 - Registered Nurse III 44.91

12315 - Registered Nurse III Anesthetist		44.91
12316 - Registered Nurse IV		53.84
12317 - Scheduler (Drug and Alcohol Testing)		25.93
12320 - Substance Abuse Treatment Counselor		25.36
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.00
13012 - Exhibits Specialist II		27.25
13013 - Exhibits Specialist III		33.33
13041 - Illustrator I		23.12
13042 - Illustrator II		28.64
13043 - Illustrator III		35.04
13047 - Librarian		29.78
13050 - Library Aide/Clerk		13.23
13054 - Library Information Technology Systems Administrator		26.89
13058 - Library Technician		16.48
13061 - Media Specialist I		19.40
13062 - Media Specialist II		21.71
13063 - Media Specialist III		24.19
13071 - Photographer I		18.96
13072 - Photographer II		21.20
13073 - Photographer III		26.27
13074 - Photographer IV		32.13
13075 - Photographer V		38.87
13090 - Technical Order Library Clerk		16.62
13110 - Video Teleconference Technician		21.82
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.71
14043 - Computer Operator III		23.08
14044 - Computer Operator IV		25.65
14045 - Computer Operator V		28.41
14071 - Computer Programmer I	(see 1)	26.04
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		18.50
14160 - Personal Computer Support Technician		25.65
14170 - System Support Specialist		37.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.37
15020 - Aircrew Training Devices Instructor (Rated)		42.78
15030 - Air Crew Training Devices Instructor (Pilot)		51.29
15050 - Computer Based Training Specialist / Instructor		35.37
15060 - Educational Technologist		34.80
15070 - Flight Instructor (Pilot)		51.29
15080 - Graphic Artist		26.72

15085 - Maintenance Test Pilot Fixed Jet/Prop 51.29
15086 - Maintenance Test Pilot Rotary Wing 51.29
15088 - Non-Maintenance Test/Co-Pilot 51.29
15090 - Technical Instructor 27.50
15095 - Technical Instructor/Course Developer 33.64
15110 - Test Proctor 22.20
15120 - Tutor 22.20
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.54
16030 - Counter Attendant 10.54
16040 - Dry Cleaner 13.52
16070 - Finisher Flatwork Machine 10.54
16090 - Presser Hand 10.54
16110 - Presser Machine Drycleaning 10.54
16130 - Presser Machine Shirts 10.54
16160 - Presser Machine Wearing Apparel Laundry 10.54
16190 - Sewing Machine Operator 14.30
16220 - Tailor 15.39
16250 - Washer Machine 11.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.16
19040 - Tool And Die Maker 27.74
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.32
21030 - Material Coordinator 23.68
21040 - Material Expediter 23.68
21050 - Material Handling Laborer 13.36
21071 - Order Filler 13.08
21080 - Production Line Worker (Food Processing) 17.32
21110 - Shipping Packer 17.07
21130 - Shipping/Receiving Clerk 17.07
21140 - Store Worker I 13.17
21150 - Stock Clerk 18.63
21210 - Tools And Parts Attendant 17.32
21410 - Warehouse Specialist 17.32
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.35
23019 - Aircraft Logs and Records Technician 27.09
23021 - Aircraft Mechanic I 32.91
23022 - Aircraft Mechanic II 34.35
23023 - Aircraft Mechanic III 35.83
23040 - Aircraft Mechanic Helper 23.00
23050 - Aircraft Painter 31.11
23060 - Aircraft Servicer 27.09
23070 - Aircraft Survival Flight Equipment Technician 31.11
23080 - Aircraft Worker 29.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.10
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.91

23110 - Appliance Mechanic 21.10
23120 - Bicycle Repairer 17.93
23125 - Cable Splicer 29.54
23130 - Carpenter Maintenance 21.16
23140 - Carpet Layer 20.97
23160 - Electrician Maintenance 27.52
23181 - Electronics Technician Maintenance I 26.33
23182 - Electronics Technician Maintenance II 28.16
23183 - Electronics Technician Maintenance III 29.79
23260 - Fabric Worker 21.16
23290 - Fire Alarm System Mechanic 24.66
23310 - Fire Extinguisher Repairer 19.58
23311 - Fuel Distribution System Mechanic 20.96
23312 - Fuel Distribution System Operator 16.99
23370 - General Maintenance Worker 18.69
23380 - Ground Support Equipment Mechanic 32.91
23381 - Ground Support Equipment Servicer 27.09
23382 - Ground Support Equipment Worker 29.10
23391 - Gunsmith I 19.58
23392 - Gunsmith II 22.73
23393 - Gunsmith III 25.71
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.46
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.48
23430 - Heavy Equipment Mechanic 23.95
23440 - Heavy Equipment Operator 21.90
23460 - Instrument Mechanic 30.01
23465 - Laboratory/Shelter Mechanic 24.30
23470 - Laborer 13.36
23510 - Locksmith 23.53
23530 - Machinery Maintenance Mechanic 29.72
23550 - Machinist Maintenance 24.02
23580 - Maintenance Trades Helper 14.94
23591 - Metrology Technician I 30.01
23592 - Metrology Technician II 31.32
23593 - Metrology Technician III 32.67
23640 - Millwright 26.77
23710 - Office Appliance Repairer 18.99
23760 - Painter Maintenance 18.99
23790 - Pipefitter Maintenance 28.47
23810 - Plumber Maintenance 26.92
23820 - Pneudraulic Systems Mechanic 25.71
23850 - Rigger 25.11
23870 - Scale Mechanic 22.73
23890 - Sheet-Metal Worker Maintenance 21.68
23910 - Small Engine Mechanic 19.63
23931 - Telecommunications Mechanic I 25.54
23932 - Telecommunications Mechanic II 26.66
23950 - Telephone Lineman 33.97

23960 - Welder Combination Maintenance		23.11
23965 - Well Driller		25.71
23970 - Woodcraft Worker		25.71
23980 - Woodworker		19.58
24000 - Personal Needs Occupations		
24550 - Case Manager		18.33
24570 - Child Care Attendant		10.68
24580 - Child Care Center Clerk		13.48
24610 - Chore Aide		9.42
24620 - Family Readiness And Support Services Coordinator		18.33
24630 - Homemaker		18.33
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.20
25040 - Sewage Plant Operator		21.09
25070 - Stationary Engineer		22.20
25190 - Ventilation Equipment Tender		14.81
25210 - Water Treatment Plant Operator		21.09
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.58
27007 - Baggage Inspector		13.23
27008 - Corrections Officer		21.05
27010 - Court Security Officer		23.20
27030 - Detection Dog Handler		17.90
27040 - Detention Officer		21.05
27070 - Firefighter		25.82
27101 - Guard I		13.23
27102 - Guard II		17.90
27131 - Police Officer I		28.75
27132 - Police Officer II		31.94
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.02
28042 - Carnival Equipment Repairer		14.19
28043 - Carnival Worker		9.53
28210 - Gate Attendant/Gate Tender		14.59
28310 - Lifeguard		12.38
28350 - Park Attendant (Aide)		16.33
28510 - Recreation Aide/Health Facility Attendant		11.92
28515 - Recreation Specialist		20.23
28630 - Sports Official		13.01
28690 - Swimming Pool Operator		17.44
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.56
29020 - Hatch Tender		28.56
29030 - Line Handler		28.56
29041 - Stevedore I		26.59
29042 - Stevedore II		30.55
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	45.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.63

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.83
30021 - Archeological Technician I 21.56
30022 - Archeological Technician II 25.47
30023 - Archeological Technician III 30.62
30030 - Cartographic Technician 30.62
30040 - Civil Engineering Technician 30.03
30051 - Cryogenic Technician I 28.13
30052 - Cryogenic Technician II 31.07
30061 - Drafter/CAD Operator I 21.56
30062 - Drafter/CAD Operator II 24.71
30063 - Drafter/CAD Operator III 27.56
30064 - Drafter/CAD Operator IV 33.10
30081 - Engineering Technician I 20.02
30082 - Engineering Technician II 22.48
30083 - Engineering Technician III 25.15
30084 - Engineering Technician IV 31.09
30085 - Engineering Technician V 38.65
30086 - Engineering Technician VI 46.10
30090 - Environmental Technician 29.96
30095 - Evidence Control Specialist 25.40
30210 - Laboratory Technician 30.91
30221 - Latent Fingerprint Technician I 28.86
30222 - Latent Fingerprint Technician II 31.88
30240 - Mathematical Technician 37.05
30361 - Paralegal/Legal Assistant I 22.92
30362 - Paralegal/Legal Assistant II 28.39
30363 - Paralegal/Legal Assistant III 34.73
30364 - Paralegal/Legal Assistant IV 42.00
30375 - Petroleum Supply Specialist 31.07
30390 - Photo-Optics Technician 30.62
30395 - Radiation Control Technician 31.07
30461 - Technical Writer I 26.27
30462 - Technical Writer II 32.12
30463 - Technical Writer III 38.86
30491 - Unexploded Ordnance (UXO) Technician I 29.15
30492 - Unexploded Ordnance (UXO) Technician II 35.26
30493 - Unexploded Ordnance (UXO) Technician III 42.27
30494 - Unexploded (UXO) Safety Escort 29.15
30495 - Unexploded (UXO) Sweep Personnel 29.15
30501 - Weather Forecaster I 29.63
30502 - Weather Forecaster II 36.05
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 27.56
30621 - Weather Observer Senior (see 2) 30.48
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.26
31020 - Bus Aide 14.48
31030 - Bus Driver 20.82
31043 - Driver Courier 15.86
31260 - Parking and Lot Attendant 10.96

31290 - Shuttle Bus Driver	17.28
31310 - Taxi Driver	13.64
31361 - Truckdriver Light	17.28
31362 - Truckdriver Medium	19.07
31363 - Truckdriver Heavy	21.53
31364 - Truckdriver Tractor-Trailer	21.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.19
99030 - Cashier	10.87
99050 - Desk Clerk	11.72
99095 - Embalmer	34.72
99130 - Flight Follower	29.15
99251 - Laboratory Animal Caretaker I	12.49
99252 - Laboratory Animal Caretaker II	13.61
99260 - Marketing Analyst	35.05
99310 - Mortician	41.99
99410 - Pest Controller	19.88
99510 - Photofinishing Worker	16.80
99710 - Recycling Laborer	18.73
99711 - Recycling Specialist	22.84
99730 - Refuse Collector	16.72
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	14.04
99830 - Survey Party Chief	25.50
99831 - Surveying Aide	17.45
99832 - Surveying Technician	22.05
99840 - Vending Machine Attendant	12.81
99841 - Vending Machine Repairer	16.20
99842 - Vending Machine Repairer Helper	12.81

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5234
Revision No.: 14
Date Of Last Revision: 06/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Austin Brazoria Chambers Fort Bend Galveston Harris Liberty Montgomery Waller

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.82
01012 - Accounting Clerk II		18.87
01013 - Accounting Clerk III		21.12
01020 - Administrative Assistant		29.98
01035 - Court Reporter		29.01
01041 - Customer Service Representative I		13.07
01042 - Customer Service Representative II		14.70
01043 - Customer Service Representative III		16.04
01051 - Data Entry Operator I		15.20
01052 - Data Entry Operator II		16.59
01060 - Dispatcher Motor Vehicle		19.42

01070 - Document Preparation Clerk 15.26
01090 - Duplicating Machine Operator 15.26
01111 - General Clerk I 14.90
01112 - General Clerk II 16.26
01113 - General Clerk III 18.24
01120 - Housing Referral Assistant 22.55
01141 - Messenger Courier 14.20
01191 - Order Clerk I 18.00
01192 - Order Clerk II 19.90
01261 - Personnel Assistant (Employment) I 17.62
01262 - Personnel Assistant (Employment) II 19.72
01263 - Personnel Assistant (Employment) III 21.97
01270 - Production Control Clerk 23.68
01290 - Rental Clerk 14.75
01300 - Scheduler Maintenance 18.08
01311 - Secretary I 18.08
01312 - Secretary II 20.24
01313 - Secretary III 22.55
01320 - Service Order Dispatcher 17.36
01410 - Supply Technician 29.98
01420 - Survey Worker 17.79
01460 - Switchboard Operator/Receptionist 13.33
01531 - Travel Clerk I 14.58
01532 - Travel Clerk II 15.75
01533 - Travel Clerk III 16.83
01611 - Word Processor I 16.20
01612 - Word Processor II 18.19
01613 - Word Processor III 20.35
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.76
05010 - Automotive Electrician 23.79
05040 - Automotive Glass Installer 21.96
05070 - Automotive Worker 21.96
05110 - Mobile Equipment Servicer 20.23
05130 - Motor Equipment Metal Mechanic 25.96
05160 - Motor Equipment Metal Worker 21.96
05190 - Motor Vehicle Mechanic 25.76
05220 - Motor Vehicle Mechanic Helper 19.40
05250 - Motor Vehicle Upholstery Worker 20.83
05280 - Motor Vehicle Wrecker 21.96
05310 - Painter Automotive 23.79
05340 - Radiator Repair Specialist 22.88
05370 - Tire Repairer 14.40
05400 - Transmission Repair Specialist 25.76
07000 - Food Preparation And Service Occupations
07010 - Baker 11.75
07041 - Cook I 11.92
07042 - Cook II 13.84
07070 - Dishwasher 10.73
07130 - Food Service Worker 11.78

07210 - Meat Cutter	12.91
07260 - Waiter/Waitress	9.79
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.32
09040 - Furniture Handler	11.95
09080 - Furniture Refinisher	17.70
09090 - Furniture Refinisher Helper	14.58
09110 - Furniture Repairer Minor	16.82
09130 - Upholsterer	18.32
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.06
11060 - Elevator Operator	11.31
11090 - Gardener	18.20
11122 - Housekeeping Aide	11.31
11150 - Janitor	11.31
11210 - Laborer Grounds Maintenance	13.69
11240 - Maid or Houseman	10.60
11260 - Pruner	12.22
11270 - Tractor Operator	16.70
11330 - Trail Maintenance Worker	13.69
11360 - Window Cleaner	12.67
12000 - Health Occupations	
12010 - Ambulance Driver	17.69
12011 - Breath Alcohol Technician	20.75
12012 - Certified Occupational Therapist Assistant	35.10
12015 - Certified Physical Therapist Assistant	35.10
12020 - Dental Assistant	17.29
12025 - Dental Hygienist	35.98
12030 - EKG Technician	25.92
12035 - Electroneurodiagnostic Technologist	25.92
12040 - Emergency Medical Technician	17.69
12071 - Licensed Practical Nurse I	19.05
12072 - Licensed Practical Nurse II	21.32
12073 - Licensed Practical Nurse III	23.76
12100 - Medical Assistant	16.31
12130 - Medical Laboratory Technician	24.97
12160 - Medical Record Clerk	18.41
12190 - Medical Record Technician	20.60
12195 - Medical Transcriptionist	19.67
12210 - Nuclear Medicine Technologist	39.75
12221 - Nursing Assistant I	13.20
12222 - Nursing Assistant II	14.85
12223 - Nursing Assistant III	16.20
12224 - Nursing Assistant IV	18.18
12235 - Optical Dispenser	17.90
12236 - Optical Technician	16.82
12250 - Pharmacy Technician	19.18
12280 - Phlebotomist	16.88
12305 - Radiologic Technologist	31.62
12311 - Registered Nurse I	30.36

12312 - Registered Nurse II		38.37
12313 - Registered Nurse II Specialist		38.37
12314 - Registered Nurse III		44.91
12315 - Registered Nurse III Anesthetist		44.91
12316 - Registered Nurse IV		53.84
12317 - Scheduler (Drug and Alcohol Testing)		25.93
12320 - Substance Abuse Treatment Counselor		25.36
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.00
13012 - Exhibits Specialist II		27.25
13013 - Exhibits Specialist III		33.33
13041 - Illustrator I		23.12
13042 - Illustrator II		28.64
13043 - Illustrator III		35.04
13047 - Librarian		29.78
13050 - Library Aide/Clerk		13.23
13054 - Library Information Technology Systems Administrator		26.89
13058 - Library Technician		16.48
13061 - Media Specialist I		19.40
13062 - Media Specialist II		21.71
13063 - Media Specialist III		24.19
13071 - Photographer I		18.96
13072 - Photographer II		21.20
13073 - Photographer III		26.27
13074 - Photographer IV		32.13
13075 - Photographer V		38.87
13090 - Technical Order Library Clerk		16.62
13110 - Video Teleconference Technician		21.82
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.71
14043 - Computer Operator III		23.08
14044 - Computer Operator IV		25.65
14045 - Computer Operator V		28.41
14071 - Computer Programmer I	(see 1)	26.04
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		18.50
14160 - Personal Computer Support Technician		25.65
14170 - System Support Specialist		37.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.37
15020 - Aircrew Training Devices Instructor (Rated)		42.78
15030 - Air Crew Training Devices Instructor (Pilot)		51.29
15050 - Computer Based Training Specialist / Instructor		35.37

15060 - Educational Technologist 34.80
15070 - Flight Instructor (Pilot) 51.29
15080 - Graphic Artist 26.72
15085 - Maintenance Test Pilot Fixed Jet/Prop 51.29
15086 - Maintenance Test Pilot Rotary Wing 51.29
15088 - Non-Maintenance Test/Co-Pilot 51.29
15090 - Technical Instructor 27.50
15095 - Technical Instructor/Course Developer 33.64
15110 - Test Proctor 22.20
15120 - Tutor 22.20
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.54
16030 - Counter Attendant 10.54
16040 - Dry Cleaner 13.52
16070 - Finisher Flatwork Machine 10.54
16090 - Presser Hand 10.54
16110 - Presser Machine Drycleaning 10.54
16130 - Presser Machine Shirts 10.54
16160 - Presser Machine Wearing Apparel Laundry 10.54
16190 - Sewing Machine Operator 14.30
16220 - Tailor 15.39
16250 - Washer Machine 11.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.16
19040 - Tool And Die Maker 27.74
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.32
21030 - Material Coordinator 23.68
21040 - Material Expediter 23.68
21050 - Material Handling Laborer 13.36
21071 - Order Filler 13.08
21080 - Production Line Worker (Food Processing) 17.32
21110 - Shipping Packer 17.07
21130 - Shipping/Receiving Clerk 17.07
21140 - Store Worker I 13.17
21150 - Stock Clerk 18.63
21210 - Tools And Parts Attendant 17.32
21410 - Warehouse Specialist 17.32
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.35
23019 - Aircraft Logs and Records Technician 27.09
23021 - Aircraft Mechanic I 32.91
23022 - Aircraft Mechanic II 34.35
23023 - Aircraft Mechanic III 35.83
23040 - Aircraft Mechanic Helper 23.00
23050 - Aircraft Painter 31.11
23060 - Aircraft Servicer 27.09
23070 - Aircraft Survival Flight Equipment Technician 31.11
23080 - Aircraft Worker 29.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 29.10

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 32.91
II
23110 - Appliance Mechanic 21.10
23120 - Bicycle Repairer 17.93
23125 - Cable Splicer 29.54
23130 - Carpenter Maintenance 21.16
23140 - Carpet Layer 20.97
23160 - Electrician Maintenance 27.52
23181 - Electronics Technician Maintenance I 26.33
23182 - Electronics Technician Maintenance II 28.16
23183 - Electronics Technician Maintenance III 29.79
23260 - Fabric Worker 21.16
23290 - Fire Alarm System Mechanic 24.66
23310 - Fire Extinguisher Repairer 19.58
23311 - Fuel Distribution System Mechanic 20.96
23312 - Fuel Distribution System Operator 16.99
23370 - General Maintenance Worker 18.69
23380 - Ground Support Equipment Mechanic 32.91
23381 - Ground Support Equipment Servicer 27.09
23382 - Ground Support Equipment Worker 29.10
23391 - Gunsmith I 19.58
23392 - Gunsmith II 22.73
23393 - Gunsmith III 25.71
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.46
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.48
23430 - Heavy Equipment Mechanic 23.95
23440 - Heavy Equipment Operator 21.90
23460 - Instrument Mechanic 30.01
23465 - Laboratory/Shelter Mechanic 24.30
23470 - Laborer 13.36
23510 - Locksmith 23.53
23530 - Machinery Maintenance Mechanic 29.72
23550 - Machinist Maintenance 24.02
23580 - Maintenance Trades Helper 14.94
23591 - Metrology Technician I 30.01
23592 - Metrology Technician II 31.32
23593 - Metrology Technician III 32.67
23640 - Millwright 26.77
23710 - Office Appliance Repairer 18.99
23760 - Painter Maintenance 18.99
23790 - Pipefitter Maintenance 28.47
23810 - Plumber Maintenance 26.92
23820 - Pneudraulic Systems Mechanic 25.71
23850 - Rigger 25.11
23870 - Scale Mechanic 22.73
23890 - Sheet-Metal Worker Maintenance 21.68
23910 - Small Engine Mechanic 19.63

23931 - Telecommunications Mechanic I	25.54
23932 - Telecommunications Mechanic II	26.66
23950 - Telephone Lineman	33.97
23960 - Welder Combination Maintenance	23.11
23965 - Well Driller	25.71
23970 - Woodcraft Worker	25.71
23980 - Woodworker	19.58
24000 - Personal Needs Occupations	
24550 - Case Manager	18.33
24570 - Child Care Attendant	10.68
24580 - Child Care Center Clerk	13.48
24610 - Chore Aide	9.42
24620 - Family Readiness And Support Services Coordinator	18.33
24630 - Homemaker	18.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.20
25040 - Sewage Plant Operator	21.09
25070 - Stationary Engineer	22.20
25190 - Ventilation Equipment Tender	14.81
25210 - Water Treatment Plant Operator	21.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.58
27007 - Baggage Inspector	13.23
27008 - Corrections Officer	21.05
27010 - Court Security Officer	23.20
27030 - Detection Dog Handler	17.90
27040 - Detention Officer	21.05
27070 - Firefighter	25.82
27101 - Guard I	13.23
27102 - Guard II	17.90
27131 - Police Officer I	28.75
27132 - Police Officer II	31.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.02
28042 - Carnival Equipment Repairer	14.19
28043 - Carnival Worker	9.53
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	12.38
28350 - Park Attendant (Aide)	16.33
28510 - Recreation Aide/Health Facility Attendant	11.92
28515 - Recreation Specialist	20.23
28630 - Sports Official	13.01
28690 - Swimming Pool Operator	17.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.56
29020 - Hatch Tender	28.56
29030 - Line Handler	28.56
29041 - Stevedore I	26.59
29042 - Stevedore II	30.55

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	45.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.83
30021 - Archeological Technician I		21.56
30022 - Archeological Technician II		25.47
30023 - Archeological Technician III		30.62
30030 - Cartographic Technician		30.62
30040 - Civil Engineering Technician		30.03
30051 - Cryogenic Technician I		28.13
30052 - Cryogenic Technician II		31.07
30061 - Drafter/CAD Operator I		21.56
30062 - Drafter/CAD Operator II		24.71
30063 - Drafter/CAD Operator III		27.56
30064 - Drafter/CAD Operator IV		33.10
30081 - Engineering Technician I		20.02
30082 - Engineering Technician II		22.48
30083 - Engineering Technician III		25.15
30084 - Engineering Technician IV		31.09
30085 - Engineering Technician V		38.65
30086 - Engineering Technician VI		46.10
30090 - Environmental Technician		29.96
30095 - Evidence Control Specialist		25.40
30210 - Laboratory Technician		30.91
30221 - Latent Fingerprint Technician I		28.86
30222 - Latent Fingerprint Technician II		31.88
30240 - Mathematical Technician		37.05
30361 - Paralegal/Legal Assistant I		22.92
30362 - Paralegal/Legal Assistant II		28.39
30363 - Paralegal/Legal Assistant III		34.73
30364 - Paralegal/Legal Assistant IV		42.00
30375 - Petroleum Supply Specialist		31.07
30390 - Photo-Optics Technician		30.62
30395 - Radiation Control Technician		31.07
30461 - Technical Writer I		26.27
30462 - Technical Writer II		32.12
30463 - Technical Writer III		38.86
30491 - Unexploded Ordnance (UXO) Technician I		29.15
30492 - Unexploded Ordnance (UXO) Technician II		35.26
30493 - Unexploded Ordnance (UXO) Technician III		42.27
30494 - Unexploded (UXO) Safety Escort		29.15
30495 - Unexploded (UXO) Sweep Personnel		29.15
30501 - Weather Forecaster I		29.63
30502 - Weather Forecaster II		36.05
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	27.56
30621 - Weather Observer Senior	(see 2)	30.48

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		35.26
31020 - Bus Aide		14.48

31030 - Bus Driver	20.82
31043 - Driver Courier	15.86
31260 - Parking and Lot Attendant	10.96
31290 - Shuttle Bus Driver	17.28
31310 - Taxi Driver	13.64
31361 - Truckdriver Light	17.28
31362 - Truckdriver Medium	19.07
31363 - Truckdriver Heavy	21.53
31364 - Truckdriver Tractor-Trailer	21.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.19
99030 - Cashier	10.87
99050 - Desk Clerk	11.72
99095 - Embalmer	34.72
99130 - Flight Follower	29.15
99251 - Laboratory Animal Caretaker I	12.49
99252 - Laboratory Animal Caretaker II	13.61
99260 - Marketing Analyst	35.05
99310 - Mortician	41.99
99410 - Pest Controller	19.88
99510 - Photofinishing Worker	16.80
99710 - Recycling Laborer	18.73
99711 - Recycling Specialist	22.84
99730 - Refuse Collector	16.72
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	14.04
99830 - Survey Party Chief	25.50
99831 - Surveying Aide	17.45
99832 - Surveying Technician	22.05
99840 - Vending Machine Attendant	12.81
99841 - Vending Machine Repairer	16.20
99842 - Vending Machine Repairer Helper	12.81

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5235
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Lampasas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.95
01012 - Accounting Clerk II		15.66
01013 - Accounting Clerk III		17.52
01020 - Administrative Assistant		23.08
01035 - Court Reporter		19.69
01041 - Customer Service Representative I		11.41
01042 - Customer Service Representative II		12.82
01043 - Customer Service Representative III		13.99
01051 - Data Entry Operator I		12.99
01052 - Data Entry Operator II		14.59
01060 - Dispatcher Motor Vehicle		19.41
01070 - Document Preparation Clerk		15.75
01090 - Duplicating Machine Operator		15.75
01111 - General Clerk I		13.30
01112 - General Clerk II		14.51

01113 - General Clerk III 16.28
01120 - Housing Referral Assistant 22.35
01141 - Messenger Courier 13.37
01191 - Order Clerk I 13.72
01192 - Order Clerk II 14.96
01261 - Personnel Assistant (Employment) I 17.29
01262 - Personnel Assistant (Employment) II 19.34
01263 - Personnel Assistant (Employment) III 21.57
01270 - Production Control Clerk 20.96
01290 - Rental Clerk 14.07
01300 - Scheduler Maintenance 17.78
01311 - Secretary I 17.78
01312 - Secretary II 20.08
01313 - Secretary III 22.35
01320 - Service Order Dispatcher 16.56
01410 - Supply Technician 23.98
01420 - Survey Worker 16.01
01460 - Switchboard Operator/Receptionist 12.75
01531 - Travel Clerk I 12.09
01532 - Travel Clerk II 12.98
01533 - Travel Clerk III 13.73
01611 - Word Processor I 14.86
01612 - Word Processor II 16.67
01613 - Word Processor III 18.65
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.85
05010 - Automotive Electrician 19.73
05040 - Automotive Glass Installer 19.21
05070 - Automotive Worker 18.61
05110 - Mobile Equipment Servicer 16.31
05130 - Motor Equipment Metal Mechanic 21.02
05160 - Motor Equipment Metal Worker 18.61
05190 - Motor Vehicle Mechanic 21.02
05220 - Motor Vehicle Mechanic Helper 15.10
05250 - Motor Vehicle Upholstery Worker 17.35
05280 - Motor Vehicle Wrecker 18.61
05310 - Painter Automotive 19.73
05340 - Radiator Repair Specialist 18.61
05370 - Tire Repairer 13.26
05400 - Transmission Repair Specialist 21.02
07000 - Food Preparation And Service Occupations
07010 - Baker 11.50
07041 - Cook I 10.40
07042 - Cook II 12.08
07070 - Dishwasher 9.24
07130 - Food Service Worker 10.35
07210 - Meat Cutter 17.83
07260 - Waiter/Waitress 9.15
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.58

09040 - Furniture Handler 12.64
09080 - Furniture Refinisher 20.58
09090 - Furniture Refinisher Helper 15.33
09110 - Furniture Repairer Minor 18.00
09130 - Upholsterer 20.58
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.90
11060 - Elevator Operator 11.66
11090 - Gardener 18.02
11122 - Housekeeping Aide 11.66
11150 - Janitor 11.66
11210 - Laborer Grounds Maintenance 13.66
11240 - Maid or Houseman 10.81
11260 - Pruner 12.11
11270 - Tractor Operator 16.56
11330 - Trail Maintenance Worker 13.66
11360 - Window Cleaner 13.16
12000 - Health Occupations
12010 - Ambulance Driver 17.31
12011 - Breath Alcohol Technician 19.66
12012 - Certified Occupational Therapist Assistant 29.08
12015 - Certified Physical Therapist Assistant 32.04
12020 - Dental Assistant 18.38
12025 - Dental Hygienist 41.16
12030 - EKG Technician 27.82
12035 - Electroneurodiagnostic Technologist 27.82
12040 - Emergency Medical Technician 17.31
12071 - Licensed Practical Nurse I 17.79
12072 - Licensed Practical Nurse II 19.90
12073 - Licensed Practical Nurse III 22.20
12100 - Medical Assistant 15.11
12130 - Medical Laboratory Technician 23.71
12160 - Medical Record Clerk 19.63
12190 - Medical Record Technician 21.97
12195 - Medical Transcriptionist 17.86
12210 - Nuclear Medicine Technologist 43.21
12221 - Nursing Assistant I 11.09
12222 - Nursing Assistant II 12.47
12223 - Nursing Assistant III 13.61
12224 - Nursing Assistant IV 15.27
12235 - Optical Dispenser 14.80
12236 - Optical Technician 16.74
12250 - Pharmacy Technician 17.97
12280 - Phlebotomist 14.70
12305 - Radiologic Technologist 27.81
12311 - Registered Nurse I 23.29
12312 - Registered Nurse II 28.49
12313 - Registered Nurse II Specialist 28.49
12314 - Registered Nurse III 34.47
12315 - Registered Nurse III Anesthetist 34.47

12316 - Registered Nurse IV		41.31
12317 - Scheduler (Drug and Alcohol Testing)		24.35
12320 - Substance Abuse Treatment Counselor		18.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.55
13012 - Exhibits Specialist II		25.78
13013 - Exhibits Specialist III		28.66
13041 - Illustrator I		19.55
13042 - Illustrator II		25.78
13043 - Illustrator III		28.66
13047 - Librarian		25.95
13050 - Library Aide/Clerk		13.01
13054 - Library Information Technology Systems Administrator		23.43
13058 - Library Technician		16.88
13061 - Media Specialist I		16.90
13062 - Media Specialist II		18.92
13063 - Media Specialist III		21.09
13071 - Photographer I		16.90
13072 - Photographer II		18.91
13073 - Photographer III		23.42
13074 - Photographer IV		28.65
13075 - Photographer V		34.66
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.63
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.67
14042 - Computer Operator II		19.77
14043 - Computer Operator III		22.02
14044 - Computer Operator IV		24.49
14045 - Computer Operator V		27.12
14071 - Computer Programmer I	(see 1)	25.43
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		17.67
14160 - Personal Computer Support Technician		24.49
14170 - System Support Specialist		29.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.00
15020 - Aircrew Training Devices Instructor (Rated)		37.51
15030 - Air Crew Training Devices Instructor (Pilot)		44.67
15050 - Computer Based Training Specialist / Instructor		31.03
15060 - Educational Technologist		33.26
15070 - Flight Instructor (Pilot)		44.67
15080 - Graphic Artist		22.13
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.93

15086 - Maintenance Test Pilot Rotary Wing 41.93
15088 - Non-Maintenance Test/Co-Pilot 41.93
15090 - Technical Instructor 24.13
15095 - Technical Instructor/Course Developer 29.51
15110 - Test Proctor 19.48
15120 - Tutor 19.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 11.26
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.98
16220 - Tailor 12.76
16250 - Washer Machine 9.78
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.48
19040 - Tool And Die Maker 24.45
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.50
21030 - Material Coordinator 20.95
21040 - Material Expediter 20.95
21050 - Material Handling Laborer 13.31
21071 - Order Filler 14.09
21080 - Production Line Worker (Food Processing) 16.50
21110 - Shipping Packer 17.10
21130 - Shipping/Receiving Clerk 17.10
21140 - Store Worker I 10.87
21150 - Stock Clerk 14.78
21210 - Tools And Parts Attendant 16.50
21410 - Warehouse Specialist 16.50
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.14
23019 - Aircraft Logs and Records Technician 23.16
23021 - Aircraft Mechanic I 28.35
23022 - Aircraft Mechanic II 30.14
23023 - Aircraft Mechanic III 31.96
23040 - Aircraft Mechanic Helper 19.72
23050 - Aircraft Painter 26.61
23060 - Aircraft Servicer 23.16
23070 - Aircraft Survival Flight Equipment Technician 26.61
23080 - Aircraft Worker 24.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.35
23110 - Appliance Mechanic 19.71

23120 - Bicycle Repairer 15.88
23125 - Cable Splicer 24.53
23130 - Carpenter Maintenance 20.44
23140 - Carpet Layer 18.44
23160 - Electrician Maintenance 21.69
23181 - Electronics Technician Maintenance I 22.35
23182 - Electronics Technician Maintenance II 24.03
23183 - Electronics Technician Maintenance III 25.60
23260 - Fabric Worker 17.15
23290 - Fire Alarm System Mechanic 21.93
23310 - Fire Extinguisher Repairer 15.88
23311 - Fuel Distribution System Mechanic 22.37
23312 - Fuel Distribution System Operator 16.92
23370 - General Maintenance Worker 15.28
23380 - Ground Support Equipment Mechanic 28.35
23381 - Ground Support Equipment Servicer 23.16
23382 - Ground Support Equipment Worker 24.90
23391 - Gunsmith I 15.88
23392 - Gunsmith II 18.44
23393 - Gunsmith III 21.00
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.27
23430 - Heavy Equipment Mechanic 22.91
23440 - Heavy Equipment Operator 16.84
23460 - Instrument Mechanic 21.00
23465 - Laboratory/Shelter Mechanic 19.71
23470 - Laborer 13.31
23510 - Locksmith 19.71
23530 - Machinery Maintenance Mechanic 22.92
23550 - Machinist Maintenance 19.84
23580 - Maintenance Trades Helper 14.34
23591 - Metrology Technician I 21.00
23592 - Metrology Technician II 22.31
23593 - Metrology Technician III 23.68
23640 - Millwright 22.96
23710 - Office Appliance Repairer 18.38
23760 - Painter Maintenance 16.93
23790 - Pipefitter Maintenance 23.74
23810 - Plumber Maintenance 22.44
23820 - Pneudraulic Systems Mechanic 21.00
23850 - Rigger 21.00
23870 - Scale Mechanic 18.44
23890 - Sheet-Metal Worker Maintenance 19.50
23910 - Small Engine Mechanic 18.44
23931 - Telecommunications Mechanic I 26.49
23932 - Telecommunications Mechanic II 27.82
23950 - Telephone Lineman 27.62
23960 - Welder Combination Maintenance 19.90

23965 - Well Driller	21.00
23970 - Woodcraft Worker	21.00
23980 - Woodworker	15.88
24000 - Personal Needs Occupations	
24550 - Case Manager	18.51
24570 - Child Care Attendant	9.71
24580 - Child Care Center Clerk	12.11
24610 - Chore Aide	9.40
24620 - Family Readiness And Support Services Coordinator	18.51
24630 - Homemaker	18.51
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.95
25040 - Sewage Plant Operator	16.56
25070 - Stationary Engineer	21.95
25190 - Ventilation Equipment Tender	15.87
25210 - Water Treatment Plant Operator	16.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.56
27007 - Baggage Inspector	15.66
27008 - Corrections Officer	20.67
27010 - Court Security Officer	21.19
27030 - Detection Dog Handler	17.52
27040 - Detention Officer	20.67
27070 - Firefighter	21.92
27101 - Guard I	15.66
27102 - Guard II	17.52
27131 - Police Officer I	24.31
27132 - Police Officer II	27.02
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.76
28042 - Carnival Equipment Repairer	14.97
28043 - Carnival Worker	10.06
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.26
28515 - Recreation Specialist	16.49
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	17.38
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.56
29020 - Hatch Tender	18.56
29030 - Line Handler	18.56
29041 - Stevedore I	17.26
29042 - Stevedore II	19.83
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		20.39
30022 - Archeological Technician II		22.81
30023 - Archeological Technician III		28.27
30030 - Cartographic Technician		28.27
30040 - Civil Engineering Technician		25.78
30051 - Cryogenic Technician I		27.23
30052 - Cryogenic Technician II		30.07
30061 - Drafter/CAD Operator I		18.92
30062 - Drafter/CAD Operator II		21.16
30063 - Drafter/CAD Operator III		23.60
30064 - Drafter/CAD Operator IV		28.80
30081 - Engineering Technician I		15.31
30082 - Engineering Technician II		17.18
30083 - Engineering Technician III		19.23
30084 - Engineering Technician IV		23.82
30085 - Engineering Technician V		29.13
30086 - Engineering Technician VI		35.25
30090 - Environmental Technician		24.59
30095 - Evidence Control Specialist		24.59
30210 - Laboratory Technician		22.13
30221 - Latent Fingerprint Technician I		27.23
30222 - Latent Fingerprint Technician II		30.07
30240 - Mathematical Technician		26.21
30361 - Paralegal/Legal Assistant I		20.07
30362 - Paralegal/Legal Assistant II		24.87
30363 - Paralegal/Legal Assistant III		30.42
30364 - Paralegal/Legal Assistant IV		36.80
30375 - Petroleum Supply Specialist		30.07
30390 - Photo-Optics Technician		26.21
30395 - Radiation Control Technician		30.07
30461 - Technical Writer I		24.59
30462 - Technical Writer II		30.07
30463 - Technical Writer III		36.39
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.80
30502 - Weather Forecaster II		35.04
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.60
30621 - Weather Observer Senior	(see 2)	26.21
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.19
31030 - Bus Driver		17.36
31043 - Driver Courier		14.46
31260 - Parking and Lot Attendant		10.73
31290 - Shuttle Bus Driver		15.62

31310 - Taxi Driver	12.38
31361 - Truckdriver Light	15.62
31362 - Truckdriver Medium	16.73
31363 - Truckdriver Heavy	18.66
31364 - Truckdriver Tractor-Trailer	18.66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.69
99050 - Desk Clerk	9.93
99095 - Embalmer	27.05
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.66
99252 - Laboratory Animal Caretaker II	12.82
99260 - Marketing Analyst	32.95
99310 - Mortician	27.05
99410 - Pest Controller	21.48
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.66
99711 - Recycling Specialist	22.62
99730 - Refuse Collector	16.54
99810 - Sales Clerk	11.50
99820 - School Crossing Guard	11.06
99830 - Survey Party Chief	22.18
99831 - Surveying Aide	15.24
99832 - Surveying Technician	19.51
99840 - Vending Machine Attendant	15.39
99841 - Vending Machine Repairer	18.87
99842 - Vending Machine Repairer Helper	15.39

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5236
Revision No.: 14
Date Of Last Revision: 05/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Lampasas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.95
01012 - Accounting Clerk II		15.66
01013 - Accounting Clerk III		17.52
01020 - Administrative Assistant		23.08
01035 - Court Reporter		19.69
01041 - Customer Service Representative I		11.41
01042 - Customer Service Representative II		12.82
01043 - Customer Service Representative III		13.99
01051 - Data Entry Operator I		12.99
01052 - Data Entry Operator II		14.59
01060 - Dispatcher Motor Vehicle		19.41
01070 - Document Preparation Clerk		15.75

01090 - Duplicating Machine Operator 15.75
01111 - General Clerk I 13.30
01112 - General Clerk II 14.51
01113 - General Clerk III 16.28
01120 - Housing Referral Assistant 22.35
01141 - Messenger Courier 13.37
01191 - Order Clerk I 13.72
01192 - Order Clerk II 14.96
01261 - Personnel Assistant (Employment) I 17.29
01262 - Personnel Assistant (Employment) II 19.34
01263 - Personnel Assistant (Employment) III 21.57
01270 - Production Control Clerk 20.96
01290 - Rental Clerk 14.07
01300 - Scheduler Maintenance 17.78
01311 - Secretary I 17.78
01312 - Secretary II 20.08
01313 - Secretary III 22.35
01320 - Service Order Dispatcher 16.56
01410 - Supply Technician 23.98
01420 - Survey Worker 16.01
01460 - Switchboard Operator/Receptionist 12.75
01531 - Travel Clerk I 12.09
01532 - Travel Clerk II 12.98
01533 - Travel Clerk III 13.73
01611 - Word Processor I 14.86
01612 - Word Processor II 16.67
01613 - Word Processor III 18.65
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.85
05010 - Automotive Electrician 19.73
05040 - Automotive Glass Installer 19.21
05070 - Automotive Worker 18.61
05110 - Mobile Equipment Servicer 16.31
05130 - Motor Equipment Metal Mechanic 21.02
05160 - Motor Equipment Metal Worker 18.61
05190 - Motor Vehicle Mechanic 21.02
05220 - Motor Vehicle Mechanic Helper 15.10
05250 - Motor Vehicle Upholstery Worker 17.35
05280 - Motor Vehicle Wrecker 18.61
05310 - Painter Automotive 19.73
05340 - Radiator Repair Specialist 18.61
05370 - Tire Repairer 13.26
05400 - Transmission Repair Specialist 21.02
07000 - Food Preparation And Service Occupations
07010 - Baker 11.50
07041 - Cook I 10.40
07042 - Cook II 12.08
07070 - Dishwasher 9.24
07130 - Food Service Worker 10.35
07210 - Meat Cutter 17.83

07260 - Waiter/Waitress	9.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.58
09040 - Furniture Handler	12.64
09080 - Furniture Refinisher	20.58
09090 - Furniture Refinisher Helper	15.33
09110 - Furniture Repairer Minor	18.00
09130 - Upholsterer	20.58
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.90
11060 - Elevator Operator	11.66
11090 - Gardener	18.02
11122 - Housekeeping Aide	11.66
11150 - Janitor	11.66
11210 - Laborer Grounds Maintenance	13.66
11240 - Maid or Houseman	10.81
11260 - Pruner	12.11
11270 - Tractor Operator	16.56
11330 - Trail Maintenance Worker	13.66
11360 - Window Cleaner	13.16
12000 - Health Occupations	
12010 - Ambulance Driver	17.31
12011 - Breath Alcohol Technician	19.66
12012 - Certified Occupational Therapist Assistant	29.08
12015 - Certified Physical Therapist Assistant	32.04
12020 - Dental Assistant	18.38
12025 - Dental Hygienist	41.16
12030 - EKG Technician	27.82
12035 - Electroneurodiagnostic Technologist	27.82
12040 - Emergency Medical Technician	17.31
12071 - Licensed Practical Nurse I	17.79
12072 - Licensed Practical Nurse II	19.90
12073 - Licensed Practical Nurse III	22.20
12100 - Medical Assistant	15.11
12130 - Medical Laboratory Technician	23.71
12160 - Medical Record Clerk	19.63
12190 - Medical Record Technician	21.97
12195 - Medical Transcriptionist	17.86
12210 - Nuclear Medicine Technologist	43.21
12221 - Nursing Assistant I	11.09
12222 - Nursing Assistant II	12.47
12223 - Nursing Assistant III	13.61
12224 - Nursing Assistant IV	15.27
12235 - Optical Dispenser	14.80
12236 - Optical Technician	16.74
12250 - Pharmacy Technician	17.97
12280 - Phlebotomist	14.70
12305 - Radiologic Technologist	27.81
12311 - Registered Nurse I	23.29
12312 - Registered Nurse II	28.49

12313 - Registered Nurse II Specialist		28.49
12314 - Registered Nurse III		34.47
12315 - Registered Nurse III Anesthetist		34.47
12316 - Registered Nurse IV		41.31
12317 - Scheduler (Drug and Alcohol Testing)		24.35
12320 - Substance Abuse Treatment Counselor		18.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.55
13012 - Exhibits Specialist II		25.78
13013 - Exhibits Specialist III		28.66
13041 - Illustrator I		19.55
13042 - Illustrator II		25.78
13043 - Illustrator III		28.66
13047 - Librarian		25.95
13050 - Library Aide/Clerk		13.01
13054 - Library Information Technology Systems Administrator		23.43
13058 - Library Technician		16.88
13061 - Media Specialist I		16.90
13062 - Media Specialist II		18.92
13063 - Media Specialist III		21.09
13071 - Photographer I		16.90
13072 - Photographer II		18.91
13073 - Photographer III		23.42
13074 - Photographer IV		28.65
13075 - Photographer V		34.66
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.63
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.67
14042 - Computer Operator II		19.77
14043 - Computer Operator III		22.02
14044 - Computer Operator IV		24.49
14045 - Computer Operator V		27.12
14071 - Computer Programmer I	(see 1)	25.43
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		17.67
14160 - Personal Computer Support Technician		24.49
14170 - System Support Specialist		29.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.00
15020 - Aircrew Training Devices Instructor (Rated)		37.51
15030 - Air Crew Training Devices Instructor (Pilot)		44.67
15050 - Computer Based Training Specialist / Instructor		31.03
15060 - Educational Technologist		33.26

15070 - Flight Instructor (Pilot) 44.67
15080 - Graphic Artist 22.13
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.93
15086 - Maintenance Test Pilot Rotary Wing 41.93
15088 - Non-Maintenance Test/Co-Pilot 41.93
15090 - Technical Instructor 24.13
15095 - Technical Instructor/Course Developer 29.51
15110 - Test Proctor 19.48
15120 - Tutor 19.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 11.26
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.98
16220 - Tailor 12.76
16250 - Washer Machine 9.78
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.48
19040 - Tool And Die Maker 24.45
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.50
21030 - Material Coordinator 20.95
21040 - Material Expediter 20.95
21050 - Material Handling Laborer 13.31
21071 - Order Filler 14.09
21080 - Production Line Worker (Food Processing) 16.50
21110 - Shipping Packer 17.10
21130 - Shipping/Receiving Clerk 17.10
21140 - Store Worker I 10.87
21150 - Stock Clerk 14.78
21210 - Tools And Parts Attendant 16.50
21410 - Warehouse Specialist 16.50
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.14
23019 - Aircraft Logs and Records Technician 23.16
23021 - Aircraft Mechanic I 28.35
23022 - Aircraft Mechanic II 30.14
23023 - Aircraft Mechanic III 31.96
23040 - Aircraft Mechanic Helper 19.72
23050 - Aircraft Painter 26.61
23060 - Aircraft Servicer 23.16
23070 - Aircraft Survival Flight Equipment Technician 26.61
23080 - Aircraft Worker 24.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.90

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.35
23110 - Appliance Mechanic 19.71
23120 - Bicycle Repairer 15.88
23125 - Cable Splicer 24.53
23130 - Carpenter Maintenance 20.44
23140 - Carpet Layer 18.44
23160 - Electrician Maintenance 21.69
23181 - Electronics Technician Maintenance I 22.35
23182 - Electronics Technician Maintenance II 24.03
23183 - Electronics Technician Maintenance III 25.60
23260 - Fabric Worker 17.15
23290 - Fire Alarm System Mechanic 21.93
23310 - Fire Extinguisher Repairer 15.88
23311 - Fuel Distribution System Mechanic 22.37
23312 - Fuel Distribution System Operator 16.92
23370 - General Maintenance Worker 15.28
23380 - Ground Support Equipment Mechanic 28.35
23381 - Ground Support Equipment Servicer 23.16
23382 - Ground Support Equipment Worker 24.90
23391 - Gunsmith I 15.88
23392 - Gunsmith II 18.44
23393 - Gunsmith III 21.00
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.27
23430 - Heavy Equipment Mechanic 22.91
23440 - Heavy Equipment Operator 16.84
23460 - Instrument Mechanic 21.00
23465 - Laboratory/Shelter Mechanic 19.71
23470 - Laborer 13.31
23510 - Locksmith 19.71
23530 - Machinery Maintenance Mechanic 22.92
23550 - Machinist Maintenance 19.84
23580 - Maintenance Trades Helper 14.34
23591 - Metrology Technician I 21.00
23592 - Metrology Technician II 22.31
23593 - Metrology Technician III 23.68
23640 - Millwright 22.96
23710 - Office Appliance Repairer 18.38
23760 - Painter Maintenance 16.93
23790 - Pipefitter Maintenance 23.74
23810 - Plumber Maintenance 22.44
23820 - Pneudraulic Systems Mechanic 21.00
23850 - Rigger 21.00
23870 - Scale Mechanic 18.44
23890 - Sheet-Metal Worker Maintenance 19.50
23910 - Small Engine Mechanic 18.44
23931 - Telecommunications Mechanic I 26.49

23932 - Telecommunications Mechanic II 27.82
23950 - Telephone Lineman 27.62
23960 - Welder Combination Maintenance 19.90
23965 - Well Driller 21.00
23970 - Woodcraft Worker 21.00
23980 - Woodworker 15.88
24000 - Personal Needs Occupations
24550 - Case Manager 18.51
24570 - Child Care Attendant 9.71
24580 - Child Care Center Clerk 12.11
24610 - Chore Aide 9.40
24620 - Family Readiness And Support Services Coordinator 18.51
24630 - Homemaker 18.51
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.95
25040 - Sewage Plant Operator 16.56
25070 - Stationary Engineer 21.95
25190 - Ventilation Equipment Tender 15.87
25210 - Water Treatment Plant Operator 16.56
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.56
27007 - Baggage Inspector 15.66
27008 - Corrections Officer 20.67
27010 - Court Security Officer 21.19
27030 - Detection Dog Handler 17.52
27040 - Detention Officer 20.67
27070 - Firefighter 21.92
27101 - Guard I 15.66
27102 - Guard II 17.52
27131 - Police Officer I 24.31
27132 - Police Officer II 27.02
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.76
28042 - Carnival Equipment Repairer 14.97
28043 - Carnival Worker 10.06
28210 - Gate Attendant/Gate Tender 12.73
28310 - Lifeguard 11.01
28350 - Park Attendant (Aide) 14.24
28510 - Recreation Aide/Health Facility Attendant 10.26
28515 - Recreation Specialist 16.49
28630 - Sports Official 11.34
28690 - Swimming Pool Operator 17.38
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 18.56
29020 - Hatch Tender 18.56
29030 - Line Handler 18.56
29041 - Stevedore I 17.26
29042 - Stevedore II 19.83
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 20.39
30022 - Archeological Technician II 22.81
30023 - Archeological Technician III 28.27
30030 - Cartographic Technician 28.27
30040 - Civil Engineering Technician 25.78
30051 - Cryogenic Technician I 27.23
30052 - Cryogenic Technician II 30.07
30061 - Drafter/CAD Operator I 18.92
30062 - Drafter/CAD Operator II 21.16
30063 - Drafter/CAD Operator III 23.60
30064 - Drafter/CAD Operator IV 28.80
30081 - Engineering Technician I 15.31
30082 - Engineering Technician II 17.18
30083 - Engineering Technician III 19.23
30084 - Engineering Technician IV 23.82
30085 - Engineering Technician V 29.13
30086 - Engineering Technician VI 35.25
30090 - Environmental Technician 24.59
30095 - Evidence Control Specialist 24.59
30210 - Laboratory Technician 22.13
30221 - Latent Fingerprint Technician I 27.23
30222 - Latent Fingerprint Technician II 30.07
30240 - Mathematical Technician 26.21
30361 - Paralegal/Legal Assistant I 20.07
30362 - Paralegal/Legal Assistant II 24.87
30363 - Paralegal/Legal Assistant III 30.42
30364 - Paralegal/Legal Assistant IV 36.80
30375 - Petroleum Supply Specialist 30.07
30390 - Photo-Optics Technician 26.21
30395 - Radiation Control Technician 30.07
30461 - Technical Writer I 24.59
30462 - Technical Writer II 30.07
30463 - Technical Writer III 36.39
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.80
30502 - Weather Forecaster II 35.04
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.60
30621 - Weather Observer Senior (see 2) 26.21
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.19
31030 - Bus Driver 17.36

31043 - Driver Courier	14.46
31260 - Parking and Lot Attendant	10.73
31290 - Shuttle Bus Driver	15.62
31310 - Taxi Driver	12.38
31361 - Truckdriver Light	15.62
31362 - Truckdriver Medium	16.73
31363 - Truckdriver Heavy	18.66
31364 - Truckdriver Tractor-Trailer	18.66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.69
99050 - Desk Clerk	9.93
99095 - Embalmer	27.05
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.66
99252 - Laboratory Animal Caretaker II	12.82
99260 - Marketing Analyst	32.95
99310 - Mortician	27.05
99410 - Pest Controller	21.48
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.66
99711 - Recycling Specialist	22.62
99730 - Refuse Collector	16.54
99810 - Sales Clerk	11.50
99820 - School Crossing Guard	11.06
99830 - Survey Party Chief	22.18
99831 - Surveying Aide	15.24
99832 - Surveying Technician	19.51
99840 - Vending Machine Attendant	15.39
99841 - Vending Machine Repairer	18.87
99842 - Vending Machine Repairer Helper	15.39

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5237
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Bell Coryell

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.95
01012 - Accounting Clerk II		15.66
01013 - Accounting Clerk III		17.52
01020 - Administrative Assistant		23.08
01035 - Court Reporter		15.76
01041 - Customer Service Representative I		11.41
01042 - Customer Service Representative II		12.82
01043 - Customer Service Representative III		13.99
01051 - Data Entry Operator I		12.63
01052 - Data Entry Operator II		13.78
01060 - Dispatcher Motor Vehicle		17.58
01070 - Document Preparation Clerk		14.80
01090 - Duplicating Machine Operator		14.80
01111 - General Clerk I		13.17
01112 - General Clerk II		14.37

01113 - General Clerk III 16.13
01120 - Housing Referral Assistant 17.56
01141 - Messenger Courier 13.26
01191 - Order Clerk I 13.72
01192 - Order Clerk II 14.96
01261 - Personnel Assistant (Employment) I 15.44
01262 - Personnel Assistant (Employment) II 17.28
01263 - Personnel Assistant (Employment) III 19.26
01270 - Production Control Clerk 20.95
01290 - Rental Clerk 11.44
01300 - Scheduler Maintenance 14.09
01311 - Secretary I 14.09
01312 - Secretary II 15.76
01313 - Secretary III 17.56
01320 - Service Order Dispatcher 15.32
01410 - Supply Technician 23.08
01420 - Survey Worker 15.00
01460 - Switchboard Operator/Receptionist 11.73
01531 - Travel Clerk I 12.09
01532 - Travel Clerk II 12.98
01533 - Travel Clerk III 13.73
01611 - Word Processor I 12.55
01612 - Word Processor II 14.09
01613 - Word Processor III 15.76
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.95
05010 - Automotive Electrician 19.73
05040 - Automotive Glass Installer 18.46
05070 - Automotive Worker 18.46
05110 - Mobile Equipment Servicer 15.91
05130 - Motor Equipment Metal Mechanic 21.02
05160 - Motor Equipment Metal Worker 18.46
05190 - Motor Vehicle Mechanic 21.02
05220 - Motor Vehicle Mechanic Helper 14.62
05250 - Motor Vehicle Upholstery Worker 17.17
05280 - Motor Vehicle Wrecker 18.46
05310 - Painter Automotive 19.73
05340 - Radiator Repair Specialist 18.46
05370 - Tire Repairer 13.26
05400 - Transmission Repair Specialist 21.02
07000 - Food Preparation And Service Occupations
07010 - Baker 11.00
07041 - Cook I 10.40
07042 - Cook II 12.08
07070 - Dishwasher 9.24
07130 - Food Service Worker 10.35
07210 - Meat Cutter 17.83
07260 - Waiter/Waitress 9.15
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.69

09040 - Furniture Handler 12.64
09080 - Furniture Refinisher 20.69
09090 - Furniture Refinisher Helper 15.33
09110 - Furniture Repairer Minor 18.00
09130 - Upholsterer 20.69
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.90
11060 - Elevator Operator 11.66
11090 - Gardener 18.02
11122 - Housekeeping Aide 11.66
11150 - Janitor 11.66
11210 - Laborer Grounds Maintenance 13.66
11240 - Maid or Houseman 10.81
11260 - Pruner 12.11
11270 - Tractor Operator 16.56
11330 - Trail Maintenance Worker 13.66
11360 - Window Cleaner 13.16
12000 - Health Occupations
12010 - Ambulance Driver 17.31
12011 - Breath Alcohol Technician 19.66
12012 - Certified Occupational Therapist Assistant 29.08
12015 - Certified Physical Therapist Assistant 34.22
12020 - Dental Assistant 18.38
12025 - Dental Hygienist 35.65
12030 - EKG Technician 28.29
12035 - Electroneurodiagnostic Technologist 28.29
12040 - Emergency Medical Technician 17.31
12071 - Licensed Practical Nurse I 17.57
12072 - Licensed Practical Nurse II 19.66
12073 - Licensed Practical Nurse III 21.92
12100 - Medical Assistant 15.11
12130 - Medical Laboratory Technician 23.71
12160 - Medical Record Clerk 19.63
12190 - Medical Record Technician 21.97
12195 - Medical Transcriptionist 17.86
12210 - Nuclear Medicine Technologist 43.21
12221 - Nursing Assistant I 11.07
12222 - Nursing Assistant II 12.44
12223 - Nursing Assistant III 14.71
12224 - Nursing Assistant IV 16.47
12235 - Optical Dispenser 14.80
12236 - Optical Technician 17.57
12250 - Pharmacy Technician 17.97
12280 - Phlebotomist 14.41
12305 - Radiologic Technologist 27.81
12311 - Registered Nurse I 23.01
12312 - Registered Nurse II 28.15
12313 - Registered Nurse II Specialist 28.15
12314 - Registered Nurse III 34.06
12315 - Registered Nurse III Anesthetist 34.06

12316 - Registered Nurse IV		40.82
12317 - Scheduler (Drug and Alcohol Testing)		24.35
12320 - Substance Abuse Treatment Counselor		18.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.92
13012 - Exhibits Specialist II		23.43
13013 - Exhibits Specialist III		28.66
13041 - Illustrator I		18.92
13042 - Illustrator II		23.43
13043 - Illustrator III		28.66
13047 - Librarian		25.95
13050 - Library Aide/Clerk		11.97
13054 - Library Information Technology Systems Administrator		23.43
13058 - Library Technician		15.66
13061 - Media Specialist I		16.90
13062 - Media Specialist II		18.92
13063 - Media Specialist III		21.09
13071 - Photographer I		16.90
13072 - Photographer II		18.91
13073 - Photographer III		23.42
13074 - Photographer IV		28.65
13075 - Photographer V		34.66
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.14
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.67
14042 - Computer Operator II		19.77
14043 - Computer Operator III		22.02
14044 - Computer Operator IV		24.49
14045 - Computer Operator V		27.12
14071 - Computer Programmer I	(see 1)	23.05
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		17.67
14160 - Personal Computer Support Technician		24.49
14170 - System Support Specialist		29.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.91
15020 - Aircrew Training Devices Instructor (Rated)		34.98
15030 - Air Crew Training Devices Instructor (Pilot)		41.93
15050 - Computer Based Training Specialist / Instructor		28.91
15060 - Educational Technologist		29.30
15070 - Flight Instructor (Pilot)		41.93
15080 - Graphic Artist		20.12
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.93

15086 - Maintenance Test Pilot Rotary Wing 41.93
15088 - Non-Maintenance Test/Co-Pilot 41.93
15090 - Technical Instructor 24.13
15095 - Technical Instructor/Course Developer 29.51
15110 - Test Proctor 19.48
15120 - Tutor 19.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 11.26
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.98
16220 - Tailor 12.76
16250 - Washer Machine 9.78
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.26
19040 - Tool And Die Maker 24.45
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.50
21030 - Material Coordinator 20.95
21040 - Material Expediter 20.95
21050 - Material Handling Laborer 13.31
21071 - Order Filler 14.09
21080 - Production Line Worker (Food Processing) 16.50
21110 - Shipping Packer 17.10
21130 - Shipping/Receiving Clerk 17.10
21140 - Store Worker I 10.38
21150 - Stock Clerk 14.78
21210 - Tools And Parts Attendant 16.50
21410 - Warehouse Specialist 16.50
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.14
23019 - Aircraft Logs and Records Technician 23.16
23021 - Aircraft Mechanic I 28.35
23022 - Aircraft Mechanic II 30.14
23023 - Aircraft Mechanic III 31.96
23040 - Aircraft Mechanic Helper 19.72
23050 - Aircraft Painter 26.61
23060 - Aircraft Servicer 23.16
23070 - Aircraft Survival Flight Equipment Technician 26.61
23080 - Aircraft Worker 24.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.35
23110 - Appliance Mechanic 19.71

23120 - Bicycle Repairer	15.88
23125 - Cable Splicer	25.59
23130 - Carpenter Maintenance	20.44
23140 - Carpet Layer	18.44
23160 - Electrician Maintenance	21.69
23181 - Electronics Technician Maintenance I	22.35
23182 - Electronics Technician Maintenance II	23.89
23183 - Electronics Technician Maintenance III	25.45
23260 - Fabric Worker	17.15
23290 - Fire Alarm System Mechanic	22.56
23310 - Fire Extinguisher Repairer	15.88
23311 - Fuel Distribution System Mechanic	22.37
23312 - Fuel Distribution System Operator	16.92
23370 - General Maintenance Worker	15.93
23380 - Ground Support Equipment Mechanic	28.35
23381 - Ground Support Equipment Servicer	23.16
23382 - Ground Support Equipment Worker	24.90
23391 - Gunsmith I	15.88
23392 - Gunsmith II	18.44
23393 - Gunsmith III	21.00
23410 - Heating Ventilation And Air-Conditioning Mechanic	17.66
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	18.77
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	16.86
23460 - Instrument Mechanic	21.00
23465 - Laboratory/Shelter Mechanic	19.71
23470 - Laborer	13.31
23510 - Locksmith	19.71
23530 - Machinery Maintenance Mechanic	22.91
23550 - Machinist Maintenance	19.34
23580 - Maintenance Trades Helper	14.36
23591 - Metrology Technician I	21.00
23592 - Metrology Technician II	22.31
23593 - Metrology Technician III	23.68
23640 - Millwright	22.96
23710 - Office Appliance Repairer	18.35
23760 - Painter Maintenance	17.15
23790 - Pipefitter Maintenance	22.42
23810 - Plumber Maintenance	21.04
23820 - Pneudraulic Systems Mechanic	21.00
23850 - Rigger	21.00
23870 - Scale Mechanic	18.44
23890 - Sheet-Metal Worker Maintenance	19.50
23910 - Small Engine Mechanic	18.44
23931 - Telecommunications Mechanic I	26.82
23932 - Telecommunications Mechanic II	32.26
23950 - Telephone Lineman	27.62
23960 - Welder Combination Maintenance	19.90

23965 - Well Driller		21.00
23970 - Woodcraft Worker		21.00
23980 - Woodworker		15.88
24000 - Personal Needs Occupations		
24550 - Case Manager		18.34
24570 - Child Care Attendant		9.49
24580 - Child Care Center Clerk		11.84
24610 - Chore Aide		9.40
24620 - Family Readiness And Support Services Coordinator		18.34
24630 - Homemaker		18.34
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.00
25040 - Sewage Plant Operator		15.70
25070 - Stationary Engineer		21.00
25190 - Ventilation Equipment Tender		14.60
25210 - Water Treatment Plant Operator		15.70
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.56
27007 - Baggage Inspector		15.66
27008 - Corrections Officer		20.67
27010 - Court Security Officer		20.83
27030 - Detection Dog Handler		17.52
27040 - Detention Officer		20.67
27070 - Firefighter		21.92
27101 - Guard I		15.66
27102 - Guard II		17.52
27131 - Police Officer I		24.31
27132 - Police Officer II		27.02
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.76
28042 - Carnival Equipment Repairer		14.97
28043 - Carnival Worker		10.06
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.09
28515 - Recreation Specialist		16.49
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		17.38
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.56
29020 - Hatch Tender		18.44
29030 - Line Handler		18.44
29041 - Stevedore I		17.15
29042 - Stevedore II		19.71
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		17.74
30022 - Archeological Technician II		19.85
30023 - Archeological Technician III		24.59
30030 - Cartographic Technician		24.59
30040 - Civil Engineering Technician		21.12
30051 - Cryogenic Technician I		27.23
30052 - Cryogenic Technician II		30.07
30061 - Drafter/CAD Operator I		17.74
30062 - Drafter/CAD Operator II		19.85
30063 - Drafter/CAD Operator III		22.13
30064 - Drafter/CAD Operator IV		27.23
30081 - Engineering Technician I		14.99
30082 - Engineering Technician II		18.07
30083 - Engineering Technician III		20.24
30084 - Engineering Technician IV		26.53
30085 - Engineering Technician V		31.84
30086 - Engineering Technician VI		36.70
30090 - Environmental Technician		23.72
30095 - Evidence Control Specialist		24.59
30210 - Laboratory Technician		22.13
30221 - Latent Fingerprint Technician I		27.23
30222 - Latent Fingerprint Technician II		30.07
30240 - Mathematical Technician		24.59
30361 - Paralegal/Legal Assistant I		19.56
30362 - Paralegal/Legal Assistant II		24.23
30363 - Paralegal/Legal Assistant III		29.63
30364 - Paralegal/Legal Assistant IV		35.86
30375 - Petroleum Supply Specialist		30.07
30390 - Photo-Optics Technician		24.59
30395 - Radiation Control Technician		30.07
30461 - Technical Writer I		24.59
30462 - Technical Writer II		30.07
30463 - Technical Writer III		36.39
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.23
30502 - Weather Forecaster II		33.12
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.13
30621 - Weather Observer Senior	(see 2)	24.59
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.19
31030 - Bus Driver		17.36
31043 - Driver Courier		13.04
31260 - Parking and Lot Attendant		10.73
31290 - Shuttle Bus Driver		13.82

31310 - Taxi Driver	12.38
31361 - Truckdriver Light	13.82
31362 - Truckdriver Medium	16.99
31363 - Truckdriver Heavy	18.66
31364 - Truckdriver Tractor-Trailer	18.66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.69
99050 - Desk Clerk	9.85
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.66
99252 - Laboratory Animal Caretaker II	12.68
99260 - Marketing Analyst	32.95
99310 - Mortician	25.35
99410 - Pest Controller	20.53
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.00
99711 - Recycling Specialist	21.82
99730 - Refuse Collector	15.95
99810 - Sales Clerk	10.77
99820 - School Crossing Guard	10.64
99830 - Survey Party Chief	22.81
99831 - Surveying Aide	14.25
99832 - Surveying Technician	19.51
99840 - Vending Machine Attendant	15.39
99841 - Vending Machine Repairer	19.44
99842 - Vending Machine Repairer Helper	15.39

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5238
Revision No.: 14
Date Of Last Revision: 05/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Bell Coryell

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.95
01012 - Accounting Clerk II		15.66
01013 - Accounting Clerk III		17.52
01020 - Administrative Assistant		23.08
01035 - Court Reporter		15.76
01041 - Customer Service Representative I		11.41
01042 - Customer Service Representative II		12.82
01043 - Customer Service Representative III		13.99
01051 - Data Entry Operator I		12.63
01052 - Data Entry Operator II		13.78
01060 - Dispatcher Motor Vehicle		17.58
01070 - Document Preparation Clerk		14.80

01090 - Duplicating Machine Operator	14.80
01111 - General Clerk I	13.17
01112 - General Clerk II	14.37
01113 - General Clerk III	16.13
01120 - Housing Referral Assistant	17.56
01141 - Messenger Courier	13.26
01191 - Order Clerk I	13.72
01192 - Order Clerk II	14.96
01261 - Personnel Assistant (Employment) I	15.44
01262 - Personnel Assistant (Employment) II	17.28
01263 - Personnel Assistant (Employment) III	19.26
01270 - Production Control Clerk	20.95
01290 - Rental Clerk	11.44
01300 - Scheduler Maintenance	14.09
01311 - Secretary I	14.09
01312 - Secretary II	15.76
01313 - Secretary III	17.56
01320 - Service Order Dispatcher	15.32
01410 - Supply Technician	23.08
01420 - Survey Worker	15.00
01460 - Switchboard Operator/Receptionist	11.73
01531 - Travel Clerk I	12.09
01532 - Travel Clerk II	12.98
01533 - Travel Clerk III	13.73
01611 - Word Processor I	12.55
01612 - Word Processor II	14.09
01613 - Word Processor III	15.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.95
05010 - Automotive Electrician	19.73
05040 - Automotive Glass Installer	18.46
05070 - Automotive Worker	18.46
05110 - Mobile Equipment Servicer	15.91
05130 - Motor Equipment Metal Mechanic	21.02
05160 - Motor Equipment Metal Worker	18.46
05190 - Motor Vehicle Mechanic	21.02
05220 - Motor Vehicle Mechanic Helper	14.62
05250 - Motor Vehicle Upholstery Worker	17.17
05280 - Motor Vehicle Wrecker	18.46
05310 - Painter Automotive	19.73
05340 - Radiator Repair Specialist	18.46
05370 - Tire Repairer	13.26
05400 - Transmission Repair Specialist	21.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.00
07041 - Cook I	10.40
07042 - Cook II	12.08
07070 - Dishwasher	9.24
07130 - Food Service Worker	10.35
07210 - Meat Cutter	17.83

07260 - Waiter/Waitress	9.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.69
09040 - Furniture Handler	12.64
09080 - Furniture Refinisher	20.69
09090 - Furniture Refinisher Helper	15.33
09110 - Furniture Repairer Minor	18.00
09130 - Upholsterer	20.69
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.90
11060 - Elevator Operator	11.66
11090 - Gardener	18.02
11122 - Housekeeping Aide	11.66
11150 - Janitor	11.66
11210 - Laborer Grounds Maintenance	13.66
11240 - Maid or Houseman	10.81
11260 - Pruner	12.11
11270 - Tractor Operator	16.56
11330 - Trail Maintenance Worker	13.66
11360 - Window Cleaner	13.16
12000 - Health Occupations	
12010 - Ambulance Driver	17.31
12011 - Breath Alcohol Technician	19.66
12012 - Certified Occupational Therapist Assistant	29.08
12015 - Certified Physical Therapist Assistant	34.22
12020 - Dental Assistant	18.38
12025 - Dental Hygienist	35.65
12030 - EKG Technician	28.29
12035 - Electroneurodiagnostic Technologist	28.29
12040 - Emergency Medical Technician	17.31
12071 - Licensed Practical Nurse I	17.57
12072 - Licensed Practical Nurse II	19.66
12073 - Licensed Practical Nurse III	21.92
12100 - Medical Assistant	15.11
12130 - Medical Laboratory Technician	23.71
12160 - Medical Record Clerk	19.63
12190 - Medical Record Technician	21.97
12195 - Medical Transcriptionist	17.86
12210 - Nuclear Medicine Technologist	43.21
12221 - Nursing Assistant I	11.07
12222 - Nursing Assistant II	12.44
12223 - Nursing Assistant III	14.71
12224 - Nursing Assistant IV	16.47
12235 - Optical Dispenser	14.80
12236 - Optical Technician	17.57
12250 - Pharmacy Technician	17.97
12280 - Phlebotomist	14.41
12305 - Radiologic Technologist	27.81
12311 - Registered Nurse I	23.01
12312 - Registered Nurse II	28.15

12313 - Registered Nurse II Specialist		28.15
12314 - Registered Nurse III		34.06
12315 - Registered Nurse III Anesthetist		34.06
12316 - Registered Nurse IV		40.82
12317 - Scheduler (Drug and Alcohol Testing)		24.35
12320 - Substance Abuse Treatment Counselor		18.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.92
13012 - Exhibits Specialist II		23.43
13013 - Exhibits Specialist III		28.66
13041 - Illustrator I		18.92
13042 - Illustrator II		23.43
13043 - Illustrator III		28.66
13047 - Librarian		25.95
13050 - Library Aide/Clerk		11.97
13054 - Library Information Technology Systems Administrator		23.43
13058 - Library Technician		15.66
13061 - Media Specialist I		16.90
13062 - Media Specialist II		18.92
13063 - Media Specialist III		21.09
13071 - Photographer I		16.90
13072 - Photographer II		18.91
13073 - Photographer III		23.42
13074 - Photographer IV		28.65
13075 - Photographer V		34.66
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.14
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.67
14042 - Computer Operator II		19.77
14043 - Computer Operator III		22.02
14044 - Computer Operator IV		24.49
14045 - Computer Operator V		27.12
14071 - Computer Programmer I	(see 1)	23.05
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		17.67
14160 - Personal Computer Support Technician		24.49
14170 - System Support Specialist		29.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.91
15020 - Aircrew Training Devices Instructor (Rated)		34.98
15030 - Air Crew Training Devices Instructor (Pilot)		41.93
15050 - Computer Based Training Specialist / Instructor		28.91
15060 - Educational Technologist		29.30

15070 - Flight Instructor (Pilot) 41.93
15080 - Graphic Artist 20.12
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.93
15086 - Maintenance Test Pilot Rotary Wing 41.93
15088 - Non-Maintenance Test/Co-Pilot 41.93
15090 - Technical Instructor 24.13
15095 - Technical Instructor/Course Developer 29.51
15110 - Test Proctor 19.48
15120 - Tutor 19.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 11.26
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.98
16220 - Tailor 12.76
16250 - Washer Machine 9.78
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.26
19040 - Tool And Die Maker 24.45
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.50
21030 - Material Coordinator 20.95
21040 - Material Expediter 20.95
21050 - Material Handling Laborer 13.31
21071 - Order Filler 14.09
21080 - Production Line Worker (Food Processing) 16.50
21110 - Shipping Packer 17.10
21130 - Shipping/Receiving Clerk 17.10
21140 - Store Worker I 10.38
21150 - Stock Clerk 14.78
21210 - Tools And Parts Attendant 16.50
21410 - Warehouse Specialist 16.50
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.14
23019 - Aircraft Logs and Records Technician 23.16
23021 - Aircraft Mechanic I 28.35
23022 - Aircraft Mechanic II 30.14
23023 - Aircraft Mechanic III 31.96
23040 - Aircraft Mechanic Helper 19.72
23050 - Aircraft Painter 26.61
23060 - Aircraft Servicer 23.16
23070 - Aircraft Survival Flight Equipment Technician 26.61
23080 - Aircraft Worker 24.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.90

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.35
23110 - Appliance Mechanic 19.71
23120 - Bicycle Repairer 15.88
23125 - Cable Splicer 25.59
23130 - Carpenter Maintenance 20.44
23140 - Carpet Layer 18.44
23160 - Electrician Maintenance 21.69
23181 - Electronics Technician Maintenance I 22.35
23182 - Electronics Technician Maintenance II 23.89
23183 - Electronics Technician Maintenance III 25.45
23260 - Fabric Worker 17.15
23290 - Fire Alarm System Mechanic 22.56
23310 - Fire Extinguisher Repairer 15.88
23311 - Fuel Distribution System Mechanic 22.37
23312 - Fuel Distribution System Operator 16.92
23370 - General Maintenance Worker 15.93
23380 - Ground Support Equipment Mechanic 28.35
23381 - Ground Support Equipment Servicer 23.16
23382 - Ground Support Equipment Worker 24.90
23391 - Gunsmith I 15.88
23392 - Gunsmith II 18.44
23393 - Gunsmith III 21.00
23410 - Heating Ventilation And Air-Conditioning Mechanic 17.66
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 18.77
23430 - Heavy Equipment Mechanic 22.91
23440 - Heavy Equipment Operator 16.86
23460 - Instrument Mechanic 21.00
23465 - Laboratory/Shelter Mechanic 19.71
23470 - Laborer 13.31
23510 - Locksmith 19.71
23530 - Machinery Maintenance Mechanic 22.91
23550 - Machinist Maintenance 19.34
23580 - Maintenance Trades Helper 14.36
23591 - Metrology Technician I 21.00
23592 - Metrology Technician II 22.31
23593 - Metrology Technician III 23.68
23640 - Millwright 22.96
23710 - Office Appliance Repairer 18.35
23760 - Painter Maintenance 17.15
23790 - Pipefitter Maintenance 22.42
23810 - Plumber Maintenance 21.04
23820 - Pneudraulic Systems Mechanic 21.00
23850 - Rigger 21.00
23870 - Scale Mechanic 18.44
23890 - Sheet-Metal Worker Maintenance 19.50
23910 - Small Engine Mechanic 18.44
23931 - Telecommunications Mechanic I 26.82

23932 - Telecommunications Mechanic II 32.26
23950 - Telephone Lineman 27.62
23960 - Welder Combination Maintenance 19.90
23965 - Well Driller 21.00
23970 - Woodcraft Worker 21.00
23980 - Woodworker 15.88
24000 - Personal Needs Occupations
24550 - Case Manager 18.34
24570 - Child Care Attendant 9.49
24580 - Child Care Center Clerk 11.84
24610 - Chore Aide 9.40
24620 - Family Readiness And Support Services Coordinator 18.34
24630 - Homemaker 18.34
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.00
25040 - Sewage Plant Operator 15.70
25070 - Stationary Engineer 21.00
25190 - Ventilation Equipment Tender 14.60
25210 - Water Treatment Plant Operator 15.70
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.56
27007 - Baggage Inspector 15.66
27008 - Corrections Officer 20.67
27010 - Court Security Officer 20.83
27030 - Detection Dog Handler 17.52
27040 - Detention Officer 20.67
27070 - Firefighter 21.92
27101 - Guard I 15.66
27102 - Guard II 17.52
27131 - Police Officer I 24.31
27132 - Police Officer II 27.02
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.76
28042 - Carnival Equipment Repairer 14.97
28043 - Carnival Worker 10.06
28210 - Gate Attendant/Gate Tender 12.73
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 14.24
28510 - Recreation Aide/Health Facility Attendant 10.09
28515 - Recreation Specialist 16.49
28630 - Sports Official 11.34
28690 - Swimming Pool Operator 17.38
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 18.56
29020 - Hatch Tender 18.44
29030 - Line Handler 18.44
29041 - Stevedore I 17.15
29042 - Stevedore II 19.71
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.74
30022 - Archeological Technician II 19.85
30023 - Archeological Technician III 24.59
30030 - Cartographic Technician 24.59
30040 - Civil Engineering Technician 21.12
30051 - Cryogenic Technician I 27.23
30052 - Cryogenic Technician II 30.07
30061 - Drafter/CAD Operator I 17.74
30062 - Drafter/CAD Operator II 19.85
30063 - Drafter/CAD Operator III 22.13
30064 - Drafter/CAD Operator IV 27.23
30081 - Engineering Technician I 14.99
30082 - Engineering Technician II 18.07
30083 - Engineering Technician III 20.24
30084 - Engineering Technician IV 26.53
30085 - Engineering Technician V 31.84
30086 - Engineering Technician VI 36.70
30090 - Environmental Technician 23.72
30095 - Evidence Control Specialist 24.59
30210 - Laboratory Technician 22.13
30221 - Latent Fingerprint Technician I 27.23
30222 - Latent Fingerprint Technician II 30.07
30240 - Mathematical Technician 24.59
30361 - Paralegal/Legal Assistant I 19.56
30362 - Paralegal/Legal Assistant II 24.23
30363 - Paralegal/Legal Assistant III 29.63
30364 - Paralegal/Legal Assistant IV 35.86
30375 - Petroleum Supply Specialist 30.07
30390 - Photo-Optics Technician 24.59
30395 - Radiation Control Technician 30.07
30461 - Technical Writer I 24.59
30462 - Technical Writer II 30.07
30463 - Technical Writer III 36.39
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.23
30502 - Weather Forecaster II 33.12
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.13
30621 - Weather Observer Senior (see 2) 24.59
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.19
31030 - Bus Driver 17.36

31043 - Driver Courier	13.04
31260 - Parking and Lot Attendant	10.73
31290 - Shuttle Bus Driver	13.82
31310 - Taxi Driver	12.38
31361 - Truckdriver Light	13.82
31362 - Truckdriver Medium	16.99
31363 - Truckdriver Heavy	18.66
31364 - Truckdriver Tractor-Trailer	18.66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.69
99050 - Desk Clerk	9.85
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.66
99252 - Laboratory Animal Caretaker II	12.68
99260 - Marketing Analyst	32.95
99310 - Mortician	25.35
99410 - Pest Controller	20.53
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.00
99711 - Recycling Specialist	21.82
99730 - Refuse Collector	15.95
99810 - Sales Clerk	10.77
99820 - School Crossing Guard	10.64
99830 - Survey Party Chief	22.81
99831 - Surveying Aide	14.25
99832 - Surveying Technician	19.51
99840 - Vending Machine Attendant	15.39
99841 - Vending Machine Repairer	19.44
99842 - Vending Machine Repairer Helper	15.39

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5239
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Webb

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.44
01012 - Accounting Clerk II		15.08
01013 - Accounting Clerk III		16.87
01020 - Administrative Assistant		22.89
01035 - Court Reporter		16.28
01041 - Customer Service Representative I		11.06
01042 - Customer Service Representative II		12.43
01043 - Customer Service Representative III		13.58
01051 - Data Entry Operator I		10.96
01052 - Data Entry Operator II		11.96
01060 - Dispatcher Motor Vehicle		17.63
01070 - Document Preparation Clerk		12.73
01090 - Duplicating Machine Operator		12.73
01111 - General Clerk I		12.08
01112 - General Clerk II		13.18

01113 - General Clerk III 14.79
01120 - Housing Referral Assistant 18.15
01141 - Messenger Courier 10.86
01191 - Order Clerk I 11.95
01192 - Order Clerk II 13.04
01261 - Personnel Assistant (Employment) I 14.49
01262 - Personnel Assistant (Employment) II 16.21
01263 - Personnel Assistant (Employment) III 18.07
01270 - Production Control Clerk 15.05
01290 - Rental Clerk 13.77
01300 - Scheduler Maintenance 14.55
01311 - Secretary I 14.55
01312 - Secretary II 16.28
01313 - Secretary III 18.15
01320 - Service Order Dispatcher 15.76
01410 - Supply Technician 22.89
01420 - Survey Worker 15.77
01460 - Switchboard Operator/Receptionist 10.55
01531 - Travel Clerk I 11.79
01532 - Travel Clerk II 12.97
01533 - Travel Clerk III 13.88
01611 - Word Processor I 12.24
01612 - Word Processor II 14.55
01613 - Word Processor III 16.28
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.10
05010 - Automotive Electrician 16.77
05040 - Automotive Glass Installer 15.66
05070 - Automotive Worker 15.66
05110 - Mobile Equipment Servicer 13.57
05130 - Motor Equipment Metal Mechanic 17.82
05160 - Motor Equipment Metal Worker 15.66
05190 - Motor Vehicle Mechanic 17.82
05220 - Motor Vehicle Mechanic Helper 12.62
05250 - Motor Vehicle Upholstery Worker 14.62
05280 - Motor Vehicle Wrecker 15.66
05310 - Painter Automotive 16.77
05340 - Radiator Repair Specialist 15.66
05370 - Tire Repairer 12.88
05400 - Transmission Repair Specialist 17.82
07000 - Food Preparation And Service Occupations
07010 - Baker 9.35
07041 - Cook I 11.19
07042 - Cook II 12.92
07070 - Dishwasher 8.92
07130 - Food Service Worker 11.46
07210 - Meat Cutter 12.56
07260 - Waiter/Waitress 9.14
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.35

09040 - Furniture Handler 11.04
09080 - Furniture Refinisher 17.35
09090 - Furniture Refinisher Helper 13.06
09110 - Furniture Repairer Minor 15.12
09130 - Upholsterer 17.35
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 9.55
11060 - Elevator Operator 10.59
11090 - Gardener 15.78
11122 - Housekeeping Aide 10.59
11150 - Janitor 10.59
11210 - Laborer Grounds Maintenance 12.40
11240 - Maid or Houseman 9.35
11260 - Pruner 11.28
11270 - Tractor Operator 14.67
11330 - Trail Maintenance Worker 12.40
11360 - Window Cleaner 11.64
12000 - Health Occupations
12010 - Ambulance Driver 17.25
12011 - Breath Alcohol Technician 20.70
12012 - Certified Occupational Therapist Assistant 31.79
12015 - Certified Physical Therapist Assistant 35.41
12020 - Dental Assistant 16.67
12025 - Dental Hygienist 45.25
12030 - EKG Technician 32.97
12035 - Electroneurodiagnostic Technologist 32.97
12040 - Emergency Medical Technician 17.25
12071 - Licensed Practical Nurse I 20.35
12072 - Licensed Practical Nurse II 22.77
12073 - Licensed Practical Nurse III 25.39
12100 - Medical Assistant 11.46
12130 - Medical Laboratory Technician 21.60
12160 - Medical Record Clerk 14.64
12190 - Medical Record Technician 16.38
12195 - Medical Transcriptionist 19.45
12210 - Nuclear Medicine Technologist 47.81
12221 - Nursing Assistant I 11.82
12222 - Nursing Assistant II 13.30
12223 - Nursing Assistant III 14.51
12224 - Nursing Assistant IV 16.28
12235 - Optical Dispenser 17.37
12236 - Optical Technician 25.52
12250 - Pharmacy Technician 15.38
12280 - Phlebotomist 15.78
12305 - Radiologic Technologist 27.66
12311 - Registered Nurse I 25.88
12312 - Registered Nurse II 31.68
12313 - Registered Nurse II Specialist 31.68
12314 - Registered Nurse III 38.30
12315 - Registered Nurse III Anesthetist 38.30

12316 - Registered Nurse IV		45.94
12317 - Scheduler (Drug and Alcohol Testing)		25.65
12320 - Substance Abuse Treatment Counselor		30.23
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.44
13012 - Exhibits Specialist II		31.54
13013 - Exhibits Specialist III		38.61
13041 - Illustrator I		25.67
13042 - Illustrator II		31.54
13043 - Illustrator III		38.61
13047 - Librarian		34.97
13050 - Library Aide/Clerk		18.30
13054 - Library Information Technology Systems Administrator		31.54
13058 - Library Technician		14.08
13061 - Media Specialist I		22.75
13062 - Media Specialist II		25.44
13063 - Media Specialist III		28.39
13071 - Photographer I		22.14
13072 - Photographer II		24.77
13073 - Photographer III		30.69
13074 - Photographer IV		37.53
13075 - Photographer V		45.42
13090 - Technical Order Library Clerk		17.87
13110 - Video Teleconference Technician		19.21
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.53
14042 - Computer Operator II		15.13
14043 - Computer Operator III		16.87
14044 - Computer Operator IV		18.75
14045 - Computer Operator V		20.76
14071 - Computer Programmer I	(see 1)	19.06
14072 - Computer Programmer II	(see 1)	23.61
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		13.53
14160 - Personal Computer Support Technician		18.75
14170 - System Support Specialist		26.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.90
15020 - Aircrew Training Devices Instructor (Rated)		34.96
15030 - Air Crew Training Devices Instructor (Pilot)		41.90
15050 - Computer Based Training Specialist / Instructor		28.90
15060 - Educational Technologist		34.54
15070 - Flight Instructor (Pilot)		41.90
15080 - Graphic Artist		17.82
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.90

15086 - Maintenance Test Pilot Rotary Wing 41.90
15088 - Non-Maintenance Test/Co-Pilot 41.90
15090 - Technical Instructor 22.40
15095 - Technical Instructor/Course Developer 26.85
15110 - Test Proctor 16.37
15120 - Tutor 16.37
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.83
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.38
16220 - Tailor 11.99
16250 - Washer Machine 9.67
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 17.35
19040 - Tool And Die Maker 21.68
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 11.10
21030 - Material Coordinator 15.05
21040 - Material Expediter 15.05
21050 - Material Handling Laborer 12.45
21071 - Order Filler 12.00
21080 - Production Line Worker (Food Processing) 11.10
21110 - Shipping Packer 12.96
21130 - Shipping/Receiving Clerk 12.96
21140 - Store Worker I 11.57
21150 - Stock Clerk 15.43
21210 - Tools And Parts Attendant 11.10
21410 - Warehouse Specialist 11.10
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 19.50
23019 - Aircraft Logs and Records Technician 15.12
23021 - Aircraft Mechanic I 18.43
23022 - Aircraft Mechanic II 19.50
23023 - Aircraft Mechanic III 20.56
23040 - Aircraft Mechanic Helper 13.06
23050 - Aircraft Painter 17.35
23060 - Aircraft Servicer 15.12
23070 - Aircraft Survival Flight Equipment Technician 17.35
23080 - Aircraft Worker 16.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 16.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 18.43
23110 - Appliance Mechanic 17.35

23120 - Bicycle Repairer	14.04
23125 - Cable Splicer	18.50
23130 - Carpenter Maintenance	17.80
23140 - Carpet Layer	16.20
23160 - Electrician Maintenance	18.90
23181 - Electronics Technician Maintenance I	16.20
23182 - Electronics Technician Maintenance II	17.35
23183 - Electronics Technician Maintenance III	18.50
23260 - Fabric Worker	15.12
23290 - Fire Alarm System Mechanic	18.37
23310 - Fire Extinguisher Repairer	14.04
23311 - Fuel Distribution System Mechanic	18.43
23312 - Fuel Distribution System Operator	14.04
23370 - General Maintenance Worker	12.25
23380 - Ground Support Equipment Mechanic	18.43
23381 - Ground Support Equipment Servicer	15.12
23382 - Ground Support Equipment Worker	16.20
23391 - Gunsmith I	14.04
23392 - Gunsmith II	16.20
23393 - Gunsmith III	18.43
23410 - Heating Ventilation And Air-Conditioning Mechanic	16.92
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	17.90
23430 - Heavy Equipment Mechanic	16.02
23440 - Heavy Equipment Operator	15.33
23460 - Instrument Mechanic	18.43
23465 - Laboratory/Shelter Mechanic	17.35
23470 - Laborer	12.45
23510 - Locksmith	17.35
23530 - Machinery Maintenance Mechanic	24.56
23550 - Machinist Maintenance	18.43
23580 - Maintenance Trades Helper	13.27
23591 - Metrology Technician I	18.43
23592 - Metrology Technician II	19.50
23593 - Metrology Technician III	20.56
23640 - Millwright	18.43
23710 - Office Appliance Repairer	16.45
23760 - Painter Maintenance	14.17
23790 - Pipefitter Maintenance	17.61
23810 - Plumber Maintenance	17.14
23820 - Pneudraulic Systems Mechanic	18.43
23850 - Rigger	18.43
23870 - Scale Mechanic	16.20
23890 - Sheet-Metal Worker Maintenance	18.04
23910 - Small Engine Mechanic	16.20
23931 - Telecommunications Mechanic I	18.50
23932 - Telecommunications Mechanic II	19.57
23950 - Telephone Lineman	22.32
23960 - Welder Combination Maintenance	18.34

23965 - Well Driller		18.43
23970 - Woodcraft Worker		18.43
23980 - Woodworker		14.04
24000 - Personal Needs Occupations		
24550 - Case Manager		14.49
24570 - Child Care Attendant		9.00
24580 - Child Care Center Clerk		11.23
24610 - Chore Aide		9.91
24620 - Family Readiness And Support Services Coordinator		14.49
24630 - Homemaker		14.49
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		18.43
25040 - Sewage Plant Operator		17.35
25070 - Stationary Engineer		18.43
25190 - Ventilation Equipment Tender		13.09
25210 - Water Treatment Plant Operator		17.35
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.31
27007 - Baggage Inspector		10.02
27008 - Corrections Officer		18.07
27010 - Court Security Officer		21.00
27030 - Detection Dog Handler		14.63
27040 - Detention Officer		18.07
27070 - Firefighter		23.40
27101 - Guard I		10.02
27102 - Guard II		14.63
27131 - Police Officer I		30.47
27132 - Police Officer II		35.23
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.94
28042 - Carnival Equipment Repairer		12.84
28043 - Carnival Worker		9.27
28210 - Gate Attendant/Gate Tender		14.00
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		15.66
28510 - Recreation Aide/Health Facility Attendant		11.17
28515 - Recreation Specialist		18.95
28630 - Sports Official		12.47
28690 - Swimming Pool Operator		14.87
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		16.20
29020 - Hatch Tender		16.20
29030 - Line Handler		16.20
29041 - Stevedore I		15.12
29042 - Stevedore II		17.35
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.90
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.20
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.06

30021 - Archeological Technician I		16.12
30022 - Archeological Technician II		18.03
30023 - Archeological Technician III		22.34
30030 - Cartographic Technician		22.34
30040 - Civil Engineering Technician		23.14
30051 - Cryogenic Technician I		25.32
30052 - Cryogenic Technician II		27.97
30061 - Drafter/CAD Operator I		16.12
30062 - Drafter/CAD Operator II		18.03
30063 - Drafter/CAD Operator III		20.10
30064 - Drafter/CAD Operator IV		24.74
30081 - Engineering Technician I		14.71
30082 - Engineering Technician II		16.12
30083 - Engineering Technician III		18.46
30084 - Engineering Technician IV		22.87
30085 - Engineering Technician V		27.32
30086 - Engineering Technician VI		33.15
30090 - Environmental Technician		22.87
30095 - Evidence Control Specialist		22.87
30210 - Laboratory Technician		20.10
30221 - Latent Fingerprint Technician I		25.32
30222 - Latent Fingerprint Technician II		27.97
30240 - Mathematical Technician		22.34
30361 - Paralegal/Legal Assistant I		18.62
30362 - Paralegal/Legal Assistant II		23.06
30363 - Paralegal/Legal Assistant III		28.21
30364 - Paralegal/Legal Assistant IV		34.14
30375 - Petroleum Supply Specialist		27.97
30390 - Photo-Optics Technician		21.50
30395 - Radiation Control Technician		27.97
30461 - Technical Writer I		22.34
30462 - Technical Writer II		27.32
30463 - Technical Writer III		33.06
30491 - Unexploded Ordnance (UXO) Technician I		25.99
30492 - Unexploded Ordnance (UXO) Technician II		31.45
30493 - Unexploded Ordnance (UXO) Technician III		37.69
30494 - Unexploded (UXO) Safety Escort		25.99
30495 - Unexploded (UXO) Sweep Personnel		25.99
30501 - Weather Forecaster I		25.32
30502 - Weather Forecaster II		30.80
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.10
30621 - Weather Observer Senior	(see 2)	22.34
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.45
31020 - Bus Aide		14.98
31030 - Bus Driver		20.53
31043 - Driver Courier		16.74
31260 - Parking and Lot Attendant		12.89
31290 - Shuttle Bus Driver		18.04

31310 - Taxi Driver	10.29
31361 - Truckdriver Light	18.04
31362 - Truckdriver Medium	19.45
31363 - Truckdriver Heavy	19.46
31364 - Truckdriver Tractor-Trailer	19.46
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.33
99030 - Cashier	10.63
99050 - Desk Clerk	9.65
99095 - Embalmer	25.99
99130 - Flight Follower	25.99
99251 - Laboratory Animal Caretaker I	16.73
99252 - Laboratory Animal Caretaker II	17.99
99260 - Marketing Analyst	29.89
99310 - Mortician	25.99
99410 - Pest Controller	16.13
99510 - Photofinishing Worker	13.66
99710 - Recycling Laborer	15.36
99711 - Recycling Specialist	18.33
99730 - Refuse Collector	14.09
99810 - Sales Clerk	10.71
99820 - School Crossing Guard	12.86
99830 - Survey Party Chief	23.14
99831 - Surveying Aide	15.74
99832 - Surveying Technician	19.36
99840 - Vending Machine Attendant	16.73
99841 - Vending Machine Repairer	19.56
99842 - Vending Machine Repairer Helper	16.73

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5240
Revision No.: 15
Date Of Last Revision: 06/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Webb

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.44
01012 - Accounting Clerk II		15.08
01013 - Accounting Clerk III		16.87
01020 - Administrative Assistant		22.89
01035 - Court Reporter		16.28
01041 - Customer Service Representative I		11.06
01042 - Customer Service Representative II		12.43
01043 - Customer Service Representative III		13.58
01051 - Data Entry Operator I		10.96
01052 - Data Entry Operator II		11.96
01060 - Dispatcher Motor Vehicle		17.63
01070 - Document Preparation Clerk		12.73

01090 - Duplicating Machine Operator 12.73
01111 - General Clerk I 12.08
01112 - General Clerk II 13.18
01113 - General Clerk III 14.79
01120 - Housing Referral Assistant 18.15
01141 - Messenger Courier 10.86
01191 - Order Clerk I 11.95
01192 - Order Clerk II 13.04
01261 - Personnel Assistant (Employment) I 14.49
01262 - Personnel Assistant (Employment) II 16.21
01263 - Personnel Assistant (Employment) III 18.07
01270 - Production Control Clerk 15.05
01290 - Rental Clerk 13.77
01300 - Scheduler Maintenance 14.55
01311 - Secretary I 14.55
01312 - Secretary II 16.28
01313 - Secretary III 18.15
01320 - Service Order Dispatcher 15.76
01410 - Supply Technician 22.89
01420 - Survey Worker 15.77
01460 - Switchboard Operator/Receptionist 10.55
01531 - Travel Clerk I 11.79
01532 - Travel Clerk II 12.97
01533 - Travel Clerk III 13.88
01611 - Word Processor I 12.24
01612 - Word Processor II 14.55
01613 - Word Processor III 16.28
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.10
05010 - Automotive Electrician 16.77
05040 - Automotive Glass Installer 15.66
05070 - Automotive Worker 15.66
05110 - Mobile Equipment Servicer 13.57
05130 - Motor Equipment Metal Mechanic 17.82
05160 - Motor Equipment Metal Worker 15.66
05190 - Motor Vehicle Mechanic 17.82
05220 - Motor Vehicle Mechanic Helper 12.62
05250 - Motor Vehicle Upholstery Worker 14.62
05280 - Motor Vehicle Wrecker 15.66
05310 - Painter Automotive 16.77
05340 - Radiator Repair Specialist 15.66
05370 - Tire Repairer 12.88
05400 - Transmission Repair Specialist 17.82
07000 - Food Preparation And Service Occupations
07010 - Baker 9.35
07041 - Cook I 11.19
07042 - Cook II 12.92
07070 - Dishwasher 8.92
07130 - Food Service Worker 11.46
07210 - Meat Cutter 12.56

07260 - Waiter/Waitress	9.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.35
09040 - Furniture Handler	11.04
09080 - Furniture Refinisher	17.35
09090 - Furniture Refinisher Helper	13.06
09110 - Furniture Repairer Minor	15.12
09130 - Upholsterer	17.35
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.55
11060 - Elevator Operator	10.59
11090 - Gardener	15.78
11122 - Housekeeping Aide	10.59
11150 - Janitor	10.59
11210 - Laborer Grounds Maintenance	12.40
11240 - Maid or Houseman	9.35
11260 - Pruner	11.28
11270 - Tractor Operator	14.67
11330 - Trail Maintenance Worker	12.40
11360 - Window Cleaner	11.64
12000 - Health Occupations	
12010 - Ambulance Driver	17.25
12011 - Breath Alcohol Technician	20.70
12012 - Certified Occupational Therapist Assistant	31.79
12015 - Certified Physical Therapist Assistant	35.41
12020 - Dental Assistant	16.67
12025 - Dental Hygienist	45.25
12030 - EKG Technician	32.97
12035 - Electroneurodiagnostic Technologist	32.97
12040 - Emergency Medical Technician	17.25
12071 - Licensed Practical Nurse I	20.35
12072 - Licensed Practical Nurse II	22.77
12073 - Licensed Practical Nurse III	25.39
12100 - Medical Assistant	11.46
12130 - Medical Laboratory Technician	21.60
12160 - Medical Record Clerk	14.64
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	19.45
12210 - Nuclear Medicine Technologist	47.81
12221 - Nursing Assistant I	11.82
12222 - Nursing Assistant II	13.30
12223 - Nursing Assistant III	14.51
12224 - Nursing Assistant IV	16.28
12235 - Optical Dispenser	17.37
12236 - Optical Technician	25.52
12250 - Pharmacy Technician	15.38
12280 - Phlebotomist	15.78
12305 - Radiologic Technologist	27.66
12311 - Registered Nurse I	25.88
12312 - Registered Nurse II	31.68

12313 - Registered Nurse II Specialist		31.68
12314 - Registered Nurse III		38.30
12315 - Registered Nurse III Anesthetist		38.30
12316 - Registered Nurse IV		45.94
12317 - Scheduler (Drug and Alcohol Testing)		25.65
12320 - Substance Abuse Treatment Counselor		30.23
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.44
13012 - Exhibits Specialist II		31.54
13013 - Exhibits Specialist III		38.61
13041 - Illustrator I		25.67
13042 - Illustrator II		31.54
13043 - Illustrator III		38.61
13047 - Librarian		34.97
13050 - Library Aide/Clerk		18.30
13054 - Library Information Technology Systems Administrator		31.54
13058 - Library Technician		14.08
13061 - Media Specialist I		22.75
13062 - Media Specialist II		25.44
13063 - Media Specialist III		28.39
13071 - Photographer I		22.14
13072 - Photographer II		24.77
13073 - Photographer III		30.69
13074 - Photographer IV		37.53
13075 - Photographer V		45.42
13090 - Technical Order Library Clerk		17.87
13110 - Video Teleconference Technician		19.21
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.53
14042 - Computer Operator II		15.13
14043 - Computer Operator III		16.87
14044 - Computer Operator IV		18.75
14045 - Computer Operator V		20.76
14071 - Computer Programmer I	(see 1)	19.06
14072 - Computer Programmer II	(see 1)	23.61
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		13.53
14160 - Personal Computer Support Technician		18.75
14170 - System Support Specialist		26.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.90
15020 - Aircrew Training Devices Instructor (Rated)		34.96
15030 - Air Crew Training Devices Instructor (Pilot)		41.90
15050 - Computer Based Training Specialist / Instructor		28.90
15060 - Educational Technologist		34.54

15070 - Flight Instructor (Pilot) 41.90
15080 - Graphic Artist 17.82
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.90
15086 - Maintenance Test Pilot Rotary Wing 41.90
15088 - Non-Maintenance Test/Co-Pilot 41.90
15090 - Technical Instructor 22.40
15095 - Technical Instructor/Course Developer 26.85
15110 - Test Proctor 16.37
15120 - Tutor 16.37
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.83
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.38
16220 - Tailor 11.99
16250 - Washer Machine 9.67
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 17.35
19040 - Tool And Die Maker 21.68
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 11.10
21030 - Material Coordinator 15.05
21040 - Material Expediter 15.05
21050 - Material Handling Laborer 12.45
21071 - Order Filler 12.00
21080 - Production Line Worker (Food Processing) 11.10
21110 - Shipping Packer 12.96
21130 - Shipping/Receiving Clerk 12.96
21140 - Store Worker I 11.57
21150 - Stock Clerk 15.43
21210 - Tools And Parts Attendant 11.10
21410 - Warehouse Specialist 11.10
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 19.50
23019 - Aircraft Logs and Records Technician 15.12
23021 - Aircraft Mechanic I 18.43
23022 - Aircraft Mechanic II 19.50
23023 - Aircraft Mechanic III 20.56
23040 - Aircraft Mechanic Helper 13.06
23050 - Aircraft Painter 17.35
23060 - Aircraft Servicer 15.12
23070 - Aircraft Survival Flight Equipment Technician 17.35
23080 - Aircraft Worker 16.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 16.20

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 18.43
23110 - Appliance Mechanic 17.35
23120 - Bicycle Repairer 14.04
23125 - Cable Splicer 18.50
23130 - Carpenter Maintenance 17.80
23140 - Carpet Layer 16.20
23160 - Electrician Maintenance 18.90
23181 - Electronics Technician Maintenance I 16.20
23182 - Electronics Technician Maintenance II 17.35
23183 - Electronics Technician Maintenance III 18.50
23260 - Fabric Worker 15.12
23290 - Fire Alarm System Mechanic 18.37
23310 - Fire Extinguisher Repairer 14.04
23311 - Fuel Distribution System Mechanic 18.43
23312 - Fuel Distribution System Operator 14.04
23370 - General Maintenance Worker 12.25
23380 - Ground Support Equipment Mechanic 18.43
23381 - Ground Support Equipment Servicer 15.12
23382 - Ground Support Equipment Worker 16.20
23391 - Gunsmith I 14.04
23392 - Gunsmith II 16.20
23393 - Gunsmith III 18.43
23410 - Heating Ventilation And Air-Conditioning Mechanic 16.92
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 17.90
23430 - Heavy Equipment Mechanic 16.02
23440 - Heavy Equipment Operator 15.33
23460 - Instrument Mechanic 18.43
23465 - Laboratory/Shelter Mechanic 17.35
23470 - Laborer 12.45
23510 - Locksmith 17.35
23530 - Machinery Maintenance Mechanic 24.56
23550 - Machinist Maintenance 18.43
23580 - Maintenance Trades Helper 13.27
23591 - Metrology Technician I 18.43
23592 - Metrology Technician II 19.50
23593 - Metrology Technician III 20.56
23640 - Millwright 18.43
23710 - Office Appliance Repairer 16.45
23760 - Painter Maintenance 14.17
23790 - Pipefitter Maintenance 17.61
23810 - Plumber Maintenance 17.14
23820 - Pneudraulic Systems Mechanic 18.43
23850 - Rigger 18.43
23870 - Scale Mechanic 16.20
23890 - Sheet-Metal Worker Maintenance 18.04
23910 - Small Engine Mechanic 16.20
23931 - Telecommunications Mechanic I 18.50

23932 - Telecommunications Mechanic II 19.57
23950 - Telephone Lineman 22.32
23960 - Welder Combination Maintenance 18.34
23965 - Well Driller 18.43
23970 - Woodcraft Worker 18.43
23980 - Woodworker 14.04
24000 - Personal Needs Occupations
24550 - Case Manager 14.49
24570 - Child Care Attendant 9.00
24580 - Child Care Center Clerk 11.23
24610 - Chore Aide 9.91
24620 - Family Readiness And Support Services Coordinator 14.49
24630 - Homemaker 14.49
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 18.43
25040 - Sewage Plant Operator 17.35
25070 - Stationary Engineer 18.43
25190 - Ventilation Equipment Tender 13.09
25210 - Water Treatment Plant Operator 17.35
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.31
27007 - Baggage Inspector 10.02
27008 - Corrections Officer 18.07
27010 - Court Security Officer 21.00
27030 - Detection Dog Handler 14.63
27040 - Detention Officer 18.07
27070 - Firefighter 23.40
27101 - Guard I 10.02
27102 - Guard II 14.63
27131 - Police Officer I 30.47
27132 - Police Officer II 35.23
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.94
28042 - Carnival Equipment Repairer 12.84
28043 - Carnival Worker 9.27
28210 - Gate Attendant/Gate Tender 14.00
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 15.66
28510 - Recreation Aide/Health Facility Attendant 11.17
28515 - Recreation Specialist 18.95
28630 - Sports Official 12.47
28690 - Swimming Pool Operator 14.87
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 16.20
29020 - Hatch Tender 16.20
29030 - Line Handler 16.20
29041 - Stevedore I 15.12
29042 - Stevedore II 17.35
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.90
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.20
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.06
30021 - Archeological Technician I 16.12
30022 - Archeological Technician II 18.03
30023 - Archeological Technician III 22.34
30030 - Cartographic Technician 22.34
30040 - Civil Engineering Technician 23.14
30051 - Cryogenic Technician I 25.32
30052 - Cryogenic Technician II 27.97
30061 - Drafter/CAD Operator I 16.12
30062 - Drafter/CAD Operator II 18.03
30063 - Drafter/CAD Operator III 20.10
30064 - Drafter/CAD Operator IV 24.74
30081 - Engineering Technician I 14.71
30082 - Engineering Technician II 16.12
30083 - Engineering Technician III 18.46
30084 - Engineering Technician IV 22.87
30085 - Engineering Technician V 27.32
30086 - Engineering Technician VI 33.15
30090 - Environmental Technician 22.87
30095 - Evidence Control Specialist 22.87
30210 - Laboratory Technician 20.10
30221 - Latent Fingerprint Technician I 25.32
30222 - Latent Fingerprint Technician II 27.97
30240 - Mathematical Technician 22.34
30361 - Paralegal/Legal Assistant I 18.62
30362 - Paralegal/Legal Assistant II 23.06
30363 - Paralegal/Legal Assistant III 28.21
30364 - Paralegal/Legal Assistant IV 34.14
30375 - Petroleum Supply Specialist 27.97
30390 - Photo-Optics Technician 21.50
30395 - Radiation Control Technician 27.97
30461 - Technical Writer I 22.34
30462 - Technical Writer II 27.32
30463 - Technical Writer III 33.06
30491 - Unexploded Ordnance (UXO) Technician I 25.99
30492 - Unexploded Ordnance (UXO) Technician II 31.45
30493 - Unexploded Ordnance (UXO) Technician III 37.69
30494 - Unexploded (UXO) Safety Escort 25.99
30495 - Unexploded (UXO) Sweep Personnel 25.99
30501 - Weather Forecaster I 25.32
30502 - Weather Forecaster II 30.80
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.10
30621 - Weather Observer Senior (see 2) 22.34
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.45
31020 - Bus Aide 14.98
31030 - Bus Driver 20.53

31043 - Driver Courier	16.74
31260 - Parking and Lot Attendant	12.89
31290 - Shuttle Bus Driver	18.04
31310 - Taxi Driver	10.29
31361 - Truckdriver Light	18.04
31362 - Truckdriver Medium	19.45
31363 - Truckdriver Heavy	19.46
31364 - Truckdriver Tractor-Trailer	19.46
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.33
99030 - Cashier	10.63
99050 - Desk Clerk	9.65
99095 - Embalmer	25.99
99130 - Flight Follower	25.99
99251 - Laboratory Animal Caretaker I	16.73
99252 - Laboratory Animal Caretaker II	17.99
99260 - Marketing Analyst	29.89
99310 - Mortician	25.99
99410 - Pest Controller	16.13
99510 - Photofinishing Worker	13.66
99710 - Recycling Laborer	15.36
99711 - Recycling Specialist	18.33
99730 - Refuse Collector	14.09
99810 - Sales Clerk	10.71
99820 - School Crossing Guard	12.86
99830 - Survey Party Chief	23.14
99831 - Surveying Aide	15.74
99832 - Surveying Technician	19.36
99840 - Vending Machine Attendant	16.73
99841 - Vending Machine Repairer	19.56
99842 - Vending Machine Repairer Helper	16.73

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5241
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Gregg Rusk Upshur

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.41
01012 - Accounting Clerk II		17.29
01013 - Accounting Clerk III		19.35
01020 - Administrative Assistant		23.88
01035 - Court Reporter		19.24
01041 - Customer Service Representative I		11.77
01042 - Customer Service Representative II		13.23
01043 - Customer Service Representative III		14.43
01051 - Data Entry Operator I		14.68
01052 - Data Entry Operator II		16.01
01060 - Dispatcher Motor Vehicle		18.06
01070 - Document Preparation Clerk		14.19
01090 - Duplicating Machine Operator		14.19
01111 - General Clerk I		13.64
01112 - General Clerk II		14.88

01113 - General Clerk III 16.70
01120 - Housing Referral Assistant 19.87
01141 - Messenger Courier 13.75
01191 - Order Clerk I 16.15
01192 - Order Clerk II 17.62
01261 - Personnel Assistant (Employment) I 16.10
01262 - Personnel Assistant (Employment) II 18.02
01263 - Personnel Assistant (Employment) III 20.09
01270 - Production Control Clerk 23.23
01290 - Rental Clerk 17.33
01300 - Scheduler Maintenance 15.93
01311 - Secretary I 15.93
01312 - Secretary II 17.83
01313 - Secretary III 19.87
01320 - Service Order Dispatcher 16.14
01410 - Supply Technician 23.88
01420 - Survey Worker 14.65
01460 - Switchboard Operator/Receptionist 13.10
01531 - Travel Clerk I 12.53
01532 - Travel Clerk II 13.43
01533 - Travel Clerk III 14.13
01611 - Word Processor I 14.19
01612 - Word Processor II 15.93
01613 - Word Processor III 17.83
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.91
05010 - Automotive Electrician 25.84
05040 - Automotive Glass Installer 24.38
05070 - Automotive Worker 24.38
05110 - Mobile Equipment Servicer 21.18
05130 - Motor Equipment Metal Mechanic 27.36
05160 - Motor Equipment Metal Worker 24.38
05190 - Motor Vehicle Mechanic 27.36
05220 - Motor Vehicle Mechanic Helper 19.39
05250 - Motor Vehicle Upholstery Worker 22.79
05280 - Motor Vehicle Wrecker 24.38
05310 - Painter Automotive 25.84
05340 - Radiator Repair Specialist 24.38
05370 - Tire Repairer 14.33
05400 - Transmission Repair Specialist 27.36
07000 - Food Preparation And Service Occupations
07010 - Baker 11.41
07041 - Cook I 11.09
07042 - Cook II 12.77
07070 - Dishwasher 9.68
07130 - Food Service Worker 9.45
07210 - Meat Cutter 13.63
07260 - Waiter/Waitress 9.09
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.23

09040 - Furniture Handler	11.87
09080 - Furniture Refinisher	19.23
09090 - Furniture Refinisher Helper	14.43
09110 - Furniture Repairer Minor	16.96
09130 - Upholsterer	19.23
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.77
11060 - Elevator Operator	11.77
11090 - Gardener	18.93
11122 - Housekeeping Aide	10.48
11150 - Janitor	10.48
11210 - Laborer Grounds Maintenance	14.26
11240 - Maid or Houseman	9.27
11260 - Pruner	12.59
11270 - Tractor Operator	17.33
11330 - Trail Maintenance Worker	14.26
11360 - Window Cleaner	11.35
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	19.64
12012 - Certified Occupational Therapist Assistant	27.54
12015 - Certified Physical Therapist Assistant	29.79
12020 - Dental Assistant	16.72
12025 - Dental Hygienist	34.60
12030 - EKG Technician	26.66
12035 - Electroneurodiagnostic Technologist	26.66
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	17.94
12072 - Licensed Practical Nurse II	20.08
12073 - Licensed Practical Nurse III	22.38
12100 - Medical Assistant	14.86
12130 - Medical Laboratory Technician	19.98
12160 - Medical Record Clerk	13.68
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	17.94
12210 - Nuclear Medicine Technologist	44.11
12221 - Nursing Assistant I	11.75
12222 - Nursing Assistant II	13.21
12223 - Nursing Assistant III	14.41
12224 - Nursing Assistant IV	16.18
12235 - Optical Dispenser	20.89
12236 - Optical Technician	17.94
12250 - Pharmacy Technician	15.94
12280 - Phlebotomist	14.05
12305 - Radiologic Technologist	28.17
12311 - Registered Nurse I	24.48
12312 - Registered Nurse II	29.95
12313 - Registered Nurse II Specialist	29.95
12314 - Registered Nurse III	36.24
12315 - Registered Nurse III Anesthetist	36.24

12316 - Registered Nurse IV		43.43
12317 - Scheduler (Drug and Alcohol Testing)		24.86
12320 - Substance Abuse Treatment Counselor		17.94
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.70
13012 - Exhibits Specialist II		23.16
13013 - Exhibits Specialist III		28.33
13041 - Illustrator I		18.70
13042 - Illustrator II		23.16
13043 - Illustrator III		28.33
13047 - Librarian		25.65
13050 - Library Aide/Clerk		11.33
13054 - Library Information Technology Systems Administrator		23.16
13058 - Library Technician		18.70
13061 - Media Specialist I		16.71
13062 - Media Specialist II		18.70
13063 - Media Specialist III		20.84
13071 - Photographer I		16.71
13072 - Photographer II		18.70
13073 - Photographer III		23.16
13074 - Photographer IV		28.33
13075 - Photographer V		34.28
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		16.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.35
14042 - Computer Operator II		16.62
14043 - Computer Operator III		20.99
14044 - Computer Operator IV		22.52
14045 - Computer Operator V		24.49
14071 - Computer Programmer I	(see 1)	20.56
14072 - Computer Programmer II	(see 1)	25.46
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.35
14160 - Personal Computer Support Technician		23.14
14170 - System Support Specialist		22.26
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.92
15020 - Aircrew Training Devices Instructor (Rated)		33.77
15030 - Air Crew Training Devices Instructor (Pilot)		40.47
15050 - Computer Based Training Specialist / Instructor		27.92
15060 - Educational Technologist		29.88
15070 - Flight Instructor (Pilot)		40.47
15080 - Graphic Artist		24.58
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.47

15086 - Maintenance Test Pilot Rotary Wing 40.47
15088 - Non-Maintenance Test/Co-Pilot 40.47
15090 - Technical Instructor 22.28
15095 - Technical Instructor/Course Developer 27.25
15110 - Test Proctor 17.99
15120 - Tutor 17.99
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.93
16030 - Counter Attendant 9.93
16040 - Dry Cleaner 11.75
16070 - Finisher Flatwork Machine 9.93
16090 - Presser Hand 9.93
16110 - Presser Machine Drycleaning 9.93
16130 - Presser Machine Shirts 9.93
16160 - Presser Machine Wearing Apparel Laundry 9.93
16190 - Sewing Machine Operator 12.45
16220 - Tailor 13.12
16250 - Washer Machine 10.49
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.89
19040 - Tool And Die Maker 25.67
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.70
21030 - Material Coordinator 23.23
21040 - Material Expediter 23.23
21050 - Material Handling Laborer 13.19
21071 - Order Filler 13.25
21080 - Production Line Worker (Food Processing) 16.70
21110 - Shipping Packer 16.28
21130 - Shipping/Receiving Clerk 16.28
21140 - Store Worker I 11.99
21150 - Stock Clerk 17.06
21210 - Tools And Parts Attendant 16.70
21410 - Warehouse Specialist 16.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.13
23019 - Aircraft Logs and Records Technician 19.06
23021 - Aircraft Mechanic I 22.95
23022 - Aircraft Mechanic II 24.13
23023 - Aircraft Mechanic III 25.35
23040 - Aircraft Mechanic Helper 16.56
23050 - Aircraft Painter 20.95
23060 - Aircraft Servicer 19.06
23070 - Aircraft Survival Flight Equipment Technician 20.95
23080 - Aircraft Worker 20.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.18
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.95
23110 - Appliance Mechanic 20.95

23120 - Bicycle Repairer	17.17
23125 - Cable Splicer	26.93
23130 - Carpenter Maintenance	19.08
23140 - Carpet Layer	19.77
23160 - Electrician Maintenance	22.82
23181 - Electronics Technician Maintenance I	26.62
23182 - Electronics Technician Maintenance II	28.21
23183 - Electronics Technician Maintenance III	29.87
23260 - Fabric Worker	18.48
23290 - Fire Alarm System Mechanic	22.18
23310 - Fire Extinguisher Repairer	17.17
23311 - Fuel Distribution System Mechanic	24.84
23312 - Fuel Distribution System Operator	20.44
23370 - General Maintenance Worker	17.08
23380 - Ground Support Equipment Mechanic	22.95
23381 - Ground Support Equipment Servicer	19.06
23382 - Ground Support Equipment Worker	20.18
23391 - Gunsmith I	17.17
23392 - Gunsmith II	19.77
23393 - Gunsmith III	22.18
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.74
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.82
23430 - Heavy Equipment Mechanic	24.42
23440 - Heavy Equipment Operator	19.28
23460 - Instrument Mechanic	22.18
23465 - Laboratory/Shelter Mechanic	20.95
23470 - Laborer	13.19
23510 - Locksmith	20.95
23530 - Machinery Maintenance Mechanic	22.93
23550 - Machinist Maintenance	24.03
23580 - Maintenance Trades Helper	15.27
23591 - Metrology Technician I	22.18
23592 - Metrology Technician II	23.34
23593 - Metrology Technician III	24.51
23640 - Millwright	23.50
23710 - Office Appliance Repairer	20.95
23760 - Painter Maintenance	18.11
23790 - Pipefitter Maintenance	25.18
23810 - Plumber Maintenance	23.78
23820 - Pneudraulic Systems Mechanic	22.18
23850 - Rigger	22.18
23870 - Scale Mechanic	19.77
23890 - Sheet-Metal Worker Maintenance	24.66
23910 - Small Engine Mechanic	19.77
23931 - Telecommunications Mechanic I	20.91
23932 - Telecommunications Mechanic II	21.97
23950 - Telephone Lineman	26.13
23960 - Welder Combination Maintenance	23.20

23965 - Well Driller		22.18
23970 - Woodcraft Worker		22.18
23980 - Woodworker		17.17
24000 - Personal Needs Occupations		
24550 - Case Manager		15.91
24570 - Child Care Attendant		10.25
24580 - Child Care Center Clerk		13.02
24610 - Chore Aide		10.47
24620 - Family Readiness And Support Services Coordinator		15.91
24630 - Homemaker		15.91
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.00
25040 - Sewage Plant Operator		19.87
25070 - Stationary Engineer		23.71
25190 - Ventilation Equipment Tender		15.72
25210 - Water Treatment Plant Operator		18.06
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.67
27007 - Baggage Inspector		12.33
27008 - Corrections Officer		20.94
27010 - Court Security Officer		23.38
27030 - Detection Dog Handler		13.80
27040 - Detention Officer		20.94
27070 - Firefighter		26.93
27101 - Guard I		12.33
27102 - Guard II		13.80
27131 - Police Officer I		23.58
27132 - Police Officer II		26.20
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.55
28042 - Carnival Equipment Repairer		14.80
28043 - Carnival Worker		9.84
28210 - Gate Attendant/Gate Tender		14.48
28310 - Lifeguard		12.91
28350 - Park Attendant (Aide)		16.21
28510 - Recreation Aide/Health Facility Attendant		11.83
28515 - Recreation Specialist		20.08
28630 - Sports Official		12.91
28690 - Swimming Pool Operator		17.03
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.01
29020 - Hatch Tender		23.82
29030 - Line Handler		25.01
29041 - Stevedore I		23.38
29042 - Stevedore II		26.51
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		17.64
30022 - Archeological Technician II		19.73
30023 - Archeological Technician III		24.44
30030 - Cartographic Technician		24.44
30040 - Civil Engineering Technician		24.16
30051 - Cryogenic Technician I		26.38
30052 - Cryogenic Technician II		29.00
30061 - Drafter/CAD Operator I		17.64
30062 - Drafter/CAD Operator II		19.73
30063 - Drafter/CAD Operator III		22.00
30064 - Drafter/CAD Operator IV		27.08
30081 - Engineering Technician I		14.86
30082 - Engineering Technician II		19.06
30083 - Engineering Technician III		21.32
30084 - Engineering Technician IV		26.42
30085 - Engineering Technician V		32.32
30086 - Engineering Technician VI		38.24
30090 - Environmental Technician		25.56
30095 - Evidence Control Specialist		23.71
30210 - Laboratory Technician		25.99
30221 - Latent Fingerprint Technician I		26.38
30222 - Latent Fingerprint Technician II		29.00
30240 - Mathematical Technician		24.44
30361 - Paralegal/Legal Assistant I		20.38
30362 - Paralegal/Legal Assistant II		25.24
30363 - Paralegal/Legal Assistant III		30.88
30364 - Paralegal/Legal Assistant IV		37.36
30375 - Petroleum Supply Specialist		29.00
30390 - Photo-Optics Technician		24.44
30395 - Radiation Control Technician		29.00
30461 - Technical Writer I		24.44
30462 - Technical Writer II		31.19
30463 - Technical Writer III		37.52
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.08
30502 - Weather Forecaster II		32.94
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.00
30621 - Weather Observer Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.94
31030 - Bus Driver		18.41
31043 - Driver Courier		14.11
31260 - Parking and Lot Attendant		11.73
31290 - Shuttle Bus Driver		15.40

31310 - Taxi Driver	12.55
31361 - Truckdriver Light	15.40
31362 - Truckdriver Medium	16.57
31363 - Truckdriver Heavy	19.70
31364 - Truckdriver Tractor-Trailer	19.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.29
99050 - Desk Clerk	9.85
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.21
99252 - Laboratory Animal Caretaker II	11.37
99260 - Marketing Analyst	26.58
99310 - Mortician	25.35
99410 - Pest Controller	18.63
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.36
99711 - Recycling Specialist	18.67
99730 - Refuse Collector	13.56
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	13.56
99830 - Survey Party Chief	24.55
99831 - Surveying Aide	15.05
99832 - Surveying Technician	20.63
99840 - Vending Machine Attendant	18.67
99841 - Vending Machine Repairer	23.47
99842 - Vending Machine Repairer Helper	18.67

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5242
Revision No.: 12
Date Of Last Revision: 06/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Gregg Rusk Upshur

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.41
01012 - Accounting Clerk II		17.29
01013 - Accounting Clerk III		19.35
01020 - Administrative Assistant		23.88
01035 - Court Reporter		19.24
01041 - Customer Service Representative I		11.77
01042 - Customer Service Representative II		13.23
01043 - Customer Service Representative III		14.43
01051 - Data Entry Operator I		14.68
01052 - Data Entry Operator II		16.01
01060 - Dispatcher Motor Vehicle		18.06
01070 - Document Preparation Clerk		14.19

01090 - Duplicating Machine Operator	14.19
01111 - General Clerk I	13.64
01112 - General Clerk II	14.88
01113 - General Clerk III	16.70
01120 - Housing Referral Assistant	19.87
01141 - Messenger Courier	13.75
01191 - Order Clerk I	16.15
01192 - Order Clerk II	17.62
01261 - Personnel Assistant (Employment) I	16.10
01262 - Personnel Assistant (Employment) II	18.02
01263 - Personnel Assistant (Employment) III	20.09
01270 - Production Control Clerk	23.23
01290 - Rental Clerk	17.33
01300 - Scheduler Maintenance	15.93
01311 - Secretary I	15.93
01312 - Secretary II	17.83
01313 - Secretary III	19.87
01320 - Service Order Dispatcher	16.14
01410 - Supply Technician	23.88
01420 - Survey Worker	14.65
01460 - Switchboard Operator/Receptionist	13.10
01531 - Travel Clerk I	12.53
01532 - Travel Clerk II	13.43
01533 - Travel Clerk III	14.13
01611 - Word Processor I	14.19
01612 - Word Processor II	15.93
01613 - Word Processor III	17.83
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.91
05010 - Automotive Electrician	25.84
05040 - Automotive Glass Installer	24.38
05070 - Automotive Worker	24.38
05110 - Mobile Equipment Servicer	21.18
05130 - Motor Equipment Metal Mechanic	27.36
05160 - Motor Equipment Metal Worker	24.38
05190 - Motor Vehicle Mechanic	27.36
05220 - Motor Vehicle Mechanic Helper	19.39
05250 - Motor Vehicle Upholstery Worker	22.79
05280 - Motor Vehicle Wrecker	24.38
05310 - Painter Automotive	25.84
05340 - Radiator Repair Specialist	24.38
05370 - Tire Repairer	14.33
05400 - Transmission Repair Specialist	27.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.41
07041 - Cook I	11.09
07042 - Cook II	12.77
07070 - Dishwasher	9.68
07130 - Food Service Worker	9.45
07210 - Meat Cutter	13.63

07260 - Waiter/Waitress	9.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.23
09040 - Furniture Handler	11.87
09080 - Furniture Refinisher	19.23
09090 - Furniture Refinisher Helper	14.43
09110 - Furniture Repairer Minor	16.96
09130 - Upholsterer	19.23
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.77
11060 - Elevator Operator	11.77
11090 - Gardener	18.93
11122 - Housekeeping Aide	10.48
11150 - Janitor	10.48
11210 - Laborer Grounds Maintenance	14.26
11240 - Maid or Houseman	9.27
11260 - Pruner	12.59
11270 - Tractor Operator	17.33
11330 - Trail Maintenance Worker	14.26
11360 - Window Cleaner	11.35
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	19.64
12012 - Certified Occupational Therapist Assistant	27.54
12015 - Certified Physical Therapist Assistant	29.79
12020 - Dental Assistant	16.72
12025 - Dental Hygienist	34.60
12030 - EKG Technician	26.66
12035 - Electroneurodiagnostic Technologist	26.66
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	17.94
12072 - Licensed Practical Nurse II	20.08
12073 - Licensed Practical Nurse III	22.38
12100 - Medical Assistant	14.86
12130 - Medical Laboratory Technician	19.98
12160 - Medical Record Clerk	13.68
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	17.94
12210 - Nuclear Medicine Technologist	44.11
12221 - Nursing Assistant I	11.75
12222 - Nursing Assistant II	13.21
12223 - Nursing Assistant III	14.41
12224 - Nursing Assistant IV	16.18
12235 - Optical Dispenser	20.89
12236 - Optical Technician	17.94
12250 - Pharmacy Technician	15.94
12280 - Phlebotomist	14.05
12305 - Radiologic Technologist	28.17
12311 - Registered Nurse I	24.48
12312 - Registered Nurse II	29.95

12313 - Registered Nurse II Specialist		29.95
12314 - Registered Nurse III		36.24
12315 - Registered Nurse III Anesthetist		36.24
12316 - Registered Nurse IV		43.43
12317 - Scheduler (Drug and Alcohol Testing)		24.86
12320 - Substance Abuse Treatment Counselor		17.94
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.70
13012 - Exhibits Specialist II		23.16
13013 - Exhibits Specialist III		28.33
13041 - Illustrator I		18.70
13042 - Illustrator II		23.16
13043 - Illustrator III		28.33
13047 - Librarian		25.65
13050 - Library Aide/Clerk		11.33
13054 - Library Information Technology Systems Administrator		23.16
13058 - Library Technician		18.70
13061 - Media Specialist I		16.71
13062 - Media Specialist II		18.70
13063 - Media Specialist III		20.84
13071 - Photographer I		16.71
13072 - Photographer II		18.70
13073 - Photographer III		23.16
13074 - Photographer IV		28.33
13075 - Photographer V		34.28
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		16.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.35
14042 - Computer Operator II		16.62
14043 - Computer Operator III		20.99
14044 - Computer Operator IV		22.52
14045 - Computer Operator V		24.49
14071 - Computer Programmer I	(see 1)	20.56
14072 - Computer Programmer II	(see 1)	25.46
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.35
14160 - Personal Computer Support Technician		23.14
14170 - System Support Specialist		22.26
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.92
15020 - Aircrew Training Devices Instructor (Rated)		33.77
15030 - Air Crew Training Devices Instructor (Pilot)		40.47
15050 - Computer Based Training Specialist / Instructor		27.92
15060 - Educational Technologist		29.88

15070 - Flight Instructor (Pilot) 40.47
15080 - Graphic Artist 24.58
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.47
15086 - Maintenance Test Pilot Rotary Wing 40.47
15088 - Non-Maintenance Test/Co-Pilot 40.47
15090 - Technical Instructor 22.28
15095 - Technical Instructor/Course Developer 27.25
15110 - Test Proctor 17.99
15120 - Tutor 17.99
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.93
16030 - Counter Attendant 9.93
16040 - Dry Cleaner 11.75
16070 - Finisher Flatwork Machine 9.93
16090 - Presser Hand 9.93
16110 - Presser Machine Drycleaning 9.93
16130 - Presser Machine Shirts 9.93
16160 - Presser Machine Wearing Apparel Laundry 9.93
16190 - Sewing Machine Operator 12.45
16220 - Tailor 13.12
16250 - Washer Machine 10.49
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.89
19040 - Tool And Die Maker 25.67
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.70
21030 - Material Coordinator 23.23
21040 - Material Expediter 23.23
21050 - Material Handling Laborer 13.19
21071 - Order Filler 13.25
21080 - Production Line Worker (Food Processing) 16.70
21110 - Shipping Packer 16.28
21130 - Shipping/Receiving Clerk 16.28
21140 - Store Worker I 11.99
21150 - Stock Clerk 17.06
21210 - Tools And Parts Attendant 16.70
21410 - Warehouse Specialist 16.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.13
23019 - Aircraft Logs and Records Technician 19.06
23021 - Aircraft Mechanic I 22.95
23022 - Aircraft Mechanic II 24.13
23023 - Aircraft Mechanic III 25.35
23040 - Aircraft Mechanic Helper 16.56
23050 - Aircraft Painter 20.95
23060 - Aircraft Servicer 19.06
23070 - Aircraft Survival Flight Equipment Technician 20.95
23080 - Aircraft Worker 20.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.18

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.95
23110 - Appliance Mechanic 20.95
23120 - Bicycle Repairer 17.17
23125 - Cable Splicer 26.93
23130 - Carpenter Maintenance 19.08
23140 - Carpet Layer 19.77
23160 - Electrician Maintenance 22.82
23181 - Electronics Technician Maintenance I 26.62
23182 - Electronics Technician Maintenance II 28.21
23183 - Electronics Technician Maintenance III 29.87
23260 - Fabric Worker 18.48
23290 - Fire Alarm System Mechanic 22.18
23310 - Fire Extinguisher Repairer 17.17
23311 - Fuel Distribution System Mechanic 24.84
23312 - Fuel Distribution System Operator 20.44
23370 - General Maintenance Worker 17.08
23380 - Ground Support Equipment Mechanic 22.95
23381 - Ground Support Equipment Servicer 19.06
23382 - Ground Support Equipment Worker 20.18
23391 - Gunsmith I 17.17
23392 - Gunsmith II 19.77
23393 - Gunsmith III 22.18
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.74
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.82
23430 - Heavy Equipment Mechanic 24.42
23440 - Heavy Equipment Operator 19.28
23460 - Instrument Mechanic 22.18
23465 - Laboratory/Shelter Mechanic 20.95
23470 - Laborer 13.19
23510 - Locksmith 20.95
23530 - Machinery Maintenance Mechanic 22.93
23550 - Machinist Maintenance 24.03
23580 - Maintenance Trades Helper 15.27
23591 - Metrology Technician I 22.18
23592 - Metrology Technician II 23.34
23593 - Metrology Technician III 24.51
23640 - Millwright 23.50
23710 - Office Appliance Repairer 20.95
23760 - Painter Maintenance 18.11
23790 - Pipefitter Maintenance 25.18
23810 - Plumber Maintenance 23.78
23820 - Pneudraulic Systems Mechanic 22.18
23850 - Rigger 22.18
23870 - Scale Mechanic 19.77
23890 - Sheet-Metal Worker Maintenance 24.66
23910 - Small Engine Mechanic 19.77
23931 - Telecommunications Mechanic I 20.91

23932 - Telecommunications Mechanic II 21.97
23950 - Telephone Lineman 26.13
23960 - Welder Combination Maintenance 23.20
23965 - Well Driller 22.18
23970 - Woodcraft Worker 22.18
23980 - Woodworker 17.17
24000 - Personal Needs Occupations
24550 - Case Manager 15.91
24570 - Child Care Attendant 10.25
24580 - Child Care Center Clerk 13.02
24610 - Chore Aide 10.47
24620 - Family Readiness And Support Services Coordinator 15.91
24630 - Homemaker 15.91
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.00
25040 - Sewage Plant Operator 19.87
25070 - Stationary Engineer 23.71
25190 - Ventilation Equipment Tender 15.72
25210 - Water Treatment Plant Operator 18.06
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.67
27007 - Baggage Inspector 12.33
27008 - Corrections Officer 20.94
27010 - Court Security Officer 23.38
27030 - Detection Dog Handler 13.80
27040 - Detention Officer 20.94
27070 - Firefighter 26.93
27101 - Guard I 12.33
27102 - Guard II 13.80
27131 - Police Officer I 23.58
27132 - Police Officer II 26.20
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.55
28042 - Carnival Equipment Repairer 14.80
28043 - Carnival Worker 9.84
28210 - Gate Attendant/Gate Tender 14.48
28310 - Lifeguard 12.91
28350 - Park Attendant (Aide) 16.21
28510 - Recreation Aide/Health Facility Attendant 11.83
28515 - Recreation Specialist 20.08
28630 - Sports Official 12.91
28690 - Swimming Pool Operator 17.03
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.01
29020 - Hatch Tender 23.82
29030 - Line Handler 25.01
29041 - Stevedore I 23.38
29042 - Stevedore II 26.51
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.64
30022 - Archeological Technician II 19.73
30023 - Archeological Technician III 24.44
30030 - Cartographic Technician 24.44
30040 - Civil Engineering Technician 24.16
30051 - Cryogenic Technician I 26.38
30052 - Cryogenic Technician II 29.00
30061 - Drafter/CAD Operator I 17.64
30062 - Drafter/CAD Operator II 19.73
30063 - Drafter/CAD Operator III 22.00
30064 - Drafter/CAD Operator IV 27.08
30081 - Engineering Technician I 14.86
30082 - Engineering Technician II 19.06
30083 - Engineering Technician III 21.32
30084 - Engineering Technician IV 26.42
30085 - Engineering Technician V 32.32
30086 - Engineering Technician VI 38.24
30090 - Environmental Technician 25.56
30095 - Evidence Control Specialist 23.71
30210 - Laboratory Technician 25.99
30221 - Latent Fingerprint Technician I 26.38
30222 - Latent Fingerprint Technician II 29.00
30240 - Mathematical Technician 24.44
30361 - Paralegal/Legal Assistant I 20.38
30362 - Paralegal/Legal Assistant II 25.24
30363 - Paralegal/Legal Assistant III 30.88
30364 - Paralegal/Legal Assistant IV 37.36
30375 - Petroleum Supply Specialist 29.00
30390 - Photo-Optics Technician 24.44
30395 - Radiation Control Technician 29.00
30461 - Technical Writer I 24.44
30462 - Technical Writer II 31.19
30463 - Technical Writer III 37.52
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.08
30502 - Weather Forecaster II 32.94
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.00
30621 - Weather Observer Senior (see 2) 24.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.94
31030 - Bus Driver 18.41

31043 - Driver Courier	14.11
31260 - Parking and Lot Attendant	11.73
31290 - Shuttle Bus Driver	15.40
31310 - Taxi Driver	12.55
31361 - Truckdriver Light	15.40
31362 - Truckdriver Medium	16.57
31363 - Truckdriver Heavy	19.70
31364 - Truckdriver Tractor-Trailer	19.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.29
99050 - Desk Clerk	9.85
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.21
99252 - Laboratory Animal Caretaker II	11.37
99260 - Marketing Analyst	26.58
99310 - Mortician	25.35
99410 - Pest Controller	18.63
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.36
99711 - Recycling Specialist	18.67
99730 - Refuse Collector	13.56
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	13.56
99830 - Survey Party Chief	24.55
99831 - Surveying Aide	15.05
99832 - Surveying Technician	20.63
99840 - Vending Machine Attendant	18.67
99841 - Vending Machine Repairer	23.47
99842 - Vending Machine Repairer Helper	18.67

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5243
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Crosby Lubbock Lynn

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.14
01012 - Accounting Clerk II		15.87
01013 - Accounting Clerk III		17.76
01020 - Administrative Assistant		24.99
01035 - Court Reporter		17.77
01041 - Customer Service Representative I		12.23
01042 - Customer Service Representative II		13.75
01043 - Customer Service Representative III		15.00
01051 - Data Entry Operator I		12.70
01052 - Data Entry Operator II		13.85
01060 - Dispatcher Motor Vehicle		18.17
01070 - Document Preparation Clerk		14.47
01090 - Duplicating Machine Operator		14.47
01111 - General Clerk I		13.53
01112 - General Clerk II		16.25

01113 - General Clerk III 16.70
01120 - Housing Referral Assistant 19.21
01141 - Messenger Courier 13.58
01191 - Order Clerk I 13.52
01192 - Order Clerk II 15.33
01261 - Personnel Assistant (Employment) I 16.36
01262 - Personnel Assistant (Employment) II 18.31
01263 - Personnel Assistant (Employment) III 20.41
01270 - Production Control Clerk 19.07
01290 - Rental Clerk 13.47
01300 - Scheduler Maintenance 15.40
01311 - Secretary I 15.40
01312 - Secretary II 17.77
01313 - Secretary III 19.21
01320 - Service Order Dispatcher 16.24
01410 - Supply Technician 24.99
01420 - Survey Worker 15.22
01460 - Switchboard Operator/Receptionist 13.27
01531 - Travel Clerk I 11.80
01532 - Travel Clerk II 12.71
01533 - Travel Clerk III 14.01
01611 - Word Processor I 13.72
01612 - Word Processor II 15.40
01613 - Word Processor III 17.77
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.59
05010 - Automotive Electrician 20.00
05040 - Automotive Glass Installer 18.68
05070 - Automotive Worker 18.68
05110 - Mobile Equipment Servicer 16.12
05130 - Motor Equipment Metal Mechanic 21.40
05160 - Motor Equipment Metal Worker 18.68
05190 - Motor Vehicle Mechanic 21.40
05220 - Motor Vehicle Mechanic Helper 14.89
05250 - Motor Vehicle Upholstery Worker 17.39
05280 - Motor Vehicle Wrecker 18.68
05310 - Painter Automotive 20.00
05340 - Radiator Repair Specialist 18.68
05370 - Tire Repairer 14.05
05400 - Transmission Repair Specialist 21.40
07000 - Food Preparation And Service Occupations
07010 - Baker 12.85
07041 - Cook I 12.09
07042 - Cook II 14.02
07070 - Dishwasher 9.88
07130 - Food Service Worker 10.40
07210 - Meat Cutter 13.77
07260 - Waiter/Waitress 9.06
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.02

09040 - Furniture Handler 11.85
09080 - Furniture Refinisher 19.02
09090 - Furniture Refinisher Helper 14.25
09110 - Furniture Repairer Minor 16.63
09130 - Upholsterer 19.02
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.19
11060 - Elevator Operator 11.51
11090 - Gardener 16.30
11122 - Housekeeping Aide 11.51
11150 - Janitor 11.51
11210 - Laborer Grounds Maintenance 12.39
11240 - Maid or Houseman 10.15
11260 - Pruner 11.07
11270 - Tractor Operator 15.05
11330 - Trail Maintenance Worker 12.39
11360 - Window Cleaner 11.82
12000 - Health Occupations
12010 - Ambulance Driver 17.27
12011 - Breath Alcohol Technician 20.34
12012 - Certified Occupational Therapist Assistant 27.90
12015 - Certified Physical Therapist Assistant 33.64
12020 - Dental Assistant 16.15
12025 - Dental Hygienist 34.05
12030 - EKG Technician 25.38
12035 - Electroneurodiagnostic Technologist 25.38
12040 - Emergency Medical Technician 17.27
12071 - Licensed Practical Nurse I 18.17
12072 - Licensed Practical Nurse II 20.34
12073 - Licensed Practical Nurse III 22.67
12100 - Medical Assistant 13.98
12130 - Medical Laboratory Technician 22.00
12160 - Medical Record Clerk 15.02
12190 - Medical Record Technician 16.81
12195 - Medical Transcriptionist 18.29
12210 - Nuclear Medicine Technologist 44.68
12221 - Nursing Assistant I 11.65
12222 - Nursing Assistant II 13.11
12223 - Nursing Assistant III 14.30
12224 - Nursing Assistant IV 16.05
12235 - Optical Dispenser 15.68
12236 - Optical Technician 17.01
12250 - Pharmacy Technician 16.54
12280 - Phlebotomist 15.59
12305 - Radiologic Technologist 26.50
12311 - Registered Nurse I 24.19
12312 - Registered Nurse II 29.61
12313 - Registered Nurse II Specialist 29.61
12314 - Registered Nurse III 35.83
12315 - Registered Nurse III Anesthetist 35.83

12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		25.19
12320 - Substance Abuse Treatment Counselor		20.20
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.89
13012 - Exhibits Specialist II		25.87
13013 - Exhibits Specialist III		31.65
13041 - Illustrator I		20.89
13042 - Illustrator II		25.87
13043 - Illustrator III		31.65
13047 - Librarian		28.65
13050 - Library Aide/Clerk		13.82
13054 - Library Information Technology Systems Administrator		25.87
13058 - Library Technician		19.65
13061 - Media Specialist I		18.66
13062 - Media Specialist II		20.89
13063 - Media Specialist III		23.28
13071 - Photographer I		15.51
13072 - Photographer II		17.36
13073 - Photographer III		21.50
13074 - Photographer IV		26.30
13075 - Photographer V		31.82
13090 - Technical Order Library Clerk		17.36
13110 - Video Teleconference Technician		19.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.07
14042 - Computer Operator II		16.87
14043 - Computer Operator III		19.48
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.96
14071 - Computer Programmer I	(see 1)	22.18
14072 - Computer Programmer II	(see 1)	27.50
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.07
14160 - Personal Computer Support Technician		21.63
14170 - System Support Specialist		26.78
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.83
15020 - Aircrew Training Devices Instructor (Rated)		36.09
15030 - Air Crew Training Devices Instructor (Pilot)		43.26
15050 - Computer Based Training Specialist / Instructor		29.83
15060 - Educational Technologist		29.08
15070 - Flight Instructor (Pilot)		43.26
15080 - Graphic Artist		19.64
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.26

15086 - Maintenance Test Pilot Rotary Wing 43.26
15088 - Non-Maintenance Test/Co-Pilot 43.26
15090 - Technical Instructor 22.61
15095 - Technical Instructor/Course Developer 27.67
15110 - Test Proctor 18.33
15120 - Tutor 18.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.55
16030 - Counter Attendant 9.55
16040 - Dry Cleaner 11.53
16070 - Finisher Flatwork Machine 9.55
16090 - Presser Hand 9.55
16110 - Presser Machine Drycleaning 9.55
16130 - Presser Machine Shirts 9.55
16160 - Presser Machine Wearing Apparel Laundry 9.55
16190 - Sewing Machine Operator 12.21
16220 - Tailor 12.84
16250 - Washer Machine 10.40
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.97
19040 - Tool And Die Maker 26.55
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.97
21030 - Material Coordinator 19.07
21040 - Material Expediter 19.07
21050 - Material Handling Laborer 12.96
21071 - Order Filler 12.27
21080 - Production Line Worker (Food Processing) 14.97
21110 - Shipping Packer 15.17
21130 - Shipping/Receiving Clerk 15.17
21140 - Store Worker I 10.48
21150 - Stock Clerk 14.71
21210 - Tools And Parts Attendant 14.97
21410 - Warehouse Specialist 14.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.61
23019 - Aircraft Logs and Records Technician 22.60
23021 - Aircraft Mechanic I 27.85
23022 - Aircraft Mechanic II 29.61
23023 - Aircraft Mechanic III 31.32
23040 - Aircraft Mechanic Helper 19.38
23050 - Aircraft Painter 26.05
23060 - Aircraft Servicer 22.60
23070 - Aircraft Survival Flight Equipment Technician 26.05
23080 - Aircraft Worker 24.28
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.28
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.85
23110 - Appliance Mechanic 22.56

23120 - Bicycle Repairer 16.89
23125 - Cable Splicer 33.55
23130 - Carpenter Maintenance 16.96
23140 - Carpet Layer 19.59
23160 - Electrician Maintenance 22.64
23181 - Electronics Technician Maintenance I 23.79
23182 - Electronics Technician Maintenance II 25.47
23183 - Electronics Technician Maintenance III 27.23
23260 - Fabric Worker 18.18
23290 - Fire Alarm System Mechanic 20.40
23310 - Fire Extinguisher Repairer 16.89
23311 - Fuel Distribution System Mechanic 23.62
23312 - Fuel Distribution System Operator 18.22
23370 - General Maintenance Worker 16.31
23380 - Ground Support Equipment Mechanic 27.85
23381 - Ground Support Equipment Servicer 22.60
23382 - Ground Support Equipment Worker 24.28
23391 - Gunsmith I 16.89
23392 - Gunsmith II 19.59
23393 - Gunsmith III 22.42
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.09
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.62
23430 - Heavy Equipment Mechanic 23.52
23440 - Heavy Equipment Operator 19.61
23460 - Instrument Mechanic 21.93
23465 - Laboratory/Shelter Mechanic 20.97
23470 - Laborer 12.96
23510 - Locksmith 20.97
23530 - Machinery Maintenance Mechanic 22.64
23550 - Machinist Maintenance 19.62
23580 - Maintenance Trades Helper 14.32
23591 - Metrology Technician I 21.93
23592 - Metrology Technician II 23.32
23593 - Metrology Technician III 24.66
23640 - Millwright 22.42
23710 - Office Appliance Repairer 18.66
23760 - Painter Maintenance 16.96
23790 - Pipefitter Maintenance 23.54
23810 - Plumber Maintenance 22.02
23820 - Pneudraulic Systems Mechanic 22.42
23850 - Rigger 22.42
23870 - Scale Mechanic 19.59
23890 - Sheet-Metal Worker Maintenance 21.39
23910 - Small Engine Mechanic 15.84
23931 - Telecommunications Mechanic I 27.98
23932 - Telecommunications Mechanic II 29.77
23950 - Telephone Lineman 28.38
23960 - Welder Combination Maintenance 19.24

23965 - Well Driller		22.42
23970 - Woodcraft Worker		22.42
23980 - Woodworker		16.89
24000 - Personal Needs Occupations		
24550 - Case Manager		15.93
24570 - Child Care Attendant		10.93
24580 - Child Care Center Clerk		13.64
24610 - Chore Aide		9.22
24620 - Family Readiness And Support Services Coordinator		15.68
24630 - Homemaker		15.93
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.42
25040 - Sewage Plant Operator		18.81
25070 - Stationary Engineer		22.42
25190 - Ventilation Equipment Tender		15.59
25210 - Water Treatment Plant Operator		18.81
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.25
27007 - Baggage Inspector		13.16
27008 - Corrections Officer		21.95
27010 - Court Security Officer		22.20
27030 - Detection Dog Handler		15.74
27040 - Detention Officer		21.95
27070 - Firefighter		23.21
27101 - Guard I		13.16
27102 - Guard II		15.74
27131 - Police Officer I		26.61
27132 - Police Officer II		29.58
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.57
28042 - Carnival Equipment Repairer		13.61
28043 - Carnival Worker		9.24
28210 - Gate Attendant/Gate Tender		13.53
28310 - Lifeguard		12.05
28350 - Park Attendant (Aide)		15.14
28510 - Recreation Aide/Health Facility Attendant		11.04
28515 - Recreation Specialist		18.39
28630 - Sports Official		12.05
28690 - Swimming Pool Operator		15.78
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.48
29020 - Hatch Tender		24.48
29030 - Line Handler		24.48
29041 - Stevedore I		22.73
29042 - Stevedore II		26.21
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		17.04
30022 - Archeological Technician II		19.06
30023 - Archeological Technician III		23.60
30030 - Cartographic Technician		23.60
30040 - Civil Engineering Technician		21.39
30051 - Cryogenic Technician I		26.14
30052 - Cryogenic Technician II		28.88
30061 - Drafter/CAD Operator I		17.04
30062 - Drafter/CAD Operator II		19.06
30063 - Drafter/CAD Operator III		21.24
30064 - Drafter/CAD Operator IV		26.14
30081 - Engineering Technician I		15.07
30082 - Engineering Technician II		16.90
30083 - Engineering Technician III		18.91
30084 - Engineering Technician IV		23.43
30085 - Engineering Technician V		28.66
30086 - Engineering Technician VI		34.67
30090 - Environmental Technician		21.53
30095 - Evidence Control Specialist		23.60
30210 - Laboratory Technician		21.38
30221 - Latent Fingerprint Technician I		26.14
30222 - Latent Fingerprint Technician II		28.88
30240 - Mathematical Technician		23.60
30361 - Paralegal/Legal Assistant I		19.38
30362 - Paralegal/Legal Assistant II		24.00
30363 - Paralegal/Legal Assistant III		29.37
30364 - Paralegal/Legal Assistant IV		35.53
30375 - Petroleum Supply Specialist		28.88
30390 - Photo-Optics Technician		22.58
30395 - Radiation Control Technician		28.88
30461 - Technical Writer I		23.60
30462 - Technical Writer II		28.88
30463 - Technical Writer III		34.94
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.14
30502 - Weather Forecaster II		31.80
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.24
30621 - Weather Observer Senior	(see 2)	23.60
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.53
31030 - Bus Driver		19.16
31043 - Driver Courier		13.93
31260 - Parking and Lot Attendant		10.63
31290 - Shuttle Bus Driver		15.08

31310 - Taxi Driver	12.68
31361 - Truckdriver Light	15.08
31362 - Truckdriver Medium	16.37
31363 - Truckdriver Heavy	20.64
31364 - Truckdriver Tractor-Trailer	20.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.61
99050 - Desk Clerk	11.45
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.02
99252 - Laboratory Animal Caretaker II	15.18
99260 - Marketing Analyst	32.06
99310 - Mortician	25.35
99410 - Pest Controller	19.62
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.91
99711 - Recycling Specialist	22.97
99730 - Refuse Collector	16.89
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	11.63
99830 - Survey Party Chief	17.52
99831 - Surveying Aide	12.19
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	16.13
99841 - Vending Machine Repairer	20.26
99842 - Vending Machine Repairer Helper	16.13

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5244
Revision No.: 12
Date Of Last Revision: 06/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Crosby Lubbock Lynn

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.14
01012 - Accounting Clerk II		15.87
01013 - Accounting Clerk III		17.76
01020 - Administrative Assistant		24.99
01035 - Court Reporter		17.77
01041 - Customer Service Representative I		12.23
01042 - Customer Service Representative II		13.75
01043 - Customer Service Representative III		15.00
01051 - Data Entry Operator I		12.70
01052 - Data Entry Operator II		13.85
01060 - Dispatcher Motor Vehicle		18.17
01070 - Document Preparation Clerk		14.47

01090 - Duplicating Machine Operator	14.47
01111 - General Clerk I	13.53
01112 - General Clerk II	16.25
01113 - General Clerk III	16.70
01120 - Housing Referral Assistant	19.21
01141 - Messenger Courier	13.58
01191 - Order Clerk I	13.52
01192 - Order Clerk II	15.33
01261 - Personnel Assistant (Employment) I	16.36
01262 - Personnel Assistant (Employment) II	18.31
01263 - Personnel Assistant (Employment) III	20.41
01270 - Production Control Clerk	19.07
01290 - Rental Clerk	13.47
01300 - Scheduler Maintenance	15.40
01311 - Secretary I	15.40
01312 - Secretary II	17.77
01313 - Secretary III	19.21
01320 - Service Order Dispatcher	16.24
01410 - Supply Technician	24.99
01420 - Survey Worker	15.22
01460 - Switchboard Operator/Receptionist	13.27
01531 - Travel Clerk I	11.80
01532 - Travel Clerk II	12.71
01533 - Travel Clerk III	14.01
01611 - Word Processor I	13.72
01612 - Word Processor II	15.40
01613 - Word Processor III	17.77
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.59
05010 - Automotive Electrician	20.00
05040 - Automotive Glass Installer	18.68
05070 - Automotive Worker	18.68
05110 - Mobile Equipment Servicer	16.12
05130 - Motor Equipment Metal Mechanic	21.40
05160 - Motor Equipment Metal Worker	18.68
05190 - Motor Vehicle Mechanic	21.40
05220 - Motor Vehicle Mechanic Helper	14.89
05250 - Motor Vehicle Upholstery Worker	17.39
05280 - Motor Vehicle Wrecker	18.68
05310 - Painter Automotive	20.00
05340 - Radiator Repair Specialist	18.68
05370 - Tire Repairer	14.05
05400 - Transmission Repair Specialist	21.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.85
07041 - Cook I	12.09
07042 - Cook II	14.02
07070 - Dishwasher	9.88
07130 - Food Service Worker	10.40
07210 - Meat Cutter	13.77

07260 - Waiter/Waitress	9.06
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	19.02
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer Minor	16.63
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.19
11060 - Elevator Operator	11.51
11090 - Gardener	16.30
11122 - Housekeeping Aide	11.51
11150 - Janitor	11.51
11210 - Laborer Grounds Maintenance	12.39
11240 - Maid or Houseman	10.15
11260 - Pruner	11.07
11270 - Tractor Operator	15.05
11330 - Trail Maintenance Worker	12.39
11360 - Window Cleaner	11.82
12000 - Health Occupations	
12010 - Ambulance Driver	17.27
12011 - Breath Alcohol Technician	20.34
12012 - Certified Occupational Therapist Assistant	27.90
12015 - Certified Physical Therapist Assistant	33.64
12020 - Dental Assistant	16.15
12025 - Dental Hygienist	34.05
12030 - EKG Technician	25.38
12035 - Electroneurodiagnostic Technologist	25.38
12040 - Emergency Medical Technician	17.27
12071 - Licensed Practical Nurse I	18.17
12072 - Licensed Practical Nurse II	20.34
12073 - Licensed Practical Nurse III	22.67
12100 - Medical Assistant	13.98
12130 - Medical Laboratory Technician	22.00
12160 - Medical Record Clerk	15.02
12190 - Medical Record Technician	16.81
12195 - Medical Transcriptionist	18.29
12210 - Nuclear Medicine Technologist	44.68
12221 - Nursing Assistant I	11.65
12222 - Nursing Assistant II	13.11
12223 - Nursing Assistant III	14.30
12224 - Nursing Assistant IV	16.05
12235 - Optical Dispenser	15.68
12236 - Optical Technician	17.01
12250 - Pharmacy Technician	16.54
12280 - Phlebotomist	15.59
12305 - Radiologic Technologist	26.50
12311 - Registered Nurse I	24.19
12312 - Registered Nurse II	29.61

12313 - Registered Nurse II Specialist		29.61
12314 - Registered Nurse III		35.83
12315 - Registered Nurse III Anesthetist		35.83
12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		25.19
12320 - Substance Abuse Treatment Counselor		20.20
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.89
13012 - Exhibits Specialist II		25.87
13013 - Exhibits Specialist III		31.65
13041 - Illustrator I		20.89
13042 - Illustrator II		25.87
13043 - Illustrator III		31.65
13047 - Librarian		28.65
13050 - Library Aide/Clerk		13.82
13054 - Library Information Technology Systems Administrator		25.87
13058 - Library Technician		19.65
13061 - Media Specialist I		18.66
13062 - Media Specialist II		20.89
13063 - Media Specialist III		23.28
13071 - Photographer I		15.51
13072 - Photographer II		17.36
13073 - Photographer III		21.50
13074 - Photographer IV		26.30
13075 - Photographer V		31.82
13090 - Technical Order Library Clerk		17.36
13110 - Video Teleconference Technician		19.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.07
14042 - Computer Operator II		16.87
14043 - Computer Operator III		19.48
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.96
14071 - Computer Programmer I	(see 1)	22.18
14072 - Computer Programmer II	(see 1)	27.50
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.07
14160 - Personal Computer Support Technician		21.63
14170 - System Support Specialist		26.78
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.83
15020 - Aircrew Training Devices Instructor (Rated)		36.09
15030 - Air Crew Training Devices Instructor (Pilot)		43.26
15050 - Computer Based Training Specialist / Instructor		29.83
15060 - Educational Technologist		29.08

15070 - Flight Instructor (Pilot) 43.26
15080 - Graphic Artist 19.64
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.26
15086 - Maintenance Test Pilot Rotary Wing 43.26
15088 - Non-Maintenance Test/Co-Pilot 43.26
15090 - Technical Instructor 22.61
15095 - Technical Instructor/Course Developer 27.67
15110 - Test Proctor 18.33
15120 - Tutor 18.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.55
16030 - Counter Attendant 9.55
16040 - Dry Cleaner 11.53
16070 - Finisher Flatwork Machine 9.55
16090 - Presser Hand 9.55
16110 - Presser Machine Drycleaning 9.55
16130 - Presser Machine Shirts 9.55
16160 - Presser Machine Wearing Apparel Laundry 9.55
16190 - Sewing Machine Operator 12.21
16220 - Tailor 12.84
16250 - Washer Machine 10.40
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.97
19040 - Tool And Die Maker 26.55
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.97
21030 - Material Coordinator 19.07
21040 - Material Expediter 19.07
21050 - Material Handling Laborer 12.96
21071 - Order Filler 12.27
21080 - Production Line Worker (Food Processing) 14.97
21110 - Shipping Packer 15.17
21130 - Shipping/Receiving Clerk 15.17
21140 - Store Worker I 10.48
21150 - Stock Clerk 14.71
21210 - Tools And Parts Attendant 14.97
21410 - Warehouse Specialist 14.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.61
23019 - Aircraft Logs and Records Technician 22.60
23021 - Aircraft Mechanic I 27.85
23022 - Aircraft Mechanic II 29.61
23023 - Aircraft Mechanic III 31.32
23040 - Aircraft Mechanic Helper 19.38
23050 - Aircraft Painter 26.05
23060 - Aircraft Servicer 22.60
23070 - Aircraft Survival Flight Equipment Technician 26.05
23080 - Aircraft Worker 24.28
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.28

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.85
23110 - Appliance Mechanic 22.56
23120 - Bicycle Repairer 16.89
23125 - Cable Splicer 33.55
23130 - Carpenter Maintenance 16.96
23140 - Carpet Layer 19.59
23160 - Electrician Maintenance 22.64
23181 - Electronics Technician Maintenance I 23.79
23182 - Electronics Technician Maintenance II 25.47
23183 - Electronics Technician Maintenance III 27.23
23260 - Fabric Worker 18.18
23290 - Fire Alarm System Mechanic 20.40
23310 - Fire Extinguisher Repairer 16.89
23311 - Fuel Distribution System Mechanic 23.62
23312 - Fuel Distribution System Operator 18.22
23370 - General Maintenance Worker 16.31
23380 - Ground Support Equipment Mechanic 27.85
23381 - Ground Support Equipment Servicer 22.60
23382 - Ground Support Equipment Worker 24.28
23391 - Gunsmith I 16.89
23392 - Gunsmith II 19.59
23393 - Gunsmith III 22.42
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.09
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.62
23430 - Heavy Equipment Mechanic 23.52
23440 - Heavy Equipment Operator 19.61
23460 - Instrument Mechanic 21.93
23465 - Laboratory/Shelter Mechanic 20.97
23470 - Laborer 12.96
23510 - Locksmith 20.97
23530 - Machinery Maintenance Mechanic 22.64
23550 - Machinist Maintenance 19.62
23580 - Maintenance Trades Helper 14.32
23591 - Metrology Technician I 21.93
23592 - Metrology Technician II 23.32
23593 - Metrology Technician III 24.66
23640 - Millwright 22.42
23710 - Office Appliance Repairer 18.66
23760 - Painter Maintenance 16.96
23790 - Pipefitter Maintenance 23.54
23810 - Plumber Maintenance 22.02
23820 - Pneudraulic Systems Mechanic 22.42
23850 - Rigger 22.42
23870 - Scale Mechanic 19.59
23890 - Sheet-Metal Worker Maintenance 21.39
23910 - Small Engine Mechanic 15.84
23931 - Telecommunications Mechanic I 27.98

23932 - Telecommunications Mechanic II 29.77
23950 - Telephone Lineman 28.38
23960 - Welder Combination Maintenance 19.24
23965 - Well Driller 22.42
23970 - Woodcraft Worker 22.42
23980 - Woodworker 16.89
24000 - Personal Needs Occupations
24550 - Case Manager 15.93
24570 - Child Care Attendant 10.93
24580 - Child Care Center Clerk 13.64
24610 - Chore Aide 9.22
24620 - Family Readiness And Support Services Coordinator 15.68
24630 - Homemaker 15.93
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.42
25040 - Sewage Plant Operator 18.81
25070 - Stationary Engineer 22.42
25190 - Ventilation Equipment Tender 15.59
25210 - Water Treatment Plant Operator 18.81
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.25
27007 - Baggage Inspector 13.16
27008 - Corrections Officer 21.95
27010 - Court Security Officer 22.20
27030 - Detection Dog Handler 15.74
27040 - Detention Officer 21.95
27070 - Firefighter 23.21
27101 - Guard I 13.16
27102 - Guard II 15.74
27131 - Police Officer I 26.61
27132 - Police Officer II 29.58
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.57
28042 - Carnival Equipment Repairer 13.61
28043 - Carnival Worker 9.24
28210 - Gate Attendant/Gate Tender 13.53
28310 - Lifeguard 12.05
28350 - Park Attendant (Aide) 15.14
28510 - Recreation Aide/Health Facility Attendant 11.04
28515 - Recreation Specialist 18.39
28630 - Sports Official 12.05
28690 - Swimming Pool Operator 15.78
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.48
29020 - Hatch Tender 24.48
29030 - Line Handler 24.48
29041 - Stevedore I 22.73
29042 - Stevedore II 26.21
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.04
30022 - Archeological Technician II 19.06
30023 - Archeological Technician III 23.60
30030 - Cartographic Technician 23.60
30040 - Civil Engineering Technician 21.39
30051 - Cryogenic Technician I 26.14
30052 - Cryogenic Technician II 28.88
30061 - Drafter/CAD Operator I 17.04
30062 - Drafter/CAD Operator II 19.06
30063 - Drafter/CAD Operator III 21.24
30064 - Drafter/CAD Operator IV 26.14
30081 - Engineering Technician I 15.07
30082 - Engineering Technician II 16.90
30083 - Engineering Technician III 18.91
30084 - Engineering Technician IV 23.43
30085 - Engineering Technician V 28.66
30086 - Engineering Technician VI 34.67
30090 - Environmental Technician 21.53
30095 - Evidence Control Specialist 23.60
30210 - Laboratory Technician 21.38
30221 - Latent Fingerprint Technician I 26.14
30222 - Latent Fingerprint Technician II 28.88
30240 - Mathematical Technician 23.60
30361 - Paralegal/Legal Assistant I 19.38
30362 - Paralegal/Legal Assistant II 24.00
30363 - Paralegal/Legal Assistant III 29.37
30364 - Paralegal/Legal Assistant IV 35.53
30375 - Petroleum Supply Specialist 28.88
30390 - Photo-Optics Technician 22.58
30395 - Radiation Control Technician 28.88
30461 - Technical Writer I 23.60
30462 - Technical Writer II 28.88
30463 - Technical Writer III 34.94
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.14
30502 - Weather Forecaster II 31.80
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.24
30621 - Weather Observer Senior (see 2) 23.60
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.53
31030 - Bus Driver 19.16

31043 - Driver Courier	13.93
31260 - Parking and Lot Attendant	10.63
31290 - Shuttle Bus Driver	15.08
31310 - Taxi Driver	12.68
31361 - Truckdriver Light	15.08
31362 - Truckdriver Medium	16.37
31363 - Truckdriver Heavy	20.64
31364 - Truckdriver Tractor-Trailer	20.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.61
99050 - Desk Clerk	11.45
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.02
99252 - Laboratory Animal Caretaker II	15.18
99260 - Marketing Analyst	32.06
99310 - Mortician	25.35
99410 - Pest Controller	19.62
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.91
99711 - Recycling Specialist	22.97
99730 - Refuse Collector	16.89
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	11.63
99830 - Survey Party Chief	17.52
99831 - Surveying Aide	12.19
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	16.13
99841 - Vending Machine Repairer	20.26
99842 - Vending Machine Repairer Helper	16.13

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5245
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Hidalgo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.05
01012 - Accounting Clerk II		14.65
01013 - Accounting Clerk III		16.39
01020 - Administrative Assistant		22.70
01035 - Court Reporter		15.89
01041 - Customer Service Representative I		10.84
01042 - Customer Service Representative II		12.20
01043 - Customer Service Representative III		13.81
01051 - Data Entry Operator I		12.95
01052 - Data Entry Operator II		14.13
01060 - Dispatcher Motor Vehicle		17.22
01070 - Document Preparation Clerk		12.48
01090 - Duplicating Machine Operator		12.48
01111 - General Clerk I		11.68
01112 - General Clerk II		12.76

01113 - General Clerk III 14.33
01120 - Housing Referral Assistant 17.71
01141 - Messenger Courier 10.61
01191 - Order Clerk I 13.78
01192 - Order Clerk II 15.03
01261 - Personnel Assistant (Employment) I 14.27
01262 - Personnel Assistant (Employment) II 16.69
01263 - Personnel Assistant (Employment) III 18.61
01270 - Production Control Clerk 16.14
01290 - Rental Clerk 12.95
01300 - Scheduler Maintenance 14.20
01311 - Secretary I 14.20
01312 - Secretary II 15.89
01313 - Secretary III 17.71
01320 - Service Order Dispatcher 15.39
01410 - Supply Technician 22.70
01420 - Survey Worker 14.38
01460 - Switchboard Operator/Receptionist 11.46
01531 - Travel Clerk I 12.18
01532 - Travel Clerk II 13.41
01533 - Travel Clerk III 14.39
01611 - Word Processor I 12.65
01612 - Word Processor II 14.20
01613 - Word Processor III 15.89
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.16
05010 - Automotive Electrician 17.08
05040 - Automotive Glass Installer 16.24
05070 - Automotive Worker 16.24
05110 - Mobile Equipment Servicer 14.52
05130 - Motor Equipment Metal Mechanic 17.86
05160 - Motor Equipment Metal Worker 16.24
05190 - Motor Vehicle Mechanic 17.86
05220 - Motor Vehicle Mechanic Helper 13.60
05250 - Motor Vehicle Upholstery Worker 15.36
05280 - Motor Vehicle Wrecker 16.24
05310 - Painter Automotive 17.08
05340 - Radiator Repair Specialist 16.24
05370 - Tire Repairer 14.77
05400 - Transmission Repair Specialist 17.86
07000 - Food Preparation And Service Occupations
07010 - Baker 9.78
07041 - Cook I 10.64
07042 - Cook II 11.90
07070 - Dishwasher 9.60
07130 - Food Service Worker 11.72
07210 - Meat Cutter 12.10
07260 - Waiter/Waitress 8.89
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.06

09040 - Furniture Handler	10.77
09080 - Furniture Refinisher	16.06
09090 - Furniture Refinisher Helper	12.78
09110 - Furniture Repairer Minor	14.44
09130 - Upholsterer	15.83
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.10
11060 - Elevator Operator	11.15
11090 - Gardener	14.35
11122 - Housekeeping Aide	11.15
11150 - Janitor	11.15
11210 - Laborer Grounds Maintenance	11.32
11240 - Maid or Houseman	9.26
11260 - Pruner	10.12
11270 - Tractor Operator	13.43
11330 - Trail Maintenance Worker	11.32
11360 - Window Cleaner	12.41
12000 - Health Occupations	
12010 - Ambulance Driver	15.00
12011 - Breath Alcohol Technician	20.71
12012 - Certified Occupational Therapist Assistant	35.62
12015 - Certified Physical Therapist Assistant	35.80
12020 - Dental Assistant	15.07
12025 - Dental Hygienist	38.64
12030 - EKG Technician	24.42
12035 - Electroneurodiagnostic Technologist	24.42
12040 - Emergency Medical Technician	15.00
12071 - Licensed Practical Nurse I	18.51
12072 - Licensed Practical Nurse II	20.71
12073 - Licensed Practical Nurse III	23.09
12100 - Medical Assistant	12.38
12130 - Medical Laboratory Technician	19.12
12160 - Medical Record Clerk	14.93
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	18.30
12210 - Nuclear Medicine Technologist	45.51
12221 - Nursing Assistant I	11.72
12222 - Nursing Assistant II	13.18
12223 - Nursing Assistant III	14.37
12224 - Nursing Assistant IV	16.13
12235 - Optical Dispenser	15.79
12236 - Optical Technician	25.52
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	15.09
12305 - Radiologic Technologist	28.07
12311 - Registered Nurse I	25.88
12312 - Registered Nurse II	31.68
12313 - Registered Nurse II Specialist	31.68
12314 - Registered Nurse III	38.30
12315 - Registered Nurse III Anesthetist	38.30

12316 - Registered Nurse IV		45.94
12317 - Scheduler (Drug and Alcohol Testing)		25.65
12320 - Substance Abuse Treatment Counselor		24.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.72
13012 - Exhibits Specialist II		26.90
13013 - Exhibits Specialist III		32.92
13041 - Illustrator I		21.72
13042 - Illustrator II		26.90
13043 - Illustrator III		32.92
13047 - Librarian		29.80
13050 - Library Aide/Clerk		18.30
13054 - Library Information Technology Systems Administrator		26.90
13058 - Library Technician		13.22
13061 - Media Specialist I		19.41
13062 - Media Specialist II		21.72
13063 - Media Specialist III		24.22
13071 - Photographer I		16.14
13072 - Photographer II		18.05
13073 - Photographer III		22.39
13074 - Photographer IV		25.80
13075 - Photographer V		32.19
13090 - Technical Order Library Clerk		16.34
13110 - Video Teleconference Technician		20.54
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.62
14042 - Computer Operator II		15.24
14043 - Computer Operator III		17.03
14044 - Computer Operator IV		19.00
14045 - Computer Operator V		21.10
14071 - Computer Programmer I	(see 1)	19.17
14072 - Computer Programmer II	(see 1)	23.75
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		13.62
14160 - Personal Computer Support Technician		19.00
14170 - System Support Specialist		22.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.93
15020 - Aircrew Training Devices Instructor (Rated)		34.99
15030 - Air Crew Training Devices Instructor (Pilot)		41.94
15050 - Computer Based Training Specialist / Instructor		28.93
15060 - Educational Technologist		34.12
15070 - Flight Instructor (Pilot)		41.94
15080 - Graphic Artist		17.26
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.94

15086 - Maintenance Test Pilot Rotary Wing 41.94
15088 - Non-Maintenance Test/Co-Pilot 41.94
15090 - Technical Instructor 21.41
15095 - Technical Instructor/Course Developer 26.19
15110 - Test Proctor 16.61
15120 - Tutor 16.61
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.83
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.38
16220 - Tailor 11.99
16250 - Washer Machine 9.67
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.06
19040 - Tool And Die Maker 22.55
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 10.86
21030 - Material Coordinator 16.53
21040 - Material Expediter 16.53
21050 - Material Handling Laborer 10.45
21071 - Order Filler 11.65
21080 - Production Line Worker (Food Processing) 10.86
21110 - Shipping Packer 12.07
21130 - Shipping/Receiving Clerk 12.07
21140 - Store Worker I 14.93
21150 - Stock Clerk 20.44
21210 - Tools And Parts Attendant 10.86
21410 - Warehouse Specialist 10.86
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 20.77
23019 - Aircraft Logs and Records Technician 17.14
23021 - Aircraft Mechanic I 19.92
23022 - Aircraft Mechanic II 20.77
23023 - Aircraft Mechanic III 21.65
23040 - Aircraft Mechanic Helper 15.17
23050 - Aircraft Painter 19.06
23060 - Aircraft Servicer 17.14
23070 - Aircraft Survival Flight Equipment Technician 19.06
23080 - Aircraft Worker 18.12
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.12
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 19.92
23110 - Appliance Mechanic 19.06

23120 - Bicycle Repairer 15.14
23125 - Cable Splicer 23.97
23130 - Carpenter Maintenance 17.16
23140 - Carpet Layer 18.12
23160 - Electrician Maintenance 17.73
23181 - Electronics Technician Maintenance I 15.09
23182 - Electronics Technician Maintenance II 15.99
23183 - Electronics Technician Maintenance III 17.58
23260 - Fabric Worker 17.14
23290 - Fire Alarm System Mechanic 21.37
23310 - Fire Extinguisher Repairer 16.20
23311 - Fuel Distribution System Mechanic 21.80
23312 - Fuel Distribution System Operator 17.46
23370 - General Maintenance Worker 12.69
23380 - Ground Support Equipment Mechanic 19.92
23381 - Ground Support Equipment Servicer 17.14
23382 - Ground Support Equipment Worker 18.12
23391 - Gunsmith I 16.20
23392 - Gunsmith II 18.12
23393 - Gunsmith III 19.92
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.92
23430 - Heavy Equipment Mechanic 22.45
23440 - Heavy Equipment Operator 13.95
23460 - Instrument Mechanic 19.92
23465 - Laboratory/Shelter Mechanic 19.06
23470 - Laborer 10.45
23510 - Locksmith 16.34
23530 - Machinery Maintenance Mechanic 22.53
23550 - Machinist Maintenance 15.43
23580 - Maintenance Trades Helper 11.41
23591 - Metrology Technician I 19.92
23592 - Metrology Technician II 20.77
23593 - Metrology Technician III 21.65
23640 - Millwright 19.92
23710 - Office Appliance Repairer 16.63
23760 - Painter Maintenance 16.02
23790 - Pipefitter Maintenance 16.78
23810 - Plumber Maintenance 16.05
23820 - Pneudraulic Systems Mechanic 19.92
23850 - Rigger 19.92
23870 - Scale Mechanic 18.12
23890 - Sheet-Metal Worker Maintenance 13.72
23910 - Small Engine Mechanic 16.47
23931 - Telecommunications Mechanic I 20.91
23932 - Telecommunications Mechanic II 21.80
23950 - Telephone Lineman 20.17
23960 - Welder Combination Maintenance 16.81

23965 - Well Driller	19.92
23970 - Woodcraft Worker	19.92
23980 - Woodworker	16.20
24000 - Personal Needs Occupations	
24550 - Case Manager	14.85
24570 - Child Care Attendant	9.40
24580 - Child Care Center Clerk	11.73
24610 - Chore Aide	10.24
24620 - Family Readiness And Support Services Coordinator	14.85
24630 - Homemaker	14.85
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.00
25040 - Sewage Plant Operator	13.94
25070 - Stationary Engineer	20.00
25190 - Ventilation Equipment Tender	15.23
25210 - Water Treatment Plant Operator	13.94
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.39
27007 - Baggage Inspector	11.05
27008 - Corrections Officer	20.31
27010 - Court Security Officer	18.30
27030 - Detection Dog Handler	14.63
27040 - Detention Officer	20.31
27070 - Firefighter	17.58
27101 - Guard I	11.05
27102 - Guard II	14.63
27131 - Police Officer I	21.32
27132 - Police Officer II	24.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.51
28042 - Carnival Equipment Repairer	13.35
28043 - Carnival Worker	9.40
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	16.28
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	14.94
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.12
29020 - Hatch Tender	18.12
29030 - Line Handler	18.12
29041 - Stevedore I	17.14
29042 - Stevedore II	19.06
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I 16.10
30022 - Archeological Technician II 18.01
30023 - Archeological Technician III 22.31
30030 - Cartographic Technician 22.31
30040 - Civil Engineering Technician 23.80
30051 - Cryogenic Technician I 24.71
30052 - Cryogenic Technician II 27.29
30061 - Drafter/CAD Operator I 16.10
30062 - Drafter/CAD Operator II 18.01
30063 - Drafter/CAD Operator III 20.08
30064 - Drafter/CAD Operator IV 24.71
30081 - Engineering Technician I 14.83
30082 - Engineering Technician II 16.67
30083 - Engineering Technician III 18.61
30084 - Engineering Technician IV 23.09
30085 - Engineering Technician V 28.16
30086 - Engineering Technician VI 34.07
30090 - Environmental Technician 20.90
30095 - Evidence Control Specialist 22.31
30210 - Laboratory Technician 20.08
30221 - Latent Fingerprint Technician I 24.71
30222 - Latent Fingerprint Technician II 27.29
30240 - Mathematical Technician 22.31
30361 - Paralegal/Legal Assistant I 18.91
30362 - Paralegal/Legal Assistant II 23.13
30363 - Paralegal/Legal Assistant III 28.30
30364 - Paralegal/Legal Assistant IV 34.23
30375 - Petroleum Supply Specialist 27.29
30390 - Photo-Optics Technician 18.17
30395 - Radiation Control Technician 27.29
30461 - Technical Writer I 22.31
30462 - Technical Writer II 27.29
30463 - Technical Writer III 33.02
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 24.71
30502 - Weather Forecaster II 30.06
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.08
30621 - Weather Observer Senior (see 2) 22.31
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.20
31030 - Bus Driver 16.35
31043 - Driver Courier 10.98
31260 - Parking and Lot Attendant 10.65
31290 - Shuttle Bus Driver 11.72

31310 - Taxi Driver	10.64
31361 - Truckdriver Light	11.72
31362 - Truckdriver Medium	12.40
31363 - Truckdriver Heavy	17.29
31364 - Truckdriver Tractor-Trailer	17.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.91
99050 - Desk Clerk	9.46
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.25
99252 - Laboratory Animal Caretaker II	19.15
99260 - Marketing Analyst	28.84
99310 - Mortician	25.35
99410 - Pest Controller	16.53
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.59
99711 - Recycling Specialist	22.10
99730 - Refuse Collector	16.61
99810 - Sales Clerk	10.71
99820 - School Crossing Guard	12.14
99830 - Survey Party Chief	18.99
99831 - Surveying Aide	12.91
99832 - Surveying Technician	15.88
99840 - Vending Machine Attendant	12.95
99841 - Vending Machine Repairer	14.69
99842 - Vending Machine Repairer Helper	12.95

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5246
Revision No.: 12
Date Of Last Revision: 06/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Hidalgo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.05
01012 - Accounting Clerk II		14.65
01013 - Accounting Clerk III		16.39
01020 - Administrative Assistant		22.70
01035 - Court Reporter		15.89
01041 - Customer Service Representative I		10.84
01042 - Customer Service Representative II		12.20
01043 - Customer Service Representative III		13.81
01051 - Data Entry Operator I		12.95
01052 - Data Entry Operator II		14.13
01060 - Dispatcher Motor Vehicle		17.22
01070 - Document Preparation Clerk		12.48

01090 - Duplicating Machine Operator	12.48
01111 - General Clerk I	11.68
01112 - General Clerk II	12.76
01113 - General Clerk III	14.33
01120 - Housing Referral Assistant	17.71
01141 - Messenger Courier	10.61
01191 - Order Clerk I	13.78
01192 - Order Clerk II	15.03
01261 - Personnel Assistant (Employment) I	14.27
01262 - Personnel Assistant (Employment) II	16.69
01263 - Personnel Assistant (Employment) III	18.61
01270 - Production Control Clerk	16.14
01290 - Rental Clerk	12.95
01300 - Scheduler Maintenance	14.20
01311 - Secretary I	14.20
01312 - Secretary II	15.89
01313 - Secretary III	17.71
01320 - Service Order Dispatcher	15.39
01410 - Supply Technician	22.70
01420 - Survey Worker	14.38
01460 - Switchboard Operator/Receptionist	11.46
01531 - Travel Clerk I	12.18
01532 - Travel Clerk II	13.41
01533 - Travel Clerk III	14.39
01611 - Word Processor I	12.65
01612 - Word Processor II	14.20
01613 - Word Processor III	15.89
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.16
05010 - Automotive Electrician	17.08
05040 - Automotive Glass Installer	16.24
05070 - Automotive Worker	16.24
05110 - Mobile Equipment Servicer	14.52
05130 - Motor Equipment Metal Mechanic	17.86
05160 - Motor Equipment Metal Worker	16.24
05190 - Motor Vehicle Mechanic	17.86
05220 - Motor Vehicle Mechanic Helper	13.60
05250 - Motor Vehicle Upholstery Worker	15.36
05280 - Motor Vehicle Wrecker	16.24
05310 - Painter Automotive	17.08
05340 - Radiator Repair Specialist	16.24
05370 - Tire Repairer	14.77
05400 - Transmission Repair Specialist	17.86
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.78
07041 - Cook I	10.64
07042 - Cook II	11.90
07070 - Dishwasher	9.60
07130 - Food Service Worker	11.72
07210 - Meat Cutter	12.10

07260 - Waiter/Waitress	8.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.06
09040 - Furniture Handler	10.77
09080 - Furniture Refinisher	16.06
09090 - Furniture Refinisher Helper	12.78
09110 - Furniture Repairer Minor	14.44
09130 - Upholsterer	15.83
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.10
11060 - Elevator Operator	11.15
11090 - Gardener	14.35
11122 - Housekeeping Aide	11.15
11150 - Janitor	11.15
11210 - Laborer Grounds Maintenance	11.32
11240 - Maid or Houseman	9.26
11260 - Pruner	10.12
11270 - Tractor Operator	13.43
11330 - Trail Maintenance Worker	11.32
11360 - Window Cleaner	12.41
12000 - Health Occupations	
12010 - Ambulance Driver	15.00
12011 - Breath Alcohol Technician	20.71
12012 - Certified Occupational Therapist Assistant	35.62
12015 - Certified Physical Therapist Assistant	35.80
12020 - Dental Assistant	15.07
12025 - Dental Hygienist	38.64
12030 - EKG Technician	24.42
12035 - Electroneurodiagnostic Technologist	24.42
12040 - Emergency Medical Technician	15.00
12071 - Licensed Practical Nurse I	18.51
12072 - Licensed Practical Nurse II	20.71
12073 - Licensed Practical Nurse III	23.09
12100 - Medical Assistant	12.38
12130 - Medical Laboratory Technician	19.12
12160 - Medical Record Clerk	14.93
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	18.30
12210 - Nuclear Medicine Technologist	45.51
12221 - Nursing Assistant I	11.72
12222 - Nursing Assistant II	13.18
12223 - Nursing Assistant III	14.37
12224 - Nursing Assistant IV	16.13
12235 - Optical Dispenser	15.79
12236 - Optical Technician	25.52
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	15.09
12305 - Radiologic Technologist	28.07
12311 - Registered Nurse I	25.88
12312 - Registered Nurse II	31.68

12313 - Registered Nurse II Specialist		31.68
12314 - Registered Nurse III		38.30
12315 - Registered Nurse III Anesthetist		38.30
12316 - Registered Nurse IV		45.94
12317 - Scheduler (Drug and Alcohol Testing)		25.65
12320 - Substance Abuse Treatment Counselor		24.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.72
13012 - Exhibits Specialist II		26.90
13013 - Exhibits Specialist III		32.92
13041 - Illustrator I		21.72
13042 - Illustrator II		26.90
13043 - Illustrator III		32.92
13047 - Librarian		29.80
13050 - Library Aide/Clerk		18.30
13054 - Library Information Technology Systems Administrator		26.90
13058 - Library Technician		13.22
13061 - Media Specialist I		19.41
13062 - Media Specialist II		21.72
13063 - Media Specialist III		24.22
13071 - Photographer I		16.14
13072 - Photographer II		18.05
13073 - Photographer III		22.39
13074 - Photographer IV		25.80
13075 - Photographer V		32.19
13090 - Technical Order Library Clerk		16.34
13110 - Video Teleconference Technician		20.54
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.62
14042 - Computer Operator II		15.24
14043 - Computer Operator III		17.03
14044 - Computer Operator IV		19.00
14045 - Computer Operator V		21.10
14071 - Computer Programmer I	(see 1)	19.17
14072 - Computer Programmer II	(see 1)	23.75
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		13.62
14160 - Personal Computer Support Technician		19.00
14170 - System Support Specialist		22.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.93
15020 - Aircrew Training Devices Instructor (Rated)		34.99
15030 - Air Crew Training Devices Instructor (Pilot)		41.94
15050 - Computer Based Training Specialist / Instructor		28.93
15060 - Educational Technologist		34.12

15070 - Flight Instructor (Pilot) 41.94
15080 - Graphic Artist 17.26
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.94
15086 - Maintenance Test Pilot Rotary Wing 41.94
15088 - Non-Maintenance Test/Co-Pilot 41.94
15090 - Technical Instructor 21.41
15095 - Technical Instructor/Course Developer 26.19
15110 - Test Proctor 16.61
15120 - Tutor 16.61
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.83
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.38
16220 - Tailor 11.99
16250 - Washer Machine 9.67
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.06
19040 - Tool And Die Maker 22.55
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 10.86
21030 - Material Coordinator 16.53
21040 - Material Expediter 16.53
21050 - Material Handling Laborer 10.45
21071 - Order Filler 11.65
21080 - Production Line Worker (Food Processing) 10.86
21110 - Shipping Packer 12.07
21130 - Shipping/Receiving Clerk 12.07
21140 - Store Worker I 14.93
21150 - Stock Clerk 20.44
21210 - Tools And Parts Attendant 10.86
21410 - Warehouse Specialist 10.86
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 20.77
23019 - Aircraft Logs and Records Technician 17.14
23021 - Aircraft Mechanic I 19.92
23022 - Aircraft Mechanic II 20.77
23023 - Aircraft Mechanic III 21.65
23040 - Aircraft Mechanic Helper 15.17
23050 - Aircraft Painter 19.06
23060 - Aircraft Servicer 17.14
23070 - Aircraft Survival Flight Equipment Technician 19.06
23080 - Aircraft Worker 18.12
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.12

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 19.92
23110 - Appliance Mechanic 19.06
23120 - Bicycle Repairer 15.14
23125 - Cable Splicer 23.97
23130 - Carpenter Maintenance 17.16
23140 - Carpet Layer 18.12
23160 - Electrician Maintenance 17.73
23181 - Electronics Technician Maintenance I 15.09
23182 - Electronics Technician Maintenance II 15.99
23183 - Electronics Technician Maintenance III 17.58
23260 - Fabric Worker 17.14
23290 - Fire Alarm System Mechanic 21.37
23310 - Fire Extinguisher Repairer 16.20
23311 - Fuel Distribution System Mechanic 21.80
23312 - Fuel Distribution System Operator 17.46
23370 - General Maintenance Worker 12.69
23380 - Ground Support Equipment Mechanic 19.92
23381 - Ground Support Equipment Servicer 17.14
23382 - Ground Support Equipment Worker 18.12
23391 - Gunsmith I 16.20
23392 - Gunsmith II 18.12
23393 - Gunsmith III 19.92
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.92
23430 - Heavy Equipment Mechanic 22.45
23440 - Heavy Equipment Operator 13.95
23460 - Instrument Mechanic 19.92
23465 - Laboratory/Shelter Mechanic 19.06
23470 - Laborer 10.45
23510 - Locksmith 16.34
23530 - Machinery Maintenance Mechanic 22.53
23550 - Machinist Maintenance 15.43
23580 - Maintenance Trades Helper 11.41
23591 - Metrology Technician I 19.92
23592 - Metrology Technician II 20.77
23593 - Metrology Technician III 21.65
23640 - Millwright 19.92
23710 - Office Appliance Repairer 16.63
23760 - Painter Maintenance 16.02
23790 - Pipefitter Maintenance 16.78
23810 - Plumber Maintenance 16.05
23820 - Pneudraulic Systems Mechanic 19.92
23850 - Rigger 19.92
23870 - Scale Mechanic 18.12
23890 - Sheet-Metal Worker Maintenance 13.72
23910 - Small Engine Mechanic 16.47
23931 - Telecommunications Mechanic I 20.91

23932 - Telecommunications Mechanic II	21.80
23950 - Telephone Lineman	20.17
23960 - Welder Combination Maintenance	16.81
23965 - Well Driller	19.92
23970 - Woodcraft Worker	19.92
23980 - Woodworker	16.20
24000 - Personal Needs Occupations	
24550 - Case Manager	14.85
24570 - Child Care Attendant	9.40
24580 - Child Care Center Clerk	11.73
24610 - Chore Aide	10.24
24620 - Family Readiness And Support Services Coordinator	14.85
24630 - Homemaker	14.85
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.00
25040 - Sewage Plant Operator	13.94
25070 - Stationary Engineer	20.00
25190 - Ventilation Equipment Tender	15.23
25210 - Water Treatment Plant Operator	13.94
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.39
27007 - Baggage Inspector	11.05
27008 - Corrections Officer	20.31
27010 - Court Security Officer	18.30
27030 - Detection Dog Handler	14.63
27040 - Detention Officer	20.31
27070 - Firefighter	17.58
27101 - Guard I	11.05
27102 - Guard II	14.63
27131 - Police Officer I	21.32
27132 - Police Officer II	24.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.51
28042 - Carnival Equipment Repairer	13.35
28043 - Carnival Worker	9.40
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	16.28
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	14.94
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.12
29020 - Hatch Tender	18.12
29030 - Line Handler	18.12
29041 - Stevedore I	17.14
29042 - Stevedore II	19.06
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.10
30022 - Archeological Technician II 18.01
30023 - Archeological Technician III 22.31
30030 - Cartographic Technician 22.31
30040 - Civil Engineering Technician 23.80
30051 - Cryogenic Technician I 24.71
30052 - Cryogenic Technician II 27.29
30061 - Drafter/CAD Operator I 16.10
30062 - Drafter/CAD Operator II 18.01
30063 - Drafter/CAD Operator III 20.08
30064 - Drafter/CAD Operator IV 24.71
30081 - Engineering Technician I 14.83
30082 - Engineering Technician II 16.67
30083 - Engineering Technician III 18.61
30084 - Engineering Technician IV 23.09
30085 - Engineering Technician V 28.16
30086 - Engineering Technician VI 34.07
30090 - Environmental Technician 20.90
30095 - Evidence Control Specialist 22.31
30210 - Laboratory Technician 20.08
30221 - Latent Fingerprint Technician I 24.71
30222 - Latent Fingerprint Technician II 27.29
30240 - Mathematical Technician 22.31
30361 - Paralegal/Legal Assistant I 18.91
30362 - Paralegal/Legal Assistant II 23.13
30363 - Paralegal/Legal Assistant III 28.30
30364 - Paralegal/Legal Assistant IV 34.23
30375 - Petroleum Supply Specialist 27.29
30390 - Photo-Optics Technician 18.17
30395 - Radiation Control Technician 27.29
30461 - Technical Writer I 22.31
30462 - Technical Writer II 27.29
30463 - Technical Writer III 33.02
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 24.71
30502 - Weather Forecaster II 30.06
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.08
30621 - Weather Observer Senior (see 2) 22.31
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.20
31030 - Bus Driver 16.35

31043 - Driver Courier	10.98
31260 - Parking and Lot Attendant	10.65
31290 - Shuttle Bus Driver	11.72
31310 - Taxi Driver	10.64
31361 - Truckdriver Light	11.72
31362 - Truckdriver Medium	12.40
31363 - Truckdriver Heavy	17.29
31364 - Truckdriver Tractor-Trailer	17.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.91
99050 - Desk Clerk	9.46
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.25
99252 - Laboratory Animal Caretaker II	19.15
99260 - Marketing Analyst	28.84
99310 - Mortician	25.35
99410 - Pest Controller	16.53
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.59
99711 - Recycling Specialist	22.10
99730 - Refuse Collector	16.61
99810 - Sales Clerk	10.71
99820 - School Crossing Guard	12.14
99830 - Survey Party Chief	18.99
99831 - Surveying Aide	12.91
99832 - Surveying Technician	15.88
99840 - Vending Machine Attendant	12.95
99841 - Vending Machine Repairer	14.69
99842 - Vending Machine Repairer Helper	12.95

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5247
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Martin Midland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.98
01012 - Accounting Clerk II		20.18
01013 - Accounting Clerk III		22.58
01020 - Administrative Assistant		28.16
01035 - Court Reporter		18.18
01041 - Customer Service Representative I		12.86
01042 - Customer Service Representative II		14.45
01043 - Customer Service Representative III		15.77
01051 - Data Entry Operator I		15.82
01052 - Data Entry Operator II		17.26
01060 - Dispatcher Motor Vehicle		22.69
01070 - Document Preparation Clerk		14.47
01090 - Duplicating Machine Operator		14.47
01111 - General Clerk I		15.26
01112 - General Clerk II		16.64

01113 - General Clerk III 18.68
01120 - Housing Referral Assistant 20.27
01141 - Messenger Courier 11.80
01191 - Order Clerk I 15.98
01192 - Order Clerk II 18.87
01261 - Personnel Assistant (Employment) I 16.82
01262 - Personnel Assistant (Employment) II 18.82
01263 - Personnel Assistant (Employment) III 20.98
01270 - Production Control Clerk 25.88
01290 - Rental Clerk 14.76
01300 - Scheduler Maintenance 16.25
01311 - Secretary I 16.25
01312 - Secretary II 18.18
01313 - Secretary III 20.27
01320 - Service Order Dispatcher 20.28
01410 - Supply Technician 28.16
01420 - Survey Worker 16.77
01460 - Switchboard Operator/Receptionist 14.23
01531 - Travel Clerk I 11.80
01532 - Travel Clerk II 12.71
01533 - Travel Clerk III 13.54
01611 - Word Processor I 14.47
01612 - Word Processor II 16.25
01613 - Word Processor III 18.18
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.88
05010 - Automotive Electrician 27.86
05040 - Automotive Glass Installer 26.03
05070 - Automotive Worker 26.03
05110 - Mobile Equipment Servicer 22.44
05130 - Motor Equipment Metal Mechanic 29.79
05160 - Motor Equipment Metal Worker 26.03
05190 - Motor Vehicle Mechanic 29.79
05220 - Motor Vehicle Mechanic Helper 20.72
05250 - Motor Vehicle Upholstery Worker 24.17
05280 - Motor Vehicle Wrecker 26.03
05310 - Painter Automotive 27.86
05340 - Radiator Repair Specialist 26.03
05370 - Tire Repairer 16.50
05400 - Transmission Repair Specialist 29.79
07000 - Food Preparation And Service Occupations
07010 - Baker 13.24
07041 - Cook I 13.32
07042 - Cook II 15.45
07070 - Dishwasher 11.85
07130 - Food Service Worker 13.18
07210 - Meat Cutter 14.83
07260 - Waiter/Waitress 8.96
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.02

09040 - Furniture Handler 11.85
09080 - Furniture Refinisher 19.02
09090 - Furniture Refinisher Helper 14.25
09110 - Furniture Repairer Minor 16.63
09130 - Upholsterer 19.02
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.27
11060 - Elevator Operator 12.27
11090 - Gardener 18.04
11122 - Housekeeping Aide 11.51
11150 - Janitor 11.51
11210 - Laborer Grounds Maintenance 14.72
11240 - Maid or Houseman 11.98
11260 - Pruner 13.15
11270 - Tractor Operator 17.88
11330 - Trail Maintenance Worker 14.72
11360 - Window Cleaner 12.68
12000 - Health Occupations
12010 - Ambulance Driver 20.20
12011 - Breath Alcohol Technician 22.80
12012 - Certified Occupational Therapist Assistant 31.28
12015 - Certified Physical Therapist Assistant 31.32
12020 - Dental Assistant 18.67
12025 - Dental Hygienist 37.88
12030 - EKG Technician 34.55
12035 - Electroneurodiagnostic Technologist 34.55
12040 - Emergency Medical Technician 20.20
12071 - Licensed Practical Nurse I 20.38
12072 - Licensed Practical Nurse II 22.80
12073 - Licensed Practical Nurse III 25.42
12100 - Medical Assistant 16.99
12130 - Medical Laboratory Technician 22.67
12160 - Medical Record Clerk 15.60
12190 - Medical Record Technician 17.46
12195 - Medical Transcriptionist 20.38
12210 - Nuclear Medicine Technologist 47.83
12221 - Nursing Assistant I 11.25
12222 - Nursing Assistant II 12.65
12223 - Nursing Assistant III 13.80
12224 - Nursing Assistant IV 15.49
12235 - Optical Dispenser 16.92
12236 - Optical Technician 18.71
12250 - Pharmacy Technician 17.95
12280 - Phlebotomist 17.41
12305 - Radiologic Technologist 29.37
12311 - Registered Nurse I 24.19
12312 - Registered Nurse II 29.61
12313 - Registered Nurse II Specialist 29.61
12314 - Registered Nurse III 35.83
12315 - Registered Nurse III Anesthetist 35.83

12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		25.01
12320 - Substance Abuse Treatment Counselor		23.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.36
13012 - Exhibits Specialist II		25.22
13013 - Exhibits Specialist III		30.85
13041 - Illustrator I		20.36
13042 - Illustrator II		25.22
13043 - Illustrator III		30.85
13047 - Librarian		27.93
13050 - Library Aide/Clerk		13.48
13054 - Library Information Technology Systems Administrator		25.22
13058 - Library Technician		20.36
13061 - Media Specialist I		18.19
13062 - Media Specialist II		20.36
13063 - Media Specialist III		22.70
13071 - Photographer I		18.19
13072 - Photographer II		20.36
13073 - Photographer III		25.22
13074 - Photographer IV		30.85
13075 - Photographer V		37.33
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		18.19
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.38
14042 - Computer Operator II		17.20
14043 - Computer Operator III		20.68
14044 - Computer Operator IV		22.97
14045 - Computer Operator V		25.44
14071 - Computer Programmer I	(see 1)	22.18
14072 - Computer Programmer II	(see 1)	27.50
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.38
14160 - Personal Computer Support Technician		22.97
14170 - System Support Specialist		31.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.21
15020 - Aircrew Training Devices Instructor (Rated)		34.92
15030 - Air Crew Training Devices Instructor (Pilot)		40.60
15050 - Computer Based Training Specialist / Instructor		27.72
15060 - Educational Technologist		35.34
15070 - Flight Instructor (Pilot)		40.60
15080 - Graphic Artist		21.92
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.45

15086 - Maintenance Test Pilot Rotary Wing 39.45
15088 - Non-Maintenance Test/Co-Pilot 39.45
15090 - Technical Instructor 24.10
15095 - Technical Instructor/Course Developer 29.48
15110 - Test Proctor 19.46
15120 - Tutor 19.46
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.86
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.63
16220 - Tailor 12.39
16250 - Washer Machine 9.67
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.78
19040 - Tool And Die Maker 27.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.79
21030 - Material Coordinator 25.88
21040 - Material Expediter 25.88
21050 - Material Handling Laborer 14.45
21071 - Order Filler 16.30
21080 - Production Line Worker (Food Processing) 19.79
21110 - Shipping Packer 16.84
21130 - Shipping/Receiving Clerk 16.84
21140 - Store Worker I 10.48
21150 - Stock Clerk 14.71
21210 - Tools And Parts Attendant 19.79
21410 - Warehouse Specialist 19.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.01
23019 - Aircraft Logs and Records Technician 19.84
23021 - Aircraft Mechanic I 24.46
23022 - Aircraft Mechanic II 26.01
23023 - Aircraft Mechanic III 27.50
23040 - Aircraft Mechanic Helper 17.02
23050 - Aircraft Painter 22.88
23060 - Aircraft Servicer 19.84
23070 - Aircraft Survival Flight Equipment Technician 22.88
23080 - Aircraft Worker 21.37
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.37
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.46
23110 - Appliance Mechanic 20.53

23120 - Bicycle Repairer 17.54
23125 - Cable Splicer 27.97
23130 - Carpenter Maintenance 20.42
23140 - Carpet Layer 20.34
23160 - Electrician Maintenance 27.82
23181 - Electronics Technician Maintenance I 22.59
23182 - Electronics Technician Maintenance II 24.19
23183 - Electronics Technician Maintenance III 25.86
23260 - Fabric Worker 18.89
23290 - Fire Alarm System Mechanic 23.29
23310 - Fire Extinguisher Repairer 17.54
23311 - Fuel Distribution System Mechanic 20.04
23312 - Fuel Distribution System Operator 16.56
23370 - General Maintenance Worker 18.76
23380 - Ground Support Equipment Mechanic 24.46
23381 - Ground Support Equipment Servicer 19.84
23382 - Ground Support Equipment Worker 21.37
23391 - Gunsmith I 17.54
23392 - Gunsmith II 20.34
23393 - Gunsmith III 23.29
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.81
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.19
23430 - Heavy Equipment Mechanic 24.05
23440 - Heavy Equipment Operator 21.76
23460 - Instrument Mechanic 23.29
23465 - Laboratory/Shelter Mechanic 21.78
23470 - Laborer 15.79
23510 - Locksmith 21.78
23530 - Machinery Maintenance Mechanic 28.84
23550 - Machinist Maintenance 23.74
23580 - Maintenance Trades Helper 16.26
23591 - Metrology Technician I 23.29
23592 - Metrology Technician II 24.76
23593 - Metrology Technician III 26.19
23640 - Millwright 23.29
23710 - Office Appliance Repairer 21.78
23760 - Painter Maintenance 19.99
23790 - Pipefitter Maintenance 22.38
23810 - Plumber Maintenance 20.93
23820 - Pneudraulic Systems Mechanic 23.29
23850 - Rigger 23.26
23870 - Scale Mechanic 20.34
23890 - Sheet-Metal Worker Maintenance 23.29
23910 - Small Engine Mechanic 20.34
23931 - Telecommunications Mechanic I 25.32
23932 - Telecommunications Mechanic II 26.68
23950 - Telephone Lineman 25.80
23960 - Welder Combination Maintenance 23.34

23965 - Well Driller	23.29
23970 - Woodcraft Worker	23.29
23980 - Woodworker	17.54
24000 - Personal Needs Occupations	
24550 - Case Manager	15.93
24570 - Child Care Attendant	11.37
24580 - Child Care Center Clerk	14.98
24610 - Chore Aide	10.32
24620 - Family Readiness And Support Services Coordinator	15.81
24630 - Homemaker	15.93
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.29
25040 - Sewage Plant Operator	22.31
25070 - Stationary Engineer	23.29
25190 - Ventilation Equipment Tender	16.20
25210 - Water Treatment Plant Operator	22.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.61
27007 - Baggage Inspector	15.74
27008 - Corrections Officer	18.14
27010 - Court Security Officer	19.36
27030 - Detection Dog Handler	17.61
27040 - Detention Officer	18.14
27070 - Firefighter	20.08
27101 - Guard I	15.74
27102 - Guard II	17.61
27131 - Police Officer I	26.68
27132 - Police Officer II	29.64
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.59
28042 - Carnival Equipment Repairer	14.72
28043 - Carnival Worker	9.99
28210 - Gate Attendant/Gate Tender	17.48
28310 - Lifeguard	12.79
28350 - Park Attendant (Aide)	19.57
28510 - Recreation Aide/Health Facility Attendant	14.28
28515 - Recreation Specialist	24.23
28630 - Sports Official	15.58
28690 - Swimming Pool Operator	17.07
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.51
29020 - Hatch Tender	29.51
29030 - Line Handler	29.51
29041 - Stevedore I	27.40
29042 - Stevedore II	31.59
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.32
30022 - Archeological Technician II		20.50
30023 - Archeological Technician III		25.39
30030 - Cartographic Technician		25.39
30040 - Civil Engineering Technician		25.45
30051 - Cryogenic Technician I		28.12
30052 - Cryogenic Technician II		31.06
30061 - Drafter/CAD Operator I		18.32
30062 - Drafter/CAD Operator II		20.50
30063 - Drafter/CAD Operator III		22.84
30064 - Drafter/CAD Operator IV		28.12
30081 - Engineering Technician I		15.07
30082 - Engineering Technician II		16.90
30083 - Engineering Technician III		18.91
30084 - Engineering Technician IV		23.43
30085 - Engineering Technician V		28.66
30086 - Engineering Technician VI		34.67
30090 - Environmental Technician		23.68
30095 - Evidence Control Specialist		25.39
30210 - Laboratory Technician		23.35
30221 - Latent Fingerprint Technician I		28.12
30222 - Latent Fingerprint Technician II		31.06
30240 - Mathematical Technician		25.39
30361 - Paralegal/Legal Assistant I		18.55
30362 - Paralegal/Legal Assistant II		22.97
30363 - Paralegal/Legal Assistant III		28.10
30364 - Paralegal/Legal Assistant IV		33.99
30375 - Petroleum Supply Specialist		31.06
30390 - Photo-Optics Technician		25.39
30395 - Radiation Control Technician		31.06
30461 - Technical Writer I		25.39
30462 - Technical Writer II		31.06
30463 - Technical Writer III		37.57
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.12
30502 - Weather Forecaster II		34.19
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.84
30621 - Weather Observer Senior	(see 2)	25.39
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.80
31030 - Bus Driver		22.38
31043 - Driver Courier		18.67
31260 - Parking and Lot Attendant		14.42
31290 - Shuttle Bus Driver		20.22

31310 - Taxi Driver	15.21
31361 - Truckdriver Light	20.22
31362 - Truckdriver Medium	21.85
31363 - Truckdriver Heavy	22.97
31364 - Truckdriver Tractor-Trailer	22.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.41
99050 - Desk Clerk	13.02
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.16
99252 - Laboratory Animal Caretaker II	16.41
99260 - Marketing Analyst	32.53
99310 - Mortician	25.35
99410 - Pest Controller	18.44
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.04
99711 - Recycling Specialist	24.34
99730 - Refuse Collector	17.90
99810 - Sales Clerk	13.55
99820 - School Crossing Guard	11.86
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	14.11
99832 - Surveying Technician	19.36
99840 - Vending Machine Attendant	16.78
99841 - Vending Machine Repairer	21.03
99842 - Vending Machine Repairer Helper	16.78

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5248
Revision No.: 12
Date Of Last Revision: 06/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Martin Midland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.98
01012 - Accounting Clerk II		20.18
01013 - Accounting Clerk III		22.58
01020 - Administrative Assistant		28.16
01035 - Court Reporter		18.18
01041 - Customer Service Representative I		12.86
01042 - Customer Service Representative II		14.45
01043 - Customer Service Representative III		15.77
01051 - Data Entry Operator I		15.82
01052 - Data Entry Operator II		17.26
01060 - Dispatcher Motor Vehicle		22.69
01070 - Document Preparation Clerk		14.47

01090 - Duplicating Machine Operator	14.47
01111 - General Clerk I	15.26
01112 - General Clerk II	16.64
01113 - General Clerk III	18.68
01120 - Housing Referral Assistant	20.27
01141 - Messenger Courier	11.80
01191 - Order Clerk I	15.98
01192 - Order Clerk II	18.87
01261 - Personnel Assistant (Employment) I	16.82
01262 - Personnel Assistant (Employment) II	18.82
01263 - Personnel Assistant (Employment) III	20.98
01270 - Production Control Clerk	25.88
01290 - Rental Clerk	14.76
01300 - Scheduler Maintenance	16.25
01311 - Secretary I	16.25
01312 - Secretary II	18.18
01313 - Secretary III	20.27
01320 - Service Order Dispatcher	20.28
01410 - Supply Technician	28.16
01420 - Survey Worker	16.77
01460 - Switchboard Operator/Receptionist	14.23
01531 - Travel Clerk I	11.80
01532 - Travel Clerk II	12.71
01533 - Travel Clerk III	13.54
01611 - Word Processor I	14.47
01612 - Word Processor II	16.25
01613 - Word Processor III	18.18
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.88
05010 - Automotive Electrician	27.86
05040 - Automotive Glass Installer	26.03
05070 - Automotive Worker	26.03
05110 - Mobile Equipment Servicer	22.44
05130 - Motor Equipment Metal Mechanic	29.79
05160 - Motor Equipment Metal Worker	26.03
05190 - Motor Vehicle Mechanic	29.79
05220 - Motor Vehicle Mechanic Helper	20.72
05250 - Motor Vehicle Upholstery Worker	24.17
05280 - Motor Vehicle Wrecker	26.03
05310 - Painter Automotive	27.86
05340 - Radiator Repair Specialist	26.03
05370 - Tire Repairer	16.50
05400 - Transmission Repair Specialist	29.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.24
07041 - Cook I	13.32
07042 - Cook II	15.45
07070 - Dishwasher	11.85
07130 - Food Service Worker	13.18
07210 - Meat Cutter	14.83

07260 - Waiter/Waitress	8.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	19.02
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer Minor	16.63
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.27
11060 - Elevator Operator	12.27
11090 - Gardener	18.04
11122 - Housekeeping Aide	11.51
11150 - Janitor	11.51
11210 - Laborer Grounds Maintenance	14.72
11240 - Maid or Houseman	11.98
11260 - Pruner	13.15
11270 - Tractor Operator	17.88
11330 - Trail Maintenance Worker	14.72
11360 - Window Cleaner	12.68
12000 - Health Occupations	
12010 - Ambulance Driver	20.20
12011 - Breath Alcohol Technician	22.80
12012 - Certified Occupational Therapist Assistant	31.28
12015 - Certified Physical Therapist Assistant	31.32
12020 - Dental Assistant	18.67
12025 - Dental Hygienist	37.88
12030 - EKG Technician	34.55
12035 - Electroneurodiagnostic Technologist	34.55
12040 - Emergency Medical Technician	20.20
12071 - Licensed Practical Nurse I	20.38
12072 - Licensed Practical Nurse II	22.80
12073 - Licensed Practical Nurse III	25.42
12100 - Medical Assistant	16.99
12130 - Medical Laboratory Technician	22.67
12160 - Medical Record Clerk	15.60
12190 - Medical Record Technician	17.46
12195 - Medical Transcriptionist	20.38
12210 - Nuclear Medicine Technologist	47.83
12221 - Nursing Assistant I	11.25
12222 - Nursing Assistant II	12.65
12223 - Nursing Assistant III	13.80
12224 - Nursing Assistant IV	15.49
12235 - Optical Dispenser	16.92
12236 - Optical Technician	18.71
12250 - Pharmacy Technician	17.95
12280 - Phlebotomist	17.41
12305 - Radiologic Technologist	29.37
12311 - Registered Nurse I	24.19
12312 - Registered Nurse II	29.61

12313 - Registered Nurse II Specialist		29.61
12314 - Registered Nurse III		35.83
12315 - Registered Nurse III Anesthetist		35.83
12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		25.01
12320 - Substance Abuse Treatment Counselor		23.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.36
13012 - Exhibits Specialist II		25.22
13013 - Exhibits Specialist III		30.85
13041 - Illustrator I		20.36
13042 - Illustrator II		25.22
13043 - Illustrator III		30.85
13047 - Librarian		27.93
13050 - Library Aide/Clerk		13.48
13054 - Library Information Technology Systems Administrator		25.22
13058 - Library Technician		20.36
13061 - Media Specialist I		18.19
13062 - Media Specialist II		20.36
13063 - Media Specialist III		22.70
13071 - Photographer I		18.19
13072 - Photographer II		20.36
13073 - Photographer III		25.22
13074 - Photographer IV		30.85
13075 - Photographer V		37.33
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		18.19
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.38
14042 - Computer Operator II		17.20
14043 - Computer Operator III		20.68
14044 - Computer Operator IV		22.97
14045 - Computer Operator V		25.44
14071 - Computer Programmer I	(see 1)	22.18
14072 - Computer Programmer II	(see 1)	27.50
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.38
14160 - Personal Computer Support Technician		22.97
14170 - System Support Specialist		31.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.21
15020 - Aircrew Training Devices Instructor (Rated)		34.92
15030 - Air Crew Training Devices Instructor (Pilot)		40.60
15050 - Computer Based Training Specialist / Instructor		27.72
15060 - Educational Technologist		35.34

15070 - Flight Instructor (Pilot) 40.60
15080 - Graphic Artist 21.92
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.45
15086 - Maintenance Test Pilot Rotary Wing 39.45
15088 - Non-Maintenance Test/Co-Pilot 39.45
15090 - Technical Instructor 24.10
15095 - Technical Instructor/Course Developer 29.48
15110 - Test Proctor 19.46
15120 - Tutor 19.46
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.86
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.63
16220 - Tailor 12.39
16250 - Washer Machine 9.67
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.78
19040 - Tool And Die Maker 27.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.79
21030 - Material Coordinator 25.88
21040 - Material Expediter 25.88
21050 - Material Handling Laborer 14.45
21071 - Order Filler 16.30
21080 - Production Line Worker (Food Processing) 19.79
21110 - Shipping Packer 16.84
21130 - Shipping/Receiving Clerk 16.84
21140 - Store Worker I 10.48
21150 - Stock Clerk 14.71
21210 - Tools And Parts Attendant 19.79
21410 - Warehouse Specialist 19.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.01
23019 - Aircraft Logs and Records Technician 19.84
23021 - Aircraft Mechanic I 24.46
23022 - Aircraft Mechanic II 26.01
23023 - Aircraft Mechanic III 27.50
23040 - Aircraft Mechanic Helper 17.02
23050 - Aircraft Painter 22.88
23060 - Aircraft Servicer 19.84
23070 - Aircraft Survival Flight Equipment Technician 22.88
23080 - Aircraft Worker 21.37
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.37

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.46
23110 - Appliance Mechanic 20.53
23120 - Bicycle Repairer 17.54
23125 - Cable Splicer 27.97
23130 - Carpenter Maintenance 20.42
23140 - Carpet Layer 20.34
23160 - Electrician Maintenance 27.82
23181 - Electronics Technician Maintenance I 22.59
23182 - Electronics Technician Maintenance II 24.19
23183 - Electronics Technician Maintenance III 25.86
23260 - Fabric Worker 18.89
23290 - Fire Alarm System Mechanic 23.29
23310 - Fire Extinguisher Repairer 17.54
23311 - Fuel Distribution System Mechanic 20.04
23312 - Fuel Distribution System Operator 16.56
23370 - General Maintenance Worker 18.76
23380 - Ground Support Equipment Mechanic 24.46
23381 - Ground Support Equipment Servicer 19.84
23382 - Ground Support Equipment Worker 21.37
23391 - Gunsmith I 17.54
23392 - Gunsmith II 20.34
23393 - Gunsmith III 23.29
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.81
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.19
23430 - Heavy Equipment Mechanic 24.05
23440 - Heavy Equipment Operator 21.76
23460 - Instrument Mechanic 23.29
23465 - Laboratory/Shelter Mechanic 21.78
23470 - Laborer 15.79
23510 - Locksmith 21.78
23530 - Machinery Maintenance Mechanic 28.84
23550 - Machinist Maintenance 23.74
23580 - Maintenance Trades Helper 16.26
23591 - Metrology Technician I 23.29
23592 - Metrology Technician II 24.76
23593 - Metrology Technician III 26.19
23640 - Millwright 23.29
23710 - Office Appliance Repairer 21.78
23760 - Painter Maintenance 19.99
23790 - Pipefitter Maintenance 22.38
23810 - Plumber Maintenance 20.93
23820 - Pneudraulic Systems Mechanic 23.29
23850 - Rigger 23.26
23870 - Scale Mechanic 20.34
23890 - Sheet-Metal Worker Maintenance 23.29
23910 - Small Engine Mechanic 20.34
23931 - Telecommunications Mechanic I 25.32

23932 - Telecommunications Mechanic II 26.68
23950 - Telephone Lineman 25.80
23960 - Welder Combination Maintenance 23.34
23965 - Well Driller 23.29
23970 - Woodcraft Worker 23.29
23980 - Woodworker 17.54
24000 - Personal Needs Occupations
24550 - Case Manager 15.93
24570 - Child Care Attendant 11.37
24580 - Child Care Center Clerk 14.98
24610 - Chore Aide 10.32
24620 - Family Readiness And Support Services Coordinator 15.81
24630 - Homemaker 15.93
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.29
25040 - Sewage Plant Operator 22.31
25070 - Stationary Engineer 23.29
25190 - Ventilation Equipment Tender 16.20
25210 - Water Treatment Plant Operator 22.31
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.61
27007 - Baggage Inspector 15.74
27008 - Corrections Officer 18.14
27010 - Court Security Officer 19.36
27030 - Detection Dog Handler 17.61
27040 - Detention Officer 18.14
27070 - Firefighter 20.08
27101 - Guard I 15.74
27102 - Guard II 17.61
27131 - Police Officer I 26.68
27132 - Police Officer II 29.64
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.59
28042 - Carnival Equipment Repairer 14.72
28043 - Carnival Worker 9.99
28210 - Gate Attendant/Gate Tender 17.48
28310 - Lifeguard 12.79
28350 - Park Attendant (Aide) 19.57
28510 - Recreation Aide/Health Facility Attendant 14.28
28515 - Recreation Specialist 24.23
28630 - Sports Official 15.58
28690 - Swimming Pool Operator 17.07
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 29.51
29020 - Hatch Tender 29.51
29030 - Line Handler 29.51
29041 - Stevedore I 27.40
29042 - Stevedore II 31.59
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.32
30022 - Archeological Technician II 20.50
30023 - Archeological Technician III 25.39
30030 - Cartographic Technician 25.39
30040 - Civil Engineering Technician 25.45
30051 - Cryogenic Technician I 28.12
30052 - Cryogenic Technician II 31.06
30061 - Drafter/CAD Operator I 18.32
30062 - Drafter/CAD Operator II 20.50
30063 - Drafter/CAD Operator III 22.84
30064 - Drafter/CAD Operator IV 28.12
30081 - Engineering Technician I 15.07
30082 - Engineering Technician II 16.90
30083 - Engineering Technician III 18.91
30084 - Engineering Technician IV 23.43
30085 - Engineering Technician V 28.66
30086 - Engineering Technician VI 34.67
30090 - Environmental Technician 23.68
30095 - Evidence Control Specialist 25.39
30210 - Laboratory Technician 23.35
30221 - Latent Fingerprint Technician I 28.12
30222 - Latent Fingerprint Technician II 31.06
30240 - Mathematical Technician 25.39
30361 - Paralegal/Legal Assistant I 18.55
30362 - Paralegal/Legal Assistant II 22.97
30363 - Paralegal/Legal Assistant III 28.10
30364 - Paralegal/Legal Assistant IV 33.99
30375 - Petroleum Supply Specialist 31.06
30390 - Photo-Optics Technician 25.39
30395 - Radiation Control Technician 31.06
30461 - Technical Writer I 25.39
30462 - Technical Writer II 31.06
30463 - Technical Writer III 37.57
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.12
30502 - Weather Forecaster II 34.19
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.84
30621 - Weather Observer Senior (see 2) 25.39
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.80
31030 - Bus Driver 22.38

31043 - Driver Courier	18.67
31260 - Parking and Lot Attendant	14.42
31290 - Shuttle Bus Driver	20.22
31310 - Taxi Driver	15.21
31361 - Truckdriver Light	20.22
31362 - Truckdriver Medium	21.85
31363 - Truckdriver Heavy	22.97
31364 - Truckdriver Tractor-Trailer	22.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.41
99050 - Desk Clerk	13.02
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.16
99252 - Laboratory Animal Caretaker II	16.41
99260 - Marketing Analyst	32.53
99310 - Mortician	25.35
99410 - Pest Controller	18.44
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.04
99711 - Recycling Specialist	24.34
99730 - Refuse Collector	17.90
99810 - Sales Clerk	13.55
99820 - School Crossing Guard	11.86
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	14.11
99832 - Surveying Technician	19.36
99840 - Vending Machine Attendant	16.78
99841 - Vending Machine Repairer	21.03
99842 - Vending Machine Repairer Helper	16.78

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5249
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Ector

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.57
01012 - Accounting Clerk II		17.47
01013 - Accounting Clerk III		19.55
01020 - Administrative Assistant		24.66
01035 - Court Reporter		18.00
01041 - Customer Service Representative I		12.47
01042 - Customer Service Representative II		14.03
01043 - Customer Service Representative III		15.30
01051 - Data Entry Operator I		12.45
01052 - Data Entry Operator II		13.58
01060 - Dispatcher Motor Vehicle		22.20
01070 - Document Preparation Clerk		14.99
01090 - Duplicating Machine Operator		14.99
01111 - General Clerk I		15.08
01112 - General Clerk II		16.45

01113 - General Clerk III 18.46
01120 - Housing Referral Assistant 20.06
01141 - Messenger Courier 11.77
01191 - Order Clerk I 16.25
01192 - Order Clerk II 17.99
01261 - Personnel Assistant (Employment) I 16.32
01262 - Personnel Assistant (Employment) II 18.26
01263 - Personnel Assistant (Employment) III 20.36
01270 - Production Control Clerk 23.63
01290 - Rental Clerk 16.24
01300 - Scheduler Maintenance 16.09
01311 - Secretary I 16.09
01312 - Secretary II 18.00
01313 - Secretary III 20.06
01320 - Service Order Dispatcher 19.84
01410 - Supply Technician 24.66
01420 - Survey Worker 17.23
01460 - Switchboard Operator/Receptionist 14.38
01531 - Travel Clerk I 11.15
01532 - Travel Clerk II 12.06
01533 - Travel Clerk III 13.19
01611 - Word Processor I 14.33
01612 - Word Processor II 16.09
01613 - Word Processor III 18.00
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.31
05010 - Automotive Electrician 21.49
05040 - Automotive Glass Installer 20.08
05070 - Automotive Worker 20.08
05110 - Mobile Equipment Servicer 17.31
05130 - Motor Equipment Metal Mechanic 22.98
05160 - Motor Equipment Metal Worker 20.08
05190 - Motor Vehicle Mechanic 22.98
05220 - Motor Vehicle Mechanic Helper 15.98
05250 - Motor Vehicle Upholstery Worker 18.64
05280 - Motor Vehicle Wrecker 20.08
05310 - Painter Automotive 21.49
05340 - Radiator Repair Specialist 20.08
05370 - Tire Repairer 16.43
05400 - Transmission Repair Specialist 22.98
07000 - Food Preparation And Service Occupations
07010 - Baker 12.66
07041 - Cook I 11.82
07042 - Cook II 13.71
07070 - Dishwasher 11.87
07130 - Food Service Worker 11.57
07210 - Meat Cutter 15.95
07260 - Waiter/Waitress 8.97
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.02

09040 - Furniture Handler 11.85
09080 - Furniture Refinisher 19.02
09090 - Furniture Refinisher Helper 14.25
09110 - Furniture Repairer Minor 16.63
09130 - Upholsterer 19.02
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.50
11060 - Elevator Operator 13.44
11090 - Gardener 18.04
11122 - Housekeeping Aide 12.22
11150 - Janitor 12.22
11210 - Laborer Grounds Maintenance 14.85
11240 - Maid or Houseman 10.94
11260 - Pruner 13.26
11270 - Tractor Operator 18.04
11330 - Trail Maintenance Worker 14.85
11360 - Window Cleaner 13.68
12000 - Health Occupations
12010 - Ambulance Driver 19.19
12011 - Breath Alcohol Technician 20.04
12012 - Certified Occupational Therapist Assistant 28.20
12015 - Certified Physical Therapist Assistant 33.11
12020 - Dental Assistant 19.17
12025 - Dental Hygienist 41.58
12030 - EKG Technician 30.35
12035 - Electroneurodiagnostic Technologist 30.35
12040 - Emergency Medical Technician 19.19
12071 - Licensed Practical Nurse I 17.91
12072 - Licensed Practical Nurse II 20.04
12073 - Licensed Practical Nurse III 22.34
12100 - Medical Assistant 16.94
12130 - Medical Laboratory Technician 24.20
12160 - Medical Record Clerk 15.93
12190 - Medical Record Technician 17.82
12195 - Medical Transcriptionist 17.91
12210 - Nuclear Medicine Technologist 43.17
12221 - Nursing Assistant I 11.37
12222 - Nursing Assistant II 12.79
12223 - Nursing Assistant III 13.95
12224 - Nursing Assistant IV 15.66
12235 - Optical Dispenser 15.33
12236 - Optical Technician 17.56
12250 - Pharmacy Technician 17.78
12280 - Phlebotomist 16.90
12305 - Radiologic Technologist 28.91
12311 - Registered Nurse I 24.19
12312 - Registered Nurse II 29.61
12313 - Registered Nurse II Specialist 29.61
12314 - Registered Nurse III 35.83
12315 - Registered Nurse III Anesthetist 35.83

12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		24.82
12320 - Substance Abuse Treatment Counselor		25.46
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.77
13012 - Exhibits Specialist II		24.51
13013 - Exhibits Specialist III		29.98
13041 - Illustrator I		19.77
13042 - Illustrator II		24.51
13043 - Illustrator III		29.98
13047 - Librarian		27.13
13050 - Library Aide/Clerk		12.50
13054 - Library Information Technology Systems Administrator		24.49
13058 - Library Technician		17.86
13061 - Media Specialist I		17.69
13062 - Media Specialist II		19.77
13063 - Media Specialist III		22.06
13071 - Photographer I		16.09
13072 - Photographer II		18.91
13073 - Photographer III		22.28
13074 - Photographer IV		27.26
13075 - Photographer V		32.99
13090 - Technical Order Library Clerk		17.90
13110 - Video Teleconference Technician		18.12
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.79
14042 - Computer Operator II		16.55
14043 - Computer Operator III		19.48
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.96
14071 - Computer Programmer I	(see 1)	22.18
14072 - Computer Programmer II	(see 1)	27.50
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		14.79
14160 - Personal Computer Support Technician		21.63
14170 - System Support Specialist		26.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.03
15020 - Aircrew Training Devices Instructor (Rated)		35.12
15030 - Air Crew Training Devices Instructor (Pilot)		42.09
15050 - Computer Based Training Specialist / Instructor		29.03
15060 - Educational Technologist		29.96
15070 - Flight Instructor (Pilot)		42.09
15080 - Graphic Artist		25.67
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.09

15086 - Maintenance Test Pilot Rotary Wing 42.09
15088 - Non-Maintenance Test/Co-Pilot 42.09
15090 - Technical Instructor 24.18
15095 - Technical Instructor/Course Developer 29.59
15110 - Test Proctor 20.03
15120 - Tutor 20.03
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.85
16030 - Counter Attendant 9.85
16040 - Dry Cleaner 11.26
16070 - Finisher Flatwork Machine 9.85
16090 - Presser Hand 9.85
16110 - Presser Machine Drycleaning 9.85
16130 - Presser Machine Shirts 9.85
16160 - Presser Machine Wearing Apparel Laundry 9.85
16190 - Sewing Machine Operator 11.73
16220 - Tailor 12.20
16250 - Washer Machine 10.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.85
19040 - Tool And Die Maker 27.66
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.28
21030 - Material Coordinator 23.63
21040 - Material Expediter 23.63
21050 - Material Handling Laborer 15.75
21071 - Order Filler 17.05
21080 - Production Line Worker (Food Processing) 17.28
21110 - Shipping Packer 16.62
21130 - Shipping/Receiving Clerk 16.62
21140 - Store Worker I 10.45
21150 - Stock Clerk 14.71
21210 - Tools And Parts Attendant 17.28
21410 - Warehouse Specialist 17.28
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.13
23019 - Aircraft Logs and Records Technician 18.95
23021 - Aircraft Mechanic I 23.71
23022 - Aircraft Mechanic II 25.13
23023 - Aircraft Mechanic III 26.53
23040 - Aircraft Mechanic Helper 16.71
23050 - Aircraft Painter 21.85
23060 - Aircraft Servicer 18.95
23070 - Aircraft Survival Flight Equipment Technician 21.85
23080 - Aircraft Worker 20.41
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.41
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.71
23110 - Appliance Mechanic 21.85

23120 - Bicycle Repairer	17.60
23125 - Cable Splicer	25.12
23130 - Carpenter Maintenance	21.36
23140 - Carpet Layer	20.41
23160 - Electrician Maintenance	23.44
23181 - Electronics Technician Maintenance I	21.54
23182 - Electronics Technician Maintenance II	23.06
23183 - Electronics Technician Maintenance III	24.66
23260 - Fabric Worker	18.95
23290 - Fire Alarm System Mechanic	23.36
23310 - Fire Extinguisher Repairer	17.60
23311 - Fuel Distribution System Mechanic	22.03
23312 - Fuel Distribution System Operator	16.60
23370 - General Maintenance Worker	17.21
23380 - Ground Support Equipment Mechanic	23.71
23381 - Ground Support Equipment Servicer	18.95
23382 - Ground Support Equipment Worker	20.41
23391 - Gunsmith I	17.60
23392 - Gunsmith II	20.41
23393 - Gunsmith III	23.36
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.79
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.17
23430 - Heavy Equipment Mechanic	25.84
23440 - Heavy Equipment Operator	24.07
23460 - Instrument Mechanic	23.36
23465 - Laboratory/Shelter Mechanic	21.85
23470 - Laborer	17.01
23510 - Locksmith	21.85
23530 - Machinery Maintenance Mechanic	24.95
23550 - Machinist Maintenance	23.62
23580 - Maintenance Trades Helper	17.29
23591 - Metrology Technician I	23.36
23592 - Metrology Technician II	24.84
23593 - Metrology Technician III	26.27
23640 - Millwright	23.36
23710 - Office Appliance Repairer	19.01
23760 - Painter Maintenance	17.27
23790 - Pipefitter Maintenance	23.12
23810 - Plumber Maintenance	21.62
23820 - Pneudraulic Systems Mechanic	23.36
23850 - Rigger	23.42
23870 - Scale Mechanic	20.41
23890 - Sheet-Metal Worker Maintenance	23.28
23910 - Small Engine Mechanic	20.44
23931 - Telecommunications Mechanic I	25.14
23932 - Telecommunications Mechanic II	26.72
23950 - Telephone Lineman	23.36
23960 - Welder Combination Maintenance	26.46

23965 - Well Driller		23.36
23970 - Woodcraft Worker		23.36
23980 - Woodworker		17.60
24000 - Personal Needs Occupations		
24550 - Case Manager		15.18
24570 - Child Care Attendant		11.12
24580 - Child Care Center Clerk		13.87
24610 - Chore Aide		9.37
24620 - Family Readiness And Support Services Coordinator		15.18
24630 - Homemaker		15.93
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.36
25040 - Sewage Plant Operator		21.85
25070 - Stationary Engineer		23.36
25190 - Ventilation Equipment Tender		16.25
25210 - Water Treatment Plant Operator		21.85
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.91
27007 - Baggage Inspector		15.70
27008 - Corrections Officer		16.49
27010 - Court Security Officer		19.36
27030 - Detection Dog Handler		17.91
27040 - Detention Officer		16.49
27070 - Firefighter		20.08
27101 - Guard I		15.70
27102 - Guard II		17.91
27131 - Police Officer I		25.15
27132 - Police Officer II		27.94
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.12
28042 - Carnival Equipment Repairer		16.80
28043 - Carnival Worker		11.89
28210 - Gate Attendant/Gate Tender		13.87
28310 - Lifeguard		12.36
28350 - Park Attendant (Aide)		15.52
28510 - Recreation Aide/Health Facility Attendant		11.33
28515 - Recreation Specialist		19.23
28630 - Sports Official		12.36
28690 - Swimming Pool Operator		20.33
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.17
29020 - Hatch Tender		25.17
29030 - Line Handler		25.17
29041 - Stevedore I		23.37
29042 - Stevedore II		26.95
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		18.21
30022 - Archeological Technician II		20.37
30023 - Archeological Technician III		25.23
30030 - Cartographic Technician		25.23
30040 - Civil Engineering Technician		25.23
30051 - Cryogenic Technician I		27.95
30052 - Cryogenic Technician II		30.87
30061 - Drafter/CAD Operator I		18.21
30062 - Drafter/CAD Operator II		20.37
30063 - Drafter/CAD Operator III		22.70
30064 - Drafter/CAD Operator IV		27.95
30081 - Engineering Technician I		15.51
30082 - Engineering Technician II		17.41
30083 - Engineering Technician III		19.48
30084 - Engineering Technician IV		24.13
30085 - Engineering Technician V		29.52
30086 - Engineering Technician VI		35.71
30090 - Environmental Technician		25.23
30095 - Evidence Control Specialist		25.23
30210 - Laboratory Technician		23.02
30221 - Latent Fingerprint Technician I		27.95
30222 - Latent Fingerprint Technician II		30.87
30240 - Mathematical Technician		25.23
30361 - Paralegal/Legal Assistant I		18.59
30362 - Paralegal/Legal Assistant II		22.28
30363 - Paralegal/Legal Assistant III		27.32
30364 - Paralegal/Legal Assistant IV		32.97
30375 - Petroleum Supply Specialist		30.87
30390 - Photo-Optics Technician		25.23
30395 - Radiation Control Technician		30.87
30461 - Technical Writer I		25.23
30462 - Technical Writer II		30.87
30463 - Technical Writer III		37.34
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.95
30502 - Weather Forecaster II		33.99
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.70
30621 - Weather Observer Senior	(see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.50
31030 - Bus Driver		21.95
31043 - Driver Courier		15.64
31260 - Parking and Lot Attendant		13.84
31290 - Shuttle Bus Driver		16.94

31310 - Taxi Driver	15.41
31361 - Truckdriver Light	16.94
31362 - Truckdriver Medium	18.70
31363 - Truckdriver Heavy	21.92
31364 - Truckdriver Tractor-Trailer	21.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.16
99050 - Desk Clerk	11.45
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.13
99252 - Laboratory Animal Caretaker II	17.47
99260 - Marketing Analyst	34.32
99310 - Mortician	25.35
99410 - Pest Controller	20.28
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.23
99711 - Recycling Specialist	17.31
99730 - Refuse Collector	12.73
99810 - Sales Clerk	13.31
99820 - School Crossing Guard	11.86
99830 - Survey Party Chief	17.51
99831 - Surveying Aide	12.20
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	16.13
99841 - Vending Machine Repairer	20.26
99842 - Vending Machine Repairer Helper	16.13

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5250
Revision No.: 12
Date Of Last Revision: 06/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Ector

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.57
01012 - Accounting Clerk II		17.47
01013 - Accounting Clerk III		19.55
01020 - Administrative Assistant		24.66
01035 - Court Reporter		18.00
01041 - Customer Service Representative I		12.47
01042 - Customer Service Representative II		14.03
01043 - Customer Service Representative III		15.30
01051 - Data Entry Operator I		12.45
01052 - Data Entry Operator II		13.58
01060 - Dispatcher Motor Vehicle		22.20
01070 - Document Preparation Clerk		14.99

01090 - Duplicating Machine Operator 14.99
01111 - General Clerk I 15.08
01112 - General Clerk II 16.45
01113 - General Clerk III 18.46
01120 - Housing Referral Assistant 20.06
01141 - Messenger Courier 11.77
01191 - Order Clerk I 16.25
01192 - Order Clerk II 17.99
01261 - Personnel Assistant (Employment) I 16.32
01262 - Personnel Assistant (Employment) II 18.26
01263 - Personnel Assistant (Employment) III 20.36
01270 - Production Control Clerk 23.63
01290 - Rental Clerk 16.24
01300 - Scheduler Maintenance 16.09
01311 - Secretary I 16.09
01312 - Secretary II 18.00
01313 - Secretary III 20.06
01320 - Service Order Dispatcher 19.84
01410 - Supply Technician 24.66
01420 - Survey Worker 17.23
01460 - Switchboard Operator/Receptionist 14.38
01531 - Travel Clerk I 11.15
01532 - Travel Clerk II 12.06
01533 - Travel Clerk III 13.19
01611 - Word Processor I 14.33
01612 - Word Processor II 16.09
01613 - Word Processor III 18.00
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.31
05010 - Automotive Electrician 21.49
05040 - Automotive Glass Installer 20.08
05070 - Automotive Worker 20.08
05110 - Mobile Equipment Servicer 17.31
05130 - Motor Equipment Metal Mechanic 22.98
05160 - Motor Equipment Metal Worker 20.08
05190 - Motor Vehicle Mechanic 22.98
05220 - Motor Vehicle Mechanic Helper 15.98
05250 - Motor Vehicle Upholstery Worker 18.64
05280 - Motor Vehicle Wrecker 20.08
05310 - Painter Automotive 21.49
05340 - Radiator Repair Specialist 20.08
05370 - Tire Repairer 16.43
05400 - Transmission Repair Specialist 22.98
07000 - Food Preparation And Service Occupations
07010 - Baker 12.66
07041 - Cook I 11.82
07042 - Cook II 13.71
07070 - Dishwasher 11.87
07130 - Food Service Worker 11.57
07210 - Meat Cutter 15.95

07260 - Waiter/Waitress	8.97
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	19.02
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer Minor	16.63
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.50
11060 - Elevator Operator	13.44
11090 - Gardener	18.04
11122 - Housekeeping Aide	12.22
11150 - Janitor	12.22
11210 - Laborer Grounds Maintenance	14.85
11240 - Maid or Houseman	10.94
11260 - Pruner	13.26
11270 - Tractor Operator	18.04
11330 - Trail Maintenance Worker	14.85
11360 - Window Cleaner	13.68
12000 - Health Occupations	
12010 - Ambulance Driver	19.19
12011 - Breath Alcohol Technician	20.04
12012 - Certified Occupational Therapist Assistant	28.20
12015 - Certified Physical Therapist Assistant	33.11
12020 - Dental Assistant	19.17
12025 - Dental Hygienist	41.58
12030 - EKG Technician	30.35
12035 - Electroneurodiagnostic Technologist	30.35
12040 - Emergency Medical Technician	19.19
12071 - Licensed Practical Nurse I	17.91
12072 - Licensed Practical Nurse II	20.04
12073 - Licensed Practical Nurse III	22.34
12100 - Medical Assistant	16.94
12130 - Medical Laboratory Technician	24.20
12160 - Medical Record Clerk	15.93
12190 - Medical Record Technician	17.82
12195 - Medical Transcriptionist	17.91
12210 - Nuclear Medicine Technologist	43.17
12221 - Nursing Assistant I	11.37
12222 - Nursing Assistant II	12.79
12223 - Nursing Assistant III	13.95
12224 - Nursing Assistant IV	15.66
12235 - Optical Dispenser	15.33
12236 - Optical Technician	17.56
12250 - Pharmacy Technician	17.78
12280 - Phlebotomist	16.90
12305 - Radiologic Technologist	28.91
12311 - Registered Nurse I	24.19
12312 - Registered Nurse II	29.61

12313 - Registered Nurse II Specialist		29.61
12314 - Registered Nurse III		35.83
12315 - Registered Nurse III Anesthetist		35.83
12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		24.82
12320 - Substance Abuse Treatment Counselor		25.46
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.77
13012 - Exhibits Specialist II		24.51
13013 - Exhibits Specialist III		29.98
13041 - Illustrator I		19.77
13042 - Illustrator II		24.51
13043 - Illustrator III		29.98
13047 - Librarian		27.13
13050 - Library Aide/Clerk		12.50
13054 - Library Information Technology Systems Administrator		24.49
13058 - Library Technician		17.86
13061 - Media Specialist I		17.69
13062 - Media Specialist II		19.77
13063 - Media Specialist III		22.06
13071 - Photographer I		16.09
13072 - Photographer II		18.91
13073 - Photographer III		22.28
13074 - Photographer IV		27.26
13075 - Photographer V		32.99
13090 - Technical Order Library Clerk		17.90
13110 - Video Teleconference Technician		18.12
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.79
14042 - Computer Operator II		16.55
14043 - Computer Operator III		19.48
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.96
14071 - Computer Programmer I	(see 1)	22.18
14072 - Computer Programmer II	(see 1)	27.50
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		14.79
14160 - Personal Computer Support Technician		21.63
14170 - System Support Specialist		26.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.03
15020 - Aircrew Training Devices Instructor (Rated)		35.12
15030 - Air Crew Training Devices Instructor (Pilot)		42.09
15050 - Computer Based Training Specialist / Instructor		29.03
15060 - Educational Technologist		29.96

15070 - Flight Instructor (Pilot) 42.09
15080 - Graphic Artist 25.67
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.09
15086 - Maintenance Test Pilot Rotary Wing 42.09
15088 - Non-Maintenance Test/Co-Pilot 42.09
15090 - Technical Instructor 24.18
15095 - Technical Instructor/Course Developer 29.59
15110 - Test Proctor 20.03
15120 - Tutor 20.03
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.85
16030 - Counter Attendant 9.85
16040 - Dry Cleaner 11.26
16070 - Finisher Flatwork Machine 9.85
16090 - Presser Hand 9.85
16110 - Presser Machine Drycleaning 9.85
16130 - Presser Machine Shirts 9.85
16160 - Presser Machine Wearing Apparel Laundry 9.85
16190 - Sewing Machine Operator 11.73
16220 - Tailor 12.20
16250 - Washer Machine 10.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.85
19040 - Tool And Die Maker 27.66
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.28
21030 - Material Coordinator 23.63
21040 - Material Expediter 23.63
21050 - Material Handling Laborer 15.75
21071 - Order Filler 17.05
21080 - Production Line Worker (Food Processing) 17.28
21110 - Shipping Packer 16.62
21130 - Shipping/Receiving Clerk 16.62
21140 - Store Worker I 10.45
21150 - Stock Clerk 14.71
21210 - Tools And Parts Attendant 17.28
21410 - Warehouse Specialist 17.28
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.13
23019 - Aircraft Logs and Records Technician 18.95
23021 - Aircraft Mechanic I 23.71
23022 - Aircraft Mechanic II 25.13
23023 - Aircraft Mechanic III 26.53
23040 - Aircraft Mechanic Helper 16.71
23050 - Aircraft Painter 21.85
23060 - Aircraft Servicer 18.95
23070 - Aircraft Survival Flight Equipment Technician 21.85
23080 - Aircraft Worker 20.41
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.41

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.71
23110 - Appliance Mechanic 21.85
23120 - Bicycle Repairer 17.60
23125 - Cable Splicer 25.12
23130 - Carpenter Maintenance 21.36
23140 - Carpet Layer 20.41
23160 - Electrician Maintenance 23.44
23181 - Electronics Technician Maintenance I 21.54
23182 - Electronics Technician Maintenance II 23.06
23183 - Electronics Technician Maintenance III 24.66
23260 - Fabric Worker 18.95
23290 - Fire Alarm System Mechanic 23.36
23310 - Fire Extinguisher Repairer 17.60
23311 - Fuel Distribution System Mechanic 22.03
23312 - Fuel Distribution System Operator 16.60
23370 - General Maintenance Worker 17.21
23380 - Ground Support Equipment Mechanic 23.71
23381 - Ground Support Equipment Servicer 18.95
23382 - Ground Support Equipment Worker 20.41
23391 - Gunsmith I 17.60
23392 - Gunsmith II 20.41
23393 - Gunsmith III 23.36
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.79
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.17
23430 - Heavy Equipment Mechanic 25.84
23440 - Heavy Equipment Operator 24.07
23460 - Instrument Mechanic 23.36
23465 - Laboratory/Shelter Mechanic 21.85
23470 - Laborer 17.01
23510 - Locksmith 21.85
23530 - Machinery Maintenance Mechanic 24.95
23550 - Machinist Maintenance 23.62
23580 - Maintenance Trades Helper 17.29
23591 - Metrology Technician I 23.36
23592 - Metrology Technician II 24.84
23593 - Metrology Technician III 26.27
23640 - Millwright 23.36
23710 - Office Appliance Repairer 19.01
23760 - Painter Maintenance 17.27
23790 - Pipefitter Maintenance 23.12
23810 - Plumber Maintenance 21.62
23820 - Pneudraulic Systems Mechanic 23.36
23850 - Rigger 23.42
23870 - Scale Mechanic 20.41
23890 - Sheet-Metal Worker Maintenance 23.28
23910 - Small Engine Mechanic 20.44
23931 - Telecommunications Mechanic I 25.14

23932 - Telecommunications Mechanic II 26.72
23950 - Telephone Lineman 23.36
23960 - Welder Combination Maintenance 26.46
23965 - Well Driller 23.36
23970 - Woodcraft Worker 23.36
23980 - Woodworker 17.60
24000 - Personal Needs Occupations
24550 - Case Manager 15.18
24570 - Child Care Attendant 11.12
24580 - Child Care Center Clerk 13.87
24610 - Chore Aide 9.37
24620 - Family Readiness And Support Services Coordinator 15.18
24630 - Homemaker 15.93
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.36
25040 - Sewage Plant Operator 21.85
25070 - Stationary Engineer 23.36
25190 - Ventilation Equipment Tender 16.25
25210 - Water Treatment Plant Operator 21.85
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.91
27007 - Baggage Inspector 15.70
27008 - Corrections Officer 16.49
27010 - Court Security Officer 19.36
27030 - Detection Dog Handler 17.91
27040 - Detention Officer 16.49
27070 - Firefighter 20.08
27101 - Guard I 15.70
27102 - Guard II 17.91
27131 - Police Officer I 25.15
27132 - Police Officer II 27.94
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.12
28042 - Carnival Equipment Repairer 16.80
28043 - Carnival Worker 11.89
28210 - Gate Attendant/Gate Tender 13.87
28310 - Lifeguard 12.36
28350 - Park Attendant (Aide) 15.52
28510 - Recreation Aide/Health Facility Attendant 11.33
28515 - Recreation Specialist 19.23
28630 - Sports Official 12.36
28690 - Swimming Pool Operator 20.33
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.17
29020 - Hatch Tender 25.17
29030 - Line Handler 25.17
29041 - Stevedore I 23.37
29042 - Stevedore II 26.95
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.21
30022 - Archeological Technician II 20.37
30023 - Archeological Technician III 25.23
30030 - Cartographic Technician 25.23
30040 - Civil Engineering Technician 25.23
30051 - Cryogenic Technician I 27.95
30052 - Cryogenic Technician II 30.87
30061 - Drafter/CAD Operator I 18.21
30062 - Drafter/CAD Operator II 20.37
30063 - Drafter/CAD Operator III 22.70
30064 - Drafter/CAD Operator IV 27.95
30081 - Engineering Technician I 15.51
30082 - Engineering Technician II 17.41
30083 - Engineering Technician III 19.48
30084 - Engineering Technician IV 24.13
30085 - Engineering Technician V 29.52
30086 - Engineering Technician VI 35.71
30090 - Environmental Technician 25.23
30095 - Evidence Control Specialist 25.23
30210 - Laboratory Technician 23.02
30221 - Latent Fingerprint Technician I 27.95
30222 - Latent Fingerprint Technician II 30.87
30240 - Mathematical Technician 25.23
30361 - Paralegal/Legal Assistant I 18.59
30362 - Paralegal/Legal Assistant II 22.28
30363 - Paralegal/Legal Assistant III 27.32
30364 - Paralegal/Legal Assistant IV 32.97
30375 - Petroleum Supply Specialist 30.87
30390 - Photo-Optics Technician 25.23
30395 - Radiation Control Technician 30.87
30461 - Technical Writer I 25.23
30462 - Technical Writer II 30.87
30463 - Technical Writer III 37.34
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.95
30502 - Weather Forecaster II 33.99
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.70
30621 - Weather Observer Senior (see 2) 25.23
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.50
31030 - Bus Driver 21.95

31043 - Driver Courier	15.64
31260 - Parking and Lot Attendant	13.84
31290 - Shuttle Bus Driver	16.94
31310 - Taxi Driver	15.41
31361 - Truckdriver Light	16.94
31362 - Truckdriver Medium	18.70
31363 - Truckdriver Heavy	21.92
31364 - Truckdriver Tractor-Trailer	21.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.16
99050 - Desk Clerk	11.45
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.13
99252 - Laboratory Animal Caretaker II	17.47
99260 - Marketing Analyst	34.32
99310 - Mortician	25.35
99410 - Pest Controller	20.28
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.23
99711 - Recycling Specialist	17.31
99730 - Refuse Collector	12.73
99810 - Sales Clerk	13.31
99820 - School Crossing Guard	11.86
99830 - Survey Party Chief	17.51
99831 - Surveying Aide	12.20
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	16.13
99841 - Vending Machine Repairer	20.26
99842 - Vending Machine Repairer Helper	16.13

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5251
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Irion Tom Green

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.24
01012 - Accounting Clerk II		15.99
01013 - Accounting Clerk III		17.89
01020 - Administrative Assistant		24.51
01035 - Court Reporter		17.77
01041 - Customer Service Representative I		11.28
01042 - Customer Service Representative II		12.68
01043 - Customer Service Representative III		13.83
01051 - Data Entry Operator I		11.43
01052 - Data Entry Operator II		12.48
01060 - Dispatcher Motor Vehicle		18.36
01070 - Document Preparation Clerk		13.29
01090 - Duplicating Machine Operator		13.29
01111 - General Clerk I		12.44
01112 - General Clerk II		16.25

01113 - General Clerk III 16.70
01120 - Housing Referral Assistant 19.21
01141 - Messenger Courier 10.84
01191 - Order Clerk I 14.53
01192 - Order Clerk II 17.15
01261 - Personnel Assistant (Employment) I 15.17
01262 - Personnel Assistant (Employment) II 17.32
01263 - Personnel Assistant (Employment) III 18.92
01270 - Production Control Clerk 22.82
01290 - Rental Clerk 13.42
01300 - Scheduler Maintenance 15.37
01311 - Secretary I 15.37
01312 - Secretary II 17.77
01313 - Secretary III 19.21
01320 - Service Order Dispatcher 16.41
01410 - Supply Technician 24.51
01420 - Survey Worker 16.74
01460 - Switchboard Operator/Receptionist 11.91
01531 - Travel Clerk I 11.43
01532 - Travel Clerk II 12.53
01533 - Travel Clerk III 13.72
01611 - Word Processor I 13.29
01612 - Word Processor II 15.37
01613 - Word Processor III 17.77
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.12
05010 - Automotive Electrician 19.89
05040 - Automotive Glass Installer 18.62
05070 - Automotive Worker 18.62
05110 - Mobile Equipment Servicer 16.12
05130 - Motor Equipment Metal Mechanic 21.24
05160 - Motor Equipment Metal Worker 18.62
05190 - Motor Vehicle Mechanic 21.40
05220 - Motor Vehicle Mechanic Helper 14.89
05250 - Motor Vehicle Upholstery Worker 17.39
05280 - Motor Vehicle Wrecker 18.62
05310 - Painter Automotive 19.89
05340 - Radiator Repair Specialist 18.62
05370 - Tire Repairer 14.16
05400 - Transmission Repair Specialist 21.24
07000 - Food Preparation And Service Occupations
07010 - Baker 13.89
07041 - Cook I 11.95
07042 - Cook II 13.86
07070 - Dishwasher 9.63
07130 - Food Service Worker 11.48
07210 - Meat Cutter 16.17
07260 - Waiter/Waitress 8.94
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.02

09040 - Furniture Handler 11.85
09080 - Furniture Refinisher 19.02
09090 - Furniture Refinisher Helper 14.25
09110 - Furniture Repairer Minor 16.63
09130 - Upholsterer 19.02
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.70
11060 - Elevator Operator 11.51
11090 - Gardener 15.62
11122 - Housekeeping Aide 11.51
11150 - Janitor 11.51
11210 - Laborer Grounds Maintenance 11.88
11240 - Maid or Houseman 9.29
11260 - Pruner 10.61
11270 - Tractor Operator 14.43
11330 - Trail Maintenance Worker 11.88
11360 - Window Cleaner 12.03
12000 - Health Occupations
12010 - Ambulance Driver 18.32
12011 - Breath Alcohol Technician 19.35
12012 - Certified Occupational Therapist Assistant 26.54
12015 - Certified Physical Therapist Assistant 26.70
12020 - Dental Assistant 15.64
12025 - Dental Hygienist 39.34
12030 - EKG Technician 29.31
12035 - Electroneurodiagnostic Technologist 29.31
12040 - Emergency Medical Technician 18.32
12071 - Licensed Practical Nurse I 17.29
12072 - Licensed Practical Nurse II 19.35
12073 - Licensed Practical Nurse III 21.56
12100 - Medical Assistant 14.81
12130 - Medical Laboratory Technician 20.00
12160 - Medical Record Clerk 16.74
12190 - Medical Record Technician 19.82
12195 - Medical Transcriptionist 17.29
12210 - Nuclear Medicine Technologist 42.50
12221 - Nursing Assistant I 11.70
12222 - Nursing Assistant II 13.15
12223 - Nursing Assistant III 14.35
12224 - Nursing Assistant IV 16.10
12235 - Optical Dispenser 17.89
12236 - Optical Technician 17.20
12250 - Pharmacy Technician 15.64
12280 - Phlebotomist 27.06
12305 - Radiologic Technologist 27.84
12311 - Registered Nurse I 24.19
12312 - Registered Nurse II 29.61
12313 - Registered Nurse II Specialist 29.61
12314 - Registered Nurse III 35.83
12315 - Registered Nurse III Anesthetist 35.83

12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		23.96
12320 - Substance Abuse Treatment Counselor		26.21
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.36
13012 - Exhibits Specialist II		27.34
13013 - Exhibits Specialist III		19.86
13041 - Illustrator I		22.36
13042 - Illustrator II		27.34
13043 - Illustrator III		27.24
13047 - Librarian		15.13
13050 - Library Aide/Clerk		22.36
13054 - Library Information Technology Systems Administrator		16.24
13058 - Library Technician		16.13
13061 - Media Specialist I		18.05
13062 - Media Specialist II		20.12
13063 - Media Specialist III		17.74
13071 - Photographer I		18.05
13072 - Photographer II		22.36
13073 - Photographer III		27.34
13074 - Photographer IV		33.08
13075 - Photographer V		20.94
13090 - Technical Order Library Clerk		17.90
13110 - Video Teleconference Technician		15.38
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.74
14042 - Computer Operator II		16.50
14043 - Computer Operator III		19.48
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.96
14071 - Computer Programmer I	(see 1)	22.18
14072 - Computer Programmer II	(see 1)	27.50
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		14.74
14160 - Personal Computer Support Technician		21.63
14170 - System Support Specialist		23.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.19
15020 - Aircrew Training Devices Instructor (Rated)		34.92
15030 - Air Crew Training Devices Instructor (Pilot)		40.87
15050 - Computer Based Training Specialist / Instructor		28.19
15060 - Educational Technologist		35.56
15070 - Flight Instructor (Pilot)		40.87
15080 - Graphic Artist		19.64
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.87

15086 - Maintenance Test Pilot Rotary Wing 40.87
15088 - Non-Maintenance Test/Co-Pilot 40.87
15090 - Technical Instructor 19.36
15095 - Technical Instructor/Course Developer 23.68
15110 - Test Proctor 17.77
15120 - Tutor 17.77
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.85
16030 - Counter Attendant 9.85
16040 - Dry Cleaner 11.26
16070 - Finisher Flatwork Machine 9.85
16090 - Presser Hand 9.85
16110 - Presser Machine Drycleaning 9.85
16130 - Presser Machine Shirts 9.85
16160 - Presser Machine Wearing Apparel Laundry 9.85
16190 - Sewing Machine Operator 11.73
16220 - Tailor 12.20
16250 - Washer Machine 10.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.33
19040 - Tool And Die Maker 24.47
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.57
21030 - Material Coordinator 22.82
21040 - Material Expediter 22.82
21050 - Material Handling Laborer 11.55
21071 - Order Filler 12.99
21080 - Production Line Worker (Food Processing) 14.57
21110 - Shipping Packer 14.32
21130 - Shipping/Receiving Clerk 14.32
21140 - Store Worker I 10.45
21150 - Stock Clerk 14.71
21210 - Tools And Parts Attendant 14.57
21410 - Warehouse Specialist 14.57
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.64
23019 - Aircraft Logs and Records Technician 20.59
23021 - Aircraft Mechanic I 26.08
23022 - Aircraft Mechanic II 27.64
23023 - Aircraft Mechanic III 29.18
23040 - Aircraft Mechanic Helper 18.38
23050 - Aircraft Painter 23.74
23060 - Aircraft Servicer 20.59
23070 - Aircraft Survival Flight Equipment Technician 23.74
23080 - Aircraft Worker 22.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.07
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.08
23110 - Appliance Mechanic 19.33

23120 - Bicycle Repairer 15.57
23125 - Cable Splicer 24.94
23130 - Carpenter Maintenance 17.78
23140 - Carpet Layer 18.06
23160 - Electrician Maintenance 22.89
23181 - Electronics Technician Maintenance I 20.54
23182 - Electronics Technician Maintenance II 21.99
23183 - Electronics Technician Maintenance III 23.51
23260 - Fabric Worker 16.76
23290 - Fire Alarm System Mechanic 20.67
23310 - Fire Extinguisher Repairer 15.57
23311 - Fuel Distribution System Mechanic 22.04
23312 - Fuel Distribution System Operator 17.37
23370 - General Maintenance Worker 15.84
23380 - Ground Support Equipment Mechanic 26.08
23381 - Ground Support Equipment Servicer 20.59
23382 - Ground Support Equipment Worker 22.07
23391 - Gunsmith I 15.57
23392 - Gunsmith II 18.06
23393 - Gunsmith III 20.67
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.04
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.37
23430 - Heavy Equipment Mechanic 23.48
23440 - Heavy Equipment Operator 20.38
23460 - Instrument Mechanic 20.67
23465 - Laboratory/Shelter Mechanic 19.33
23470 - Laborer 11.64
23510 - Locksmith 19.33
23530 - Machinery Maintenance Mechanic 21.68
23550 - Machinist Maintenance 21.06
23580 - Maintenance Trades Helper 14.25
23591 - Metrology Technician I 20.67
23592 - Metrology Technician II 21.98
23593 - Metrology Technician III 23.24
23640 - Millwright 20.67
23710 - Office Appliance Repairer 18.76
23760 - Painter Maintenance 16.96
23790 - Pipefitter Maintenance 22.59
23810 - Plumber Maintenance 21.13
23820 - Pneudraulic Systems Mechanic 20.67
23850 - Rigger 20.67
23870 - Scale Mechanic 18.06
23890 - Sheet-Metal Worker Maintenance 20.67
23910 - Small Engine Mechanic 18.06
23931 - Telecommunications Mechanic I 21.58
23932 - Telecommunications Mechanic II 22.94
23950 - Telephone Lineman 21.32
23960 - Welder Combination Maintenance 21.16

23965 - Well Driller	20.67
23970 - Woodcraft Worker	20.67
23980 - Woodworker	15.57
24000 - Personal Needs Occupations	
24550 - Case Manager	15.81
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	12.97
24610 - Chore Aide	9.52
24620 - Family Readiness And Support Services Coordinator	15.81
24630 - Homemaker	15.93
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.67
25040 - Sewage Plant Operator	18.82
25070 - Stationary Engineer	20.67
25190 - Ventilation Equipment Tender	14.38
25210 - Water Treatment Plant Operator	18.82
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.47
27007 - Baggage Inspector	13.19
27008 - Corrections Officer	18.22
27010 - Court Security Officer	19.36
27030 - Detection Dog Handler	15.74
27040 - Detention Officer	18.22
27070 - Firefighter	20.08
27101 - Guard I	13.19
27102 - Guard II	15.74
27131 - Police Officer I	24.25
27132 - Police Officer II	26.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.25
28042 - Carnival Equipment Repairer	13.27
28043 - Carnival Worker	9.01
28210 - Gate Attendant/Gate Tender	14.20
28310 - Lifeguard	12.65
28350 - Park Attendant (Aide)	15.89
28510 - Recreation Aide/Health Facility Attendant	11.59
28515 - Recreation Specialist	19.57
28630 - Sports Official	12.65
28690 - Swimming Pool Operator	15.39
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.39
29020 - Hatch Tender	18.39
29030 - Line Handler	18.39
29041 - Stevedore I	17.07
29042 - Stevedore II	19.69
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		16.73
30022 - Archeological Technician II		18.72
30023 - Archeological Technician III		23.18
30030 - Cartographic Technician		23.18
30040 - Civil Engineering Technician		22.74
30051 - Cryogenic Technician I		25.68
30052 - Cryogenic Technician II		28.36
30061 - Drafter/CAD Operator I		16.73
30062 - Drafter/CAD Operator II		18.72
30063 - Drafter/CAD Operator III		20.86
30064 - Drafter/CAD Operator IV		25.68
30081 - Engineering Technician I		15.07
30082 - Engineering Technician II		16.90
30083 - Engineering Technician III		18.91
30084 - Engineering Technician IV		23.43
30085 - Engineering Technician V		28.66
30086 - Engineering Technician VI		34.67
30090 - Environmental Technician		23.18
30095 - Evidence Control Specialist		23.18
30210 - Laboratory Technician		20.86
30221 - Latent Fingerprint Technician I		25.68
30222 - Latent Fingerprint Technician II		28.36
30240 - Mathematical Technician		23.18
30361 - Paralegal/Legal Assistant I		19.46
30362 - Paralegal/Legal Assistant II		24.10
30363 - Paralegal/Legal Assistant III		29.48
30364 - Paralegal/Legal Assistant IV		35.67
30375 - Petroleum Supply Specialist		28.36
30390 - Photo-Optics Technician		23.18
30395 - Radiation Control Technician		28.36
30461 - Technical Writer I		23.18
30462 - Technical Writer II		28.36
30463 - Technical Writer III		34.31
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.68
30502 - Weather Forecaster II		31.23
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.86
30621 - Weather Observer Senior	(see 2)	23.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.83
31030 - Bus Driver		18.17
31043 - Driver Courier		14.80
31260 - Parking and Lot Attendant		11.46
31290 - Shuttle Bus Driver		16.03

31310 - Taxi Driver	13.18
31361 - Truckdriver Light	16.03
31362 - Truckdriver Medium	17.26
31363 - Truckdriver Heavy	19.57
31364 - Truckdriver Tractor-Trailer	19.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.16
99050 - Desk Clerk	11.45
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.13
99252 - Laboratory Animal Caretaker II	17.47
99260 - Marketing Analyst	25.50
99310 - Mortician	25.35
99410 - Pest Controller	18.81
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.23
99711 - Recycling Specialist	17.31
99730 - Refuse Collector	12.73
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	11.86
99830 - Survey Party Chief	17.51
99831 - Surveying Aide	12.20
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	16.13
99841 - Vending Machine Repairer	20.26
99842 - Vending Machine Repairer Helper	16.13

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5252
Revision No.: 12
Date Of Last Revision: 06/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Irion Tom Green

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.24
01012 - Accounting Clerk II		15.99
01013 - Accounting Clerk III		17.89
01020 - Administrative Assistant		24.51
01035 - Court Reporter		17.77
01041 - Customer Service Representative I		11.28
01042 - Customer Service Representative II		12.68
01043 - Customer Service Representative III		13.83
01051 - Data Entry Operator I		11.43
01052 - Data Entry Operator II		12.48
01060 - Dispatcher Motor Vehicle		18.36
01070 - Document Preparation Clerk		13.29

01090 - Duplicating Machine Operator 13.29
01111 - General Clerk I 12.44
01112 - General Clerk II 16.25
01113 - General Clerk III 16.70
01120 - Housing Referral Assistant 19.21
01141 - Messenger Courier 10.84
01191 - Order Clerk I 14.53
01192 - Order Clerk II 17.15
01261 - Personnel Assistant (Employment) I 15.17
01262 - Personnel Assistant (Employment) II 17.32
01263 - Personnel Assistant (Employment) III 18.92
01270 - Production Control Clerk 22.82
01290 - Rental Clerk 13.42
01300 - Scheduler Maintenance 15.37
01311 - Secretary I 15.37
01312 - Secretary II 17.77
01313 - Secretary III 19.21
01320 - Service Order Dispatcher 16.41
01410 - Supply Technician 24.51
01420 - Survey Worker 16.74
01460 - Switchboard Operator/Receptionist 11.91
01531 - Travel Clerk I 11.43
01532 - Travel Clerk II 12.53
01533 - Travel Clerk III 13.72
01611 - Word Processor I 13.29
01612 - Word Processor II 15.37
01613 - Word Processor III 17.77
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.12
05010 - Automotive Electrician 19.89
05040 - Automotive Glass Installer 18.62
05070 - Automotive Worker 18.62
05110 - Mobile Equipment Servicer 16.12
05130 - Motor Equipment Metal Mechanic 21.24
05160 - Motor Equipment Metal Worker 18.62
05190 - Motor Vehicle Mechanic 21.40
05220 - Motor Vehicle Mechanic Helper 14.89
05250 - Motor Vehicle Upholstery Worker 17.39
05280 - Motor Vehicle Wrecker 18.62
05310 - Painter Automotive 19.89
05340 - Radiator Repair Specialist 18.62
05370 - Tire Repairer 14.16
05400 - Transmission Repair Specialist 21.24
07000 - Food Preparation And Service Occupations
07010 - Baker 13.89
07041 - Cook I 11.95
07042 - Cook II 13.86
07070 - Dishwasher 9.63
07130 - Food Service Worker 11.48
07210 - Meat Cutter 16.17

07260 - Waiter/Waitress	8.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	19.02
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer Minor	16.63
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.70
11060 - Elevator Operator	11.51
11090 - Gardener	15.62
11122 - Housekeeping Aide	11.51
11150 - Janitor	11.51
11210 - Laborer Grounds Maintenance	11.88
11240 - Maid or Houseman	9.29
11260 - Pruner	10.61
11270 - Tractor Operator	14.43
11330 - Trail Maintenance Worker	11.88
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	18.32
12011 - Breath Alcohol Technician	19.35
12012 - Certified Occupational Therapist Assistant	26.54
12015 - Certified Physical Therapist Assistant	26.70
12020 - Dental Assistant	15.64
12025 - Dental Hygienist	39.34
12030 - EKG Technician	29.31
12035 - Electroneurodiagnostic Technologist	29.31
12040 - Emergency Medical Technician	18.32
12071 - Licensed Practical Nurse I	17.29
12072 - Licensed Practical Nurse II	19.35
12073 - Licensed Practical Nurse III	21.56
12100 - Medical Assistant	14.81
12130 - Medical Laboratory Technician	20.00
12160 - Medical Record Clerk	16.74
12190 - Medical Record Technician	19.82
12195 - Medical Transcriptionist	17.29
12210 - Nuclear Medicine Technologist	42.50
12221 - Nursing Assistant I	11.70
12222 - Nursing Assistant II	13.15
12223 - Nursing Assistant III	14.35
12224 - Nursing Assistant IV	16.10
12235 - Optical Dispenser	17.89
12236 - Optical Technician	17.20
12250 - Pharmacy Technician	15.64
12280 - Phlebotomist	27.06
12305 - Radiologic Technologist	27.84
12311 - Registered Nurse I	24.19
12312 - Registered Nurse II	29.61

12313 - Registered Nurse II Specialist		29.61
12314 - Registered Nurse III		35.83
12315 - Registered Nurse III Anesthetist		35.83
12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		23.96
12320 - Substance Abuse Treatment Counselor		26.21
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.36
13012 - Exhibits Specialist II		27.34
13013 - Exhibits Specialist III		19.86
13041 - Illustrator I		22.36
13042 - Illustrator II		27.34
13043 - Illustrator III		27.24
13047 - Librarian		15.13
13050 - Library Aide/Clerk		22.36
13054 - Library Information Technology Systems Administrator		16.24
13058 - Library Technician		16.13
13061 - Media Specialist I		18.05
13062 - Media Specialist II		20.12
13063 - Media Specialist III		17.74
13071 - Photographer I		18.05
13072 - Photographer II		22.36
13073 - Photographer III		27.34
13074 - Photographer IV		33.08
13075 - Photographer V		20.94
13090 - Technical Order Library Clerk		17.90
13110 - Video Teleconference Technician		15.38
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.74
14042 - Computer Operator II		16.50
14043 - Computer Operator III		19.48
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.96
14071 - Computer Programmer I	(see 1)	22.18
14072 - Computer Programmer II	(see 1)	27.50
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		14.74
14160 - Personal Computer Support Technician		21.63
14170 - System Support Specialist		23.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.19
15020 - Aircrew Training Devices Instructor (Rated)		34.92
15030 - Air Crew Training Devices Instructor (Pilot)		40.87
15050 - Computer Based Training Specialist / Instructor		28.19
15060 - Educational Technologist		35.56

15070 - Flight Instructor (Pilot) 40.87
15080 - Graphic Artist 19.64
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.87
15086 - Maintenance Test Pilot Rotary Wing 40.87
15088 - Non-Maintenance Test/Co-Pilot 40.87
15090 - Technical Instructor 19.36
15095 - Technical Instructor/Course Developer 23.68
15110 - Test Proctor 17.77
15120 - Tutor 17.77
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.85
16030 - Counter Attendant 9.85
16040 - Dry Cleaner 11.26
16070 - Finisher Flatwork Machine 9.85
16090 - Presser Hand 9.85
16110 - Presser Machine Drycleaning 9.85
16130 - Presser Machine Shirts 9.85
16160 - Presser Machine Wearing Apparel Laundry 9.85
16190 - Sewing Machine Operator 11.73
16220 - Tailor 12.20
16250 - Washer Machine 10.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.33
19040 - Tool And Die Maker 24.47
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.57
21030 - Material Coordinator 22.82
21040 - Material Expediter 22.82
21050 - Material Handling Laborer 11.55
21071 - Order Filler 12.99
21080 - Production Line Worker (Food Processing) 14.57
21110 - Shipping Packer 14.32
21130 - Shipping/Receiving Clerk 14.32
21140 - Store Worker I 10.45
21150 - Stock Clerk 14.71
21210 - Tools And Parts Attendant 14.57
21410 - Warehouse Specialist 14.57
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.64
23019 - Aircraft Logs and Records Technician 20.59
23021 - Aircraft Mechanic I 26.08
23022 - Aircraft Mechanic II 27.64
23023 - Aircraft Mechanic III 29.18
23040 - Aircraft Mechanic Helper 18.38
23050 - Aircraft Painter 23.74
23060 - Aircraft Servicer 20.59
23070 - Aircraft Survival Flight Equipment Technician 23.74
23080 - Aircraft Worker 22.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.07

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.08
23110 - Appliance Mechanic 19.33
23120 - Bicycle Repairer 15.57
23125 - Cable Splicer 24.94
23130 - Carpenter Maintenance 17.78
23140 - Carpet Layer 18.06
23160 - Electrician Maintenance 22.89
23181 - Electronics Technician Maintenance I 20.54
23182 - Electronics Technician Maintenance II 21.99
23183 - Electronics Technician Maintenance III 23.51
23260 - Fabric Worker 16.76
23290 - Fire Alarm System Mechanic 20.67
23310 - Fire Extinguisher Repairer 15.57
23311 - Fuel Distribution System Mechanic 22.04
23312 - Fuel Distribution System Operator 17.37
23370 - General Maintenance Worker 15.84
23380 - Ground Support Equipment Mechanic 26.08
23381 - Ground Support Equipment Servicer 20.59
23382 - Ground Support Equipment Worker 22.07
23391 - Gunsmith I 15.57
23392 - Gunsmith II 18.06
23393 - Gunsmith III 20.67
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.04
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.37
23430 - Heavy Equipment Mechanic 23.48
23440 - Heavy Equipment Operator 20.38
23460 - Instrument Mechanic 20.67
23465 - Laboratory/Shelter Mechanic 19.33
23470 - Laborer 11.64
23510 - Locksmith 19.33
23530 - Machinery Maintenance Mechanic 21.68
23550 - Machinist Maintenance 21.06
23580 - Maintenance Trades Helper 14.25
23591 - Metrology Technician I 20.67
23592 - Metrology Technician II 21.98
23593 - Metrology Technician III 23.24
23640 - Millwright 20.67
23710 - Office Appliance Repairer 18.76
23760 - Painter Maintenance 16.96
23790 - Pipefitter Maintenance 22.59
23810 - Plumber Maintenance 21.13
23820 - Pneudraulic Systems Mechanic 20.67
23850 - Rigger 20.67
23870 - Scale Mechanic 18.06
23890 - Sheet-Metal Worker Maintenance 20.67
23910 - Small Engine Mechanic 18.06
23931 - Telecommunications Mechanic I 21.58

23932 - Telecommunications Mechanic II 22.94
23950 - Telephone Lineman 21.32
23960 - Welder Combination Maintenance 21.16
23965 - Well Driller 20.67
23970 - Woodcraft Worker 20.67
23980 - Woodworker 15.57
24000 - Personal Needs Occupations
24550 - Case Manager 15.81
24570 - Child Care Attendant 9.49
24580 - Child Care Center Clerk 12.97
24610 - Chore Aide 9.52
24620 - Family Readiness And Support Services Coordinator 15.81
24630 - Homemaker 15.93
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 20.67
25040 - Sewage Plant Operator 18.82
25070 - Stationary Engineer 20.67
25190 - Ventilation Equipment Tender 14.38
25210 - Water Treatment Plant Operator 18.82
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.47
27007 - Baggage Inspector 13.19
27008 - Corrections Officer 18.22
27010 - Court Security Officer 19.36
27030 - Detection Dog Handler 15.74
27040 - Detention Officer 18.22
27070 - Firefighter 20.08
27101 - Guard I 13.19
27102 - Guard II 15.74
27131 - Police Officer I 24.25
27132 - Police Officer II 26.94
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.25
28042 - Carnival Equipment Repairer 13.27
28043 - Carnival Worker 9.01
28210 - Gate Attendant/Gate Tender 14.20
28310 - Lifeguard 12.65
28350 - Park Attendant (Aide) 15.89
28510 - Recreation Aide/Health Facility Attendant 11.59
28515 - Recreation Specialist 19.57
28630 - Sports Official 12.65
28690 - Swimming Pool Operator 15.39
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 18.39
29020 - Hatch Tender 18.39
29030 - Line Handler 18.39
29041 - Stevedore I 17.07
29042 - Stevedore II 19.69
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.73
30022 - Archeological Technician II 18.72
30023 - Archeological Technician III 23.18
30030 - Cartographic Technician 23.18
30040 - Civil Engineering Technician 22.74
30051 - Cryogenic Technician I 25.68
30052 - Cryogenic Technician II 28.36
30061 - Drafter/CAD Operator I 16.73
30062 - Drafter/CAD Operator II 18.72
30063 - Drafter/CAD Operator III 20.86
30064 - Drafter/CAD Operator IV 25.68
30081 - Engineering Technician I 15.07
30082 - Engineering Technician II 16.90
30083 - Engineering Technician III 18.91
30084 - Engineering Technician IV 23.43
30085 - Engineering Technician V 28.66
30086 - Engineering Technician VI 34.67
30090 - Environmental Technician 23.18
30095 - Evidence Control Specialist 23.18
30210 - Laboratory Technician 20.86
30221 - Latent Fingerprint Technician I 25.68
30222 - Latent Fingerprint Technician II 28.36
30240 - Mathematical Technician 23.18
30361 - Paralegal/Legal Assistant I 19.46
30362 - Paralegal/Legal Assistant II 24.10
30363 - Paralegal/Legal Assistant III 29.48
30364 - Paralegal/Legal Assistant IV 35.67
30375 - Petroleum Supply Specialist 28.36
30390 - Photo-Optics Technician 23.18
30395 - Radiation Control Technician 28.36
30461 - Technical Writer I 23.18
30462 - Technical Writer II 28.36
30463 - Technical Writer III 34.31
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.68
30502 - Weather Forecaster II 31.23
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.86
30621 - Weather Observer Senior (see 2) 23.18
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.83
31030 - Bus Driver 18.17

31043 - Driver Courier	14.80
31260 - Parking and Lot Attendant	11.46
31290 - Shuttle Bus Driver	16.03
31310 - Taxi Driver	13.18
31361 - Truckdriver Light	16.03
31362 - Truckdriver Medium	17.26
31363 - Truckdriver Heavy	19.57
31364 - Truckdriver Tractor-Trailer	19.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.16
99050 - Desk Clerk	11.45
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.13
99252 - Laboratory Animal Caretaker II	17.47
99260 - Marketing Analyst	25.50
99310 - Mortician	25.35
99410 - Pest Controller	18.81
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.23
99711 - Recycling Specialist	17.31
99730 - Refuse Collector	12.73
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	11.86
99830 - Survey Party Chief	17.51
99831 - Surveying Aide	12.20
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	16.13
99841 - Vending Machine Repairer	20.26
99842 - Vending Machine Repairer Helper	16.13

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5253
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Atascosa Bandera Bexar Comal Guadalupe Kendall Medina Wilson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.45
01012 - Accounting Clerk II		17.35
01013 - Accounting Clerk III		19.41
01020 - Administrative Assistant		26.99
01035 - Court Reporter		29.44
01041 - Customer Service Representative I		12.60
01042 - Customer Service Representative II		14.17
01043 - Customer Service Representative III		15.46
01051 - Data Entry Operator I		14.68
01052 - Data Entry Operator II		16.02
01060 - Dispatcher Motor Vehicle		18.48
01070 - Document Preparation Clerk		16.02
01090 - Duplicating Machine Operator		16.02
01111 - General Clerk I		12.95

01112 - General Clerk II	14.13
01113 - General Clerk III	15.86
01120 - Housing Referral Assistant	20.74
01141 - Messenger Courier	14.50
01191 - Order Clerk I	14.80
01192 - Order Clerk II	16.14
01261 - Personnel Assistant (Employment) I	17.04
01262 - Personnel Assistant (Employment) II	19.23
01263 - Personnel Assistant (Employment) III	21.26
01270 - Production Control Clerk	22.22
01290 - Rental Clerk	14.90
01300 - Scheduler Maintenance	16.63
01311 - Secretary I	16.63
01312 - Secretary II	18.61
01313 - Secretary III	20.74
01320 - Service Order Dispatcher	16.52
01410 - Supply Technician	26.99
01420 - Survey Worker	16.65
01460 - Switchboard Operator/Receptionist	13.14
01531 - Travel Clerk I	15.82
01532 - Travel Clerk II	16.80
01533 - Travel Clerk III	17.65
01611 - Word Processor I	15.76
01612 - Word Processor II	17.70
01613 - Word Processor III	19.80
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.44
05010 - Automotive Electrician	19.63
05040 - Automotive Glass Installer	18.33
05070 - Automotive Worker	18.33
05110 - Mobile Equipment Servicer	15.87
05130 - Motor Equipment Metal Mechanic	20.85
05160 - Motor Equipment Metal Worker	18.33
05190 - Motor Vehicle Mechanic	20.85
05220 - Motor Vehicle Mechanic Helper	14.75
05250 - Motor Vehicle Upholstery Worker	17.09
05280 - Motor Vehicle Wrecker	18.33
05310 - Painter Automotive	19.63
05340 - Radiator Repair Specialist	18.33
05370 - Tire Repairer	12.63
05400 - Transmission Repair Specialist	20.85
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.05
07041 - Cook I	13.42
07042 - Cook II	15.50
07070 - Dishwasher	10.63
07130 - Food Service Worker	13.09
07210 - Meat Cutter	16.62
07260 - Waiter/Waitress	9.23
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 16.53
09040 - Furniture Handler 10.93
09080 - Furniture Refinisher 17.26
09090 - Furniture Refinisher Helper 12.97
09110 - Furniture Repairer Minor 15.04
09130 - Upholsterer 17.26
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.51
11060 - Elevator Operator 11.51
11090 - Gardener 17.74
11122 - Housekeeping Aide 12.36
11150 - Janitor 12.36
11210 - Laborer Grounds Maintenance 13.89
11240 - Maid or Houseman 10.95
11260 - Pruner 12.51
11270 - Tractor Operator 16.48
11330 - Trail Maintenance Worker 13.89
11360 - Window Cleaner 13.72
12000 - Health Occupations
12010 - Ambulance Driver 17.43
12011 - Breath Alcohol Technician 19.66
12012 - Certified Occupational Therapist Assistant 37.60
12015 - Certified Physical Therapist Assistant 34.93
12020 - Dental Assistant 17.64
12025 - Dental Hygienist 37.06
12030 - EKG Technician 26.71
12035 - Electroneurodiagnostic Technologist 26.71
12040 - Emergency Medical Technician 17.43
12071 - Licensed Practical Nurse I 17.60
12072 - Licensed Practical Nurse II 19.70
12073 - Licensed Practical Nurse III 21.96
12100 - Medical Assistant 14.96
12130 - Medical Laboratory Technician 22.05
12160 - Medical Record Clerk 17.89
12190 - Medical Record Technician 20.02
12195 - Medical Transcriptionist 13.76
12210 - Nuclear Medicine Technologist 33.53
12221 - Nursing Assistant I 11.46
12222 - Nursing Assistant II 12.88
12223 - Nursing Assistant III 14.06
12224 - Nursing Assistant IV 15.79
12235 - Optical Dispenser 15.68
12236 - Optical Technician 15.20
12250 - Pharmacy Technician 17.51
12280 - Phlebotomist 15.18
12305 - Radiologic Technologist 29.67
12311 - Registered Nurse I 24.40
12312 - Registered Nurse II 29.85
12313 - Registered Nurse II Specialist 29.85
12314 - Registered Nurse III 36.11

12315 - Registered Nurse III Anesthetist		36.11
12316 - Registered Nurse IV		43.28
12317 - Scheduler (Drug and Alcohol Testing)		24.35
12320 - Substance Abuse Treatment Counselor		21.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.96
13012 - Exhibits Specialist II		25.97
13013 - Exhibits Specialist III		31.76
13041 - Illustrator I		20.55
13042 - Illustrator II		25.47
13043 - Illustrator III		29.28
13047 - Librarian		28.76
13050 - Library Aide/Clerk		13.62
13054 - Library Information Technology Systems Administrator		25.97
13058 - Library Technician		16.09
13061 - Media Specialist I		18.74
13062 - Media Specialist II		20.96
13063 - Media Specialist III		23.37
13071 - Photographer I		18.74
13072 - Photographer II		20.96
13073 - Photographer III		25.18
13074 - Photographer IV		28.67
13075 - Photographer V		34.79
13090 - Technical Order Library Clerk		17.25
13110 - Video Teleconference Technician		18.24
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.14
14042 - Computer Operator II		18.05
14043 - Computer Operator III		20.12
14044 - Computer Operator IV		22.36
14045 - Computer Operator V		24.76
14071 - Computer Programmer I	(see 1)	22.64
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		16.14
14160 - Personal Computer Support Technician		22.36
14170 - System Support Specialist		30.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.36
15020 - Aircrew Training Devices Instructor (Rated)		35.53
15030 - Air Crew Training Devices Instructor (Pilot)		42.58
15050 - Computer Based Training Specialist / Instructor		29.36
15060 - Educational Technologist		33.62
15070 - Flight Instructor (Pilot)		42.58
15080 - Graphic Artist		25.52

15085 - Maintenance Test Pilot Fixed Jet/Prop 42.58
15086 - Maintenance Test Pilot Rotary Wing 42.58
15088 - Non-Maintenance Test/Co-Pilot 42.58
15090 - Technical Instructor 22.73
15095 - Technical Instructor/Course Developer 27.82
15110 - Test Proctor 18.36
15120 - Tutor 18.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.71
16030 - Counter Attendant 9.71
16040 - Dry Cleaner 11.79
16070 - Finisher Flatwork Machine 9.71
16090 - Presser Hand 9.71
16110 - Presser Machine Drycleaning 9.71
16130 - Presser Machine Shirts 9.71
16160 - Presser Machine Wearing Apparel Laundry 9.71
16190 - Sewing Machine Operator 12.45
16220 - Tailor 13.05
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.50
19040 - Tool And Die Maker 25.60
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.51
21030 - Material Coordinator 22.22
21040 - Material Expediter 22.22
21050 - Material Handling Laborer 13.88
21071 - Order Filler 13.56
21080 - Production Line Worker (Food Processing) 15.51
21110 - Shipping Packer 15.49
21130 - Shipping/Receiving Clerk 15.49
21140 - Store Worker I 11.37
21150 - Stock Clerk 15.34
21210 - Tools And Parts Attendant 15.51
21410 - Warehouse Specialist 15.51
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.66
23019 - Aircraft Logs and Records Technician 21.45
23021 - Aircraft Mechanic I 26.16
23022 - Aircraft Mechanic II 27.66
23023 - Aircraft Mechanic III 29.17
23040 - Aircraft Mechanic Helper 18.50
23050 - Aircraft Painter 24.62
23060 - Aircraft Servicer 21.45
23070 - Aircraft Survival Flight Equipment Technician 24.62
23080 - Aircraft Worker 23.00
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.00
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.16

23110 - Appliance Mechanic 22.01
23120 - Bicycle Repairer 17.52
23125 - Cable Splicer 29.53
23130 - Carpenter Maintenance 19.14
23140 - Carpet Layer 18.53
23160 - Electrician Maintenance 23.39
23181 - Electronics Technician Maintenance I 24.05
23182 - Electronics Technician Maintenance II 25.75
23183 - Electronics Technician Maintenance III 27.36
23260 - Fabric Worker 18.87
23290 - Fire Alarm System Mechanic 22.48
23310 - Fire Extinguisher Repairer 17.52
23311 - Fuel Distribution System Mechanic 19.42
23312 - Fuel Distribution System Operator 15.76
23370 - General Maintenance Worker 16.66
23380 - Ground Support Equipment Mechanic 26.16
23381 - Ground Support Equipment Servicer 21.45
23382 - Ground Support Equipment Worker 23.00
23391 - Gunsmith I 17.52
23392 - Gunsmith II 20.23
23393 - Gunsmith III 23.01
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.12
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.51
23430 - Heavy Equipment Mechanic 24.86
23440 - Heavy Equipment Operator 18.60
23460 - Instrument Mechanic 24.33
23465 - Laboratory/Shelter Mechanic 21.66
23470 - Laborer 13.88
23510 - Locksmith 18.73
23530 - Machinery Maintenance Mechanic 24.43
23550 - Machinist Maintenance 22.41
23580 - Maintenance Trades Helper 14.85
23591 - Metrology Technician I 24.33
23592 - Metrology Technician II 25.73
23593 - Metrology Technician III 27.13
23640 - Millwright 23.13
23710 - Office Appliance Repairer 17.42
23760 - Painter Maintenance 17.49
23790 - Pipefitter Maintenance 22.84
23810 - Plumber Maintenance 21.50
23820 - Pneudraulic Systems Mechanic 23.01
23850 - Rigger 19.79
23870 - Scale Mechanic 20.23
23890 - Sheet-Metal Worker Maintenance 19.00
23910 - Small Engine Mechanic 19.99
23931 - Telecommunications Mechanic I 23.50
23932 - Telecommunications Mechanic II 24.85
23950 - Telephone Lineman 26.30

23960 - Welder Combination Maintenance		20.01
23965 - Well Driller		18.89
23970 - Woodcraft Worker		23.01
23980 - Woodworker		17.52
24000 - Personal Needs Occupations		
24550 - Case Manager		16.29
24570 - Child Care Attendant		9.97
24580 - Child Care Center Clerk		12.44
24610 - Chore Aide		10.57
24620 - Family Readiness And Support Services Coordinator		16.29
24630 - Homemaker		16.29
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.50
25040 - Sewage Plant Operator		20.21
25070 - Stationary Engineer		23.50
25190 - Ventilation Equipment Tender		16.62
25210 - Water Treatment Plant Operator		20.21
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.65
27007 - Baggage Inspector		14.62
27008 - Corrections Officer		21.15
27010 - Court Security Officer		25.66
27030 - Detection Dog Handler		16.36
27040 - Detention Officer		21.15
27070 - Firefighter		27.34
27101 - Guard I		14.62
27102 - Guard II		16.36
27131 - Police Officer I		25.77
27132 - Police Officer II		28.63
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.12
28042 - Carnival Equipment Repairer		14.12
28043 - Carnival Worker		9.96
28210 - Gate Attendant/Gate Tender		15.38
28310 - Lifeguard		11.05
28350 - Park Attendant (Aide)		17.21
28510 - Recreation Aide/Health Facility Attendant		12.56
28515 - Recreation Specialist		19.65
28630 - Sports Official		13.70
28690 - Swimming Pool Operator		16.31
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.20
29020 - Hatch Tender		24.20
29030 - Line Handler		24.20
29041 - Stevedore I		22.57
29042 - Stevedore II		25.91
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.17
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.70

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.50
30021 - Archeological Technician I 17.56
30022 - Archeological Technician II 19.64
30023 - Archeological Technician III 24.33
30030 - Cartographic Technician 24.33
30040 - Civil Engineering Technician 27.46
30051 - Cryogenic Technician I 26.94
30052 - Cryogenic Technician II 29.76
30061 - Drafter/CAD Operator I 17.56
30062 - Drafter/CAD Operator II 19.64
30063 - Drafter/CAD Operator III 21.89
30064 - Drafter/CAD Operator IV 26.94
30081 - Engineering Technician I 15.91
30082 - Engineering Technician II 17.86
30083 - Engineering Technician III 19.98
30084 - Engineering Technician IV 24.75
30085 - Engineering Technician V 30.27
30086 - Engineering Technician VI 36.63
30090 - Environmental Technician 22.96
30095 - Evidence Control Specialist 24.33
30210 - Laboratory Technician 21.89
30221 - Latent Fingerprint Technician I 23.10
30222 - Latent Fingerprint Technician II 25.51
30240 - Mathematical Technician 28.72
30361 - Paralegal/Legal Assistant I 20.24
30362 - Paralegal/Legal Assistant II 25.07
30363 - Paralegal/Legal Assistant III 30.67
30364 - Paralegal/Legal Assistant IV 37.11
30375 - Petroleum Supply Specialist 29.76
30390 - Photo-Optics Technician 24.33
30395 - Radiation Control Technician 29.76
30461 - Technical Writer I 24.59
30462 - Technical Writer II 30.08
30463 - Technical Writer III 34.17
30491 - Unexploded Ordnance (UXO) Technician I 25.53
30492 - Unexploded Ordnance (UXO) Technician II 30.89
30493 - Unexploded Ordnance (UXO) Technician III 37.02
30494 - Unexploded (UXO) Safety Escort 25.53
30495 - Unexploded (UXO) Sweep Personnel 25.53
30501 - Weather Forecaster I 26.94
30502 - Weather Forecaster II 32.77
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.89
30621 - Weather Observer Senior (see 2) 24.33
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.89
31020 - Bus Aide 14.96
31030 - Bus Driver 20.58
31043 - Driver Courier 14.51
31260 - Parking and Lot Attendant 10.78

31290 - Shuttle Bus Driver	15.62
31310 - Taxi Driver	12.86
31361 - Truckdriver Light	15.62
31362 - Truckdriver Medium	16.83
31363 - Truckdriver Heavy	19.94
31364 - Truckdriver Tractor-Trailer	19.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.06
99030 - Cashier	11.25
99050 - Desk Clerk	10.74
99095 - Embalmer	27.53
99130 - Flight Follower	25.53
99251 - Laboratory Animal Caretaker I	12.69
99252 - Laboratory Animal Caretaker II	13.66
99260 - Marketing Analyst	36.49
99310 - Mortician	28.38
99410 - Pest Controller	20.47
99510 - Photofinishing Worker	15.16
99710 - Recycling Laborer	17.89
99711 - Recycling Specialist	21.23
99730 - Refuse Collector	16.12
99810 - Sales Clerk	12.05
99820 - School Crossing Guard	13.57
99830 - Survey Party Chief	23.22
99831 - Surveying Aide	16.20
99832 - Surveying Technician	19.34
99840 - Vending Machine Attendant	13.78
99841 - Vending Machine Repairer	17.04
99842 - Vending Machine Repairer Helper	13.78

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5254
Revision No.: 12
Date Of Last Revision: 06/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Atascosa Bandera Bexar Comal Guadalupe Kendall Medina Wilson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.45
01012 - Accounting Clerk II		17.35
01013 - Accounting Clerk III		19.41
01020 - Administrative Assistant		26.99
01035 - Court Reporter		29.44
01041 - Customer Service Representative I		12.60
01042 - Customer Service Representative II		14.17
01043 - Customer Service Representative III		15.46
01051 - Data Entry Operator I		14.68
01052 - Data Entry Operator II		16.02
01060 - Dispatcher Motor Vehicle		18.48

01070 - Document Preparation Clerk 16.02
01090 - Duplicating Machine Operator 16.02
01111 - General Clerk I 12.95
01112 - General Clerk II 14.13
01113 - General Clerk III 15.86
01120 - Housing Referral Assistant 20.74
01141 - Messenger Courier 14.50
01191 - Order Clerk I 14.80
01192 - Order Clerk II 16.14
01261 - Personnel Assistant (Employment) I 17.04
01262 - Personnel Assistant (Employment) II 19.23
01263 - Personnel Assistant (Employment) III 21.26
01270 - Production Control Clerk 22.22
01290 - Rental Clerk 14.90
01300 - Scheduler Maintenance 16.63
01311 - Secretary I 16.63
01312 - Secretary II 18.61
01313 - Secretary III 20.74
01320 - Service Order Dispatcher 16.52
01410 - Supply Technician 26.99
01420 - Survey Worker 16.65
01460 - Switchboard Operator/Receptionist 13.14
01531 - Travel Clerk I 15.82
01532 - Travel Clerk II 16.80
01533 - Travel Clerk III 17.65
01611 - Word Processor I 15.76
01612 - Word Processor II 17.70
01613 - Word Processor III 19.80
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.44
05010 - Automotive Electrician 19.63
05040 - Automotive Glass Installer 18.33
05070 - Automotive Worker 18.33
05110 - Mobile Equipment Servicer 15.87
05130 - Motor Equipment Metal Mechanic 20.85
05160 - Motor Equipment Metal Worker 18.33
05190 - Motor Vehicle Mechanic 20.85
05220 - Motor Vehicle Mechanic Helper 14.75
05250 - Motor Vehicle Upholstery Worker 17.09
05280 - Motor Vehicle Wrecker 18.33
05310 - Painter Automotive 19.63
05340 - Radiator Repair Specialist 18.33
05370 - Tire Repairer 12.63
05400 - Transmission Repair Specialist 20.85
07000 - Food Preparation And Service Occupations
07010 - Baker 13.05
07041 - Cook I 13.42
07042 - Cook II 15.50
07070 - Dishwasher 10.63
07130 - Food Service Worker 13.09

07210 - Meat Cutter	16.62
07260 - Waiter/Waitress	9.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.53
09040 - Furniture Handler	10.93
09080 - Furniture Refinisher	17.26
09090 - Furniture Refinisher Helper	12.97
09110 - Furniture Repairer Minor	15.04
09130 - Upholsterer	17.26
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.51
11060 - Elevator Operator	11.51
11090 - Gardener	17.74
11122 - Housekeeping Aide	12.36
11150 - Janitor	12.36
11210 - Laborer Grounds Maintenance	13.89
11240 - Maid or Houseman	10.95
11260 - Pruner	12.51
11270 - Tractor Operator	16.48
11330 - Trail Maintenance Worker	13.89
11360 - Window Cleaner	13.72
12000 - Health Occupations	
12010 - Ambulance Driver	17.43
12011 - Breath Alcohol Technician	19.66
12012 - Certified Occupational Therapist Assistant	37.60
12015 - Certified Physical Therapist Assistant	34.93
12020 - Dental Assistant	17.64
12025 - Dental Hygienist	37.06
12030 - EKG Technician	26.71
12035 - Electroneurodiagnostic Technologist	26.71
12040 - Emergency Medical Technician	17.43
12071 - Licensed Practical Nurse I	17.60
12072 - Licensed Practical Nurse II	19.70
12073 - Licensed Practical Nurse III	21.96
12100 - Medical Assistant	14.96
12130 - Medical Laboratory Technician	22.05
12160 - Medical Record Clerk	17.89
12190 - Medical Record Technician	20.02
12195 - Medical Transcriptionist	13.76
12210 - Nuclear Medicine Technologist	33.53
12221 - Nursing Assistant I	11.46
12222 - Nursing Assistant II	12.88
12223 - Nursing Assistant III	14.06
12224 - Nursing Assistant IV	15.79
12235 - Optical Dispenser	15.68
12236 - Optical Technician	15.20
12250 - Pharmacy Technician	17.51
12280 - Phlebotomist	15.18
12305 - Radiologic Technologist	29.67
12311 - Registered Nurse I	24.40

12312 - Registered Nurse II		29.85
12313 - Registered Nurse II Specialist		29.85
12314 - Registered Nurse III		36.11
12315 - Registered Nurse III Anesthetist		36.11
12316 - Registered Nurse IV		43.28
12317 - Scheduler (Drug and Alcohol Testing)		24.35
12320 - Substance Abuse Treatment Counselor		21.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.96
13012 - Exhibits Specialist II		25.97
13013 - Exhibits Specialist III		31.76
13041 - Illustrator I		20.55
13042 - Illustrator II		25.47
13043 - Illustrator III		29.28
13047 - Librarian		28.76
13050 - Library Aide/Clerk		13.62
13054 - Library Information Technology Systems Administrator		25.97
13058 - Library Technician		16.09
13061 - Media Specialist I		18.74
13062 - Media Specialist II		20.96
13063 - Media Specialist III		23.37
13071 - Photographer I		18.74
13072 - Photographer II		20.96
13073 - Photographer III		25.18
13074 - Photographer IV		28.67
13075 - Photographer V		34.79
13090 - Technical Order Library Clerk		17.25
13110 - Video Teleconference Technician		18.24
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.14
14042 - Computer Operator II		18.05
14043 - Computer Operator III		20.12
14044 - Computer Operator IV		22.36
14045 - Computer Operator V		24.76
14071 - Computer Programmer I	(see 1)	22.64
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		16.14
14160 - Personal Computer Support Technician		22.36
14170 - System Support Specialist		30.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.36
15020 - Aircrew Training Devices Instructor (Rated)		35.53
15030 - Air Crew Training Devices Instructor (Pilot)		42.58
15050 - Computer Based Training Specialist / Instructor		29.36

15060 - Educational Technologist 33.62
15070 - Flight Instructor (Pilot) 42.58
15080 - Graphic Artist 25.52
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.58
15086 - Maintenance Test Pilot Rotary Wing 42.58
15088 - Non-Maintenance Test/Co-Pilot 42.58
15090 - Technical Instructor 22.73
15095 - Technical Instructor/Course Developer 27.82
15110 - Test Proctor 18.36
15120 - Tutor 18.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.71
16030 - Counter Attendant 9.71
16040 - Dry Cleaner 11.79
16070 - Finisher Flatwork Machine 9.71
16090 - Presser Hand 9.71
16110 - Presser Machine Drycleaning 9.71
16130 - Presser Machine Shirts 9.71
16160 - Presser Machine Wearing Apparel Laundry 9.71
16190 - Sewing Machine Operator 12.45
16220 - Tailor 13.05
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.50
19040 - Tool And Die Maker 25.60
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.51
21030 - Material Coordinator 22.22
21040 - Material Expediter 22.22
21050 - Material Handling Laborer 13.88
21071 - Order Filler 13.56
21080 - Production Line Worker (Food Processing) 15.51
21110 - Shipping Packer 15.49
21130 - Shipping/Receiving Clerk 15.49
21140 - Store Worker I 11.37
21150 - Stock Clerk 15.34
21210 - Tools And Parts Attendant 15.51
21410 - Warehouse Specialist 15.51
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.66
23019 - Aircraft Logs and Records Technician 21.45
23021 - Aircraft Mechanic I 26.16
23022 - Aircraft Mechanic II 27.66
23023 - Aircraft Mechanic III 29.17
23040 - Aircraft Mechanic Helper 18.50
23050 - Aircraft Painter 24.62
23060 - Aircraft Servicer 21.45
23070 - Aircraft Survival Flight Equipment Technician 24.62
23080 - Aircraft Worker 23.00
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 23.00

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 26.16
II
23110 - Appliance Mechanic 22.01
23120 - Bicycle Repairer 17.52
23125 - Cable Splicer 29.53
23130 - Carpenter Maintenance 19.14
23140 - Carpet Layer 18.53
23160 - Electrician Maintenance 23.39
23181 - Electronics Technician Maintenance I 24.05
23182 - Electronics Technician Maintenance II 25.75
23183 - Electronics Technician Maintenance III 27.36
23260 - Fabric Worker 18.87
23290 - Fire Alarm System Mechanic 22.48
23310 - Fire Extinguisher Repairer 17.52
23311 - Fuel Distribution System Mechanic 19.42
23312 - Fuel Distribution System Operator 15.76
23370 - General Maintenance Worker 16.66
23380 - Ground Support Equipment Mechanic 26.16
23381 - Ground Support Equipment Servicer 21.45
23382 - Ground Support Equipment Worker 23.00
23391 - Gunsmith I 17.52
23392 - Gunsmith II 20.23
23393 - Gunsmith III 23.01
23410 - Heating Ventilation And Air-Conditioning 24.12
Mechanic
23411 - Heating Ventilation And Air Contidioning 25.51
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 24.86
23440 - Heavy Equipment Operator 18.60
23460 - Instrument Mechanic 24.33
23465 - Laboratory/Shelter Mechanic 21.66
23470 - Laborer 13.88
23510 - Locksmith 18.73
23530 - Machinery Maintenance Mechanic 24.43
23550 - Machinist Maintenance 22.41
23580 - Maintenance Trades Helper 14.85
23591 - Metrology Technician I 24.33
23592 - Metrology Technician II 25.73
23593 - Metrology Technician III 27.13
23640 - Millwright 23.13
23710 - Office Appliance Repairer 17.42
23760 - Painter Maintenance 17.49
23790 - Pipefitter Maintenance 22.84
23810 - Plumber Maintenance 21.50
23820 - Pneudraulic Systems Mechanic 23.01
23850 - Rigger 19.79
23870 - Scale Mechanic 20.23
23890 - Sheet-Metal Worker Maintenance 19.00
23910 - Small Engine Mechanic 19.99

23931 - Telecommunications Mechanic I	23.50
23932 - Telecommunications Mechanic II	24.85
23950 - Telephone Lineman	26.30
23960 - Welder Combination Maintenance	20.01
23965 - Well Driller	18.89
23970 - Woodcraft Worker	23.01
23980 - Woodworker	17.52
24000 - Personal Needs Occupations	
24550 - Case Manager	16.29
24570 - Child Care Attendant	9.97
24580 - Child Care Center Clerk	12.44
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	16.29
24630 - Homemaker	16.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.50
25040 - Sewage Plant Operator	20.21
25070 - Stationary Engineer	23.50
25190 - Ventilation Equipment Tender	16.62
25210 - Water Treatment Plant Operator	20.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.65
27007 - Baggage Inspector	14.62
27008 - Corrections Officer	21.15
27010 - Court Security Officer	25.66
27030 - Detection Dog Handler	16.36
27040 - Detention Officer	21.15
27070 - Firefighter	27.34
27101 - Guard I	14.62
27102 - Guard II	16.36
27131 - Police Officer I	25.77
27132 - Police Officer II	28.63
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.12
28042 - Carnival Equipment Repairer	14.12
28043 - Carnival Worker	9.96
28210 - Gate Attendant/Gate Tender	15.38
28310 - Lifeguard	11.05
28350 - Park Attendant (Aide)	17.21
28510 - Recreation Aide/Health Facility Attendant	12.56
28515 - Recreation Specialist	19.65
28630 - Sports Official	13.70
28690 - Swimming Pool Operator	16.31
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.20
29020 - Hatch Tender	24.20
29030 - Line Handler	24.20
29041 - Stevedore I	22.57
29042 - Stevedore II	25.91

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.17
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.70
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.50
30021 - Archeological Technician I		17.56
30022 - Archeological Technician II		19.64
30023 - Archeological Technician III		24.33
30030 - Cartographic Technician		24.33
30040 - Civil Engineering Technician		27.46
30051 - Cryogenic Technician I		26.94
30052 - Cryogenic Technician II		29.76
30061 - Drafter/CAD Operator I		17.56
30062 - Drafter/CAD Operator II		19.64
30063 - Drafter/CAD Operator III		21.89
30064 - Drafter/CAD Operator IV		26.94
30081 - Engineering Technician I		15.91
30082 - Engineering Technician II		17.86
30083 - Engineering Technician III		19.98
30084 - Engineering Technician IV		24.75
30085 - Engineering Technician V		30.27
30086 - Engineering Technician VI		36.63
30090 - Environmental Technician		22.96
30095 - Evidence Control Specialist		24.33
30210 - Laboratory Technician		21.89
30221 - Latent Fingerprint Technician I		23.10
30222 - Latent Fingerprint Technician II		25.51
30240 - Mathematical Technician		28.72
30361 - Paralegal/Legal Assistant I		20.24
30362 - Paralegal/Legal Assistant II		25.07
30363 - Paralegal/Legal Assistant III		30.67
30364 - Paralegal/Legal Assistant IV		37.11
30375 - Petroleum Supply Specialist		29.76
30390 - Photo-Optics Technician		24.33
30395 - Radiation Control Technician		29.76
30461 - Technical Writer I		24.59
30462 - Technical Writer II		30.08
30463 - Technical Writer III		34.17
30491 - Unexploded Ordnance (UXO) Technician I		25.53
30492 - Unexploded Ordnance (UXO) Technician II		30.89
30493 - Unexploded Ordnance (UXO) Technician III		37.02
30494 - Unexploded (UXO) Safety Escort		25.53
30495 - Unexploded (UXO) Sweep Personnel		25.53
30501 - Weather Forecaster I		26.94
30502 - Weather Forecaster II		32.77
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.89
30621 - Weather Observer Senior	(see 2)	24.33

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.89
31020 - Bus Aide		14.96

31030 - Bus Driver	20.58
31043 - Driver Courier	14.51
31260 - Parking and Lot Attendant	10.78
31290 - Shuttle Bus Driver	15.62
31310 - Taxi Driver	12.86
31361 - Truckdriver Light	15.62
31362 - Truckdriver Medium	16.83
31363 - Truckdriver Heavy	19.94
31364 - Truckdriver Tractor-Trailer	19.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.06
99030 - Cashier	11.25
99050 - Desk Clerk	10.74
99095 - Embalmer	27.53
99130 - Flight Follower	25.53
99251 - Laboratory Animal Caretaker I	12.69
99252 - Laboratory Animal Caretaker II	13.66
99260 - Marketing Analyst	36.49
99310 - Mortician	28.38
99410 - Pest Controller	20.47
99510 - Photofinishing Worker	15.16
99710 - Recycling Laborer	17.89
99711 - Recycling Specialist	21.23
99730 - Refuse Collector	16.12
99810 - Sales Clerk	12.05
99820 - School Crossing Guard	13.57
99830 - Survey Party Chief	23.22
99831 - Surveying Aide	16.20
99832 - Surveying Technician	19.34
99840 - Vending Machine Attendant	13.78
99841 - Vending Machine Repairer	17.04
99842 - Vending Machine Repairer Helper	13.78

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5255
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Grayson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.91
01012 - Accounting Clerk II		17.86
01013 - Accounting Clerk III		19.98
01020 - Administrative Assistant		26.46
01035 - Court Reporter		19.02
01041 - Customer Service Representative I		14.03
01042 - Customer Service Representative II		15.78
01043 - Customer Service Representative III		17.22
01051 - Data Entry Operator I		13.20
01052 - Data Entry Operator II		14.41
01060 - Dispatcher Motor Vehicle		21.36
01070 - Document Preparation Clerk		14.24
01090 - Duplicating Machine Operator		14.24
01111 - General Clerk I		13.71
01112 - General Clerk II		14.96

01113 - General Clerk III 16.79
01120 - Housing Referral Assistant 21.60
01141 - Messenger Courier 11.86
01191 - Order Clerk I 17.31
01192 - Order Clerk II 18.89
01261 - Personnel Assistant (Employment) I 17.86
01262 - Personnel Assistant (Employment) II 19.98
01263 - Personnel Assistant (Employment) III 22.27
01270 - Production Control Clerk 21.36
01290 - Rental Clerk 16.83
01300 - Scheduler Maintenance 17.32
01311 - Secretary I 17.32
01312 - Secretary II 19.38
01313 - Secretary III 21.60
01320 - Service Order Dispatcher 17.47
01410 - Supply Technician 26.46
01420 - Survey Worker 19.02
01460 - Switchboard Operator/Receptionist 13.60
01531 - Travel Clerk I 14.49
01532 - Travel Clerk II 15.59
01533 - Travel Clerk III 16.74
01611 - Word Processor I 12.83
01612 - Word Processor II 15.30
01613 - Word Processor III 17.29
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.05
05010 - Automotive Electrician 23.04
05040 - Automotive Glass Installer 20.93
05070 - Automotive Worker 22.02
05110 - Mobile Equipment Servicer 18.52
05130 - Motor Equipment Metal Mechanic 22.16
05160 - Motor Equipment Metal Worker 20.93
05190 - Motor Vehicle Mechanic 22.99
05220 - Motor Vehicle Mechanic Helper 17.27
05250 - Motor Vehicle Upholstery Worker 19.82
05280 - Motor Vehicle Wrecker 20.93
05310 - Painter Automotive 24.22
05340 - Radiator Repair Specialist 20.93
05370 - Tire Repairer 13.39
05400 - Transmission Repair Specialist 22.16
07000 - Food Preparation And Service Occupations
07010 - Baker 12.39
07041 - Cook I 11.59
07042 - Cook II 13.31
07070 - Dishwasher 10.28
07130 - Food Service Worker 10.57
07210 - Meat Cutter 13.34
07260 - Waiter/Waitress 9.03
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.54

09040 - Furniture Handler 12.00
09080 - Furniture Refinisher 18.54
09090 - Furniture Refinisher Helper 14.75
09110 - Furniture Repairer Minor 17.52
09130 - Upholsterer 19.52
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.53
11060 - Elevator Operator 12.53
11090 - Gardener 16.52
11122 - Housekeeping Aide 13.31
11150 - Janitor 13.31
11210 - Laborer Grounds Maintenance 12.29
11240 - Maid or Houseman 11.25
11260 - Pruner 11.58
11270 - Tractor Operator 15.11
11330 - Trail Maintenance Worker 12.29
11360 - Window Cleaner 15.06
12000 - Health Occupations
12010 - Ambulance Driver 15.87
12011 - Breath Alcohol Technician 20.60
12012 - Certified Occupational Therapist Assistant 28.62
12015 - Certified Physical Therapist Assistant 29.44
12020 - Dental Assistant 19.08
12025 - Dental Hygienist 40.61
12030 - EKG Technician 30.17
12035 - Electroneurodiagnostic Technologist 30.17
12040 - Emergency Medical Technician 15.87
12071 - Licensed Practical Nurse I 18.42
12072 - Licensed Practical Nurse II 20.60
12073 - Licensed Practical Nurse III 22.96
12100 - Medical Assistant 15.37
12130 - Medical Laboratory Technician 23.10
12160 - Medical Record Clerk 15.45
12190 - Medical Record Technician 17.26
12195 - Medical Transcriptionist 18.16
12210 - Nuclear Medicine Technologist 44.63
12221 - Nursing Assistant I 12.15
12222 - Nursing Assistant II 13.67
12223 - Nursing Assistant III 14.92
12224 - Nursing Assistant IV 16.74
12235 - Optical Dispenser 18.73
12236 - Optical Technician 18.16
12250 - Pharmacy Technician 16.35
12280 - Phlebotomist 15.80
12305 - Radiologic Technologist 28.88
12311 - Registered Nurse I 26.63
12312 - Registered Nurse II 32.57
12313 - Registered Nurse II Specialist 32.57
12314 - Registered Nurse III 39.41
12315 - Registered Nurse III Anesthetist 39.41

12316 - Registered Nurse IV		47.23
12317 - Scheduler (Drug and Alcohol Testing)		25.16
12320 - Substance Abuse Treatment Counselor		25.16
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.65
13012 - Exhibits Specialist II		25.58
13013 - Exhibits Specialist III		31.28
13041 - Illustrator I		24.95
13042 - Illustrator II		30.91
13043 - Illustrator III		36.18
13047 - Librarian		31.56
13050 - Library Aide/Clerk		15.55
13054 - Library Information Technology Systems Administrator		27.42
13058 - Library Technician		16.57
13061 - Media Specialist I		19.78
13062 - Media Specialist II		22.13
13063 - Media Specialist III		24.67
13071 - Photographer I		17.73
13072 - Photographer II		19.85
13073 - Photographer III		24.58
13074 - Photographer IV		30.07
13075 - Photographer V		36.38
13090 - Technical Order Library Clerk		18.45
13110 - Video Teleconference Technician		23.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.91
14042 - Computer Operator II		17.80
14043 - Computer Operator III		20.78
14044 - Computer Operator IV		24.67
14045 - Computer Operator V		27.31
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.91
14160 - Personal Computer Support Technician		24.67
14170 - System Support Specialist		27.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		41.90
15030 - Air Crew Training Devices Instructor (Pilot)		46.09
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist		30.46
15070 - Flight Instructor (Pilot)		46.09
15080 - Graphic Artist		27.44
15085 - Maintenance Test Pilot Fixed Jet/Prop		46.09

15086 - Maintenance Test Pilot Rotary Wing 46.09
15088 - Non-Maintenance Test/Co-Pilot 46.09
15090 - Technical Instructor 22.61
15095 - Technical Instructor/Course Developer 27.44
15110 - Test Proctor 18.16
15120 - Tutor 18.16
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.59
16030 - Counter Attendant 10.59
16040 - Dry Cleaner 13.60
16070 - Finisher Flatwork Machine 10.59
16090 - Presser Hand 10.59
16110 - Presser Machine Drycleaning 10.59
16130 - Presser Machine Shirts 10.59
16160 - Presser Machine Wearing Apparel Laundry 10.59
16190 - Sewing Machine Operator 14.43
16220 - Tailor 15.51
16250 - Washer Machine 11.64
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.88
19040 - Tool And Die Maker 24.03
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.53
21030 - Material Coordinator 21.01
21040 - Material Expediter 21.01
21050 - Material Handling Laborer 13.13
21071 - Order Filler 13.57
21080 - Production Line Worker (Food Processing) 16.53
21110 - Shipping Packer 17.40
21130 - Shipping/Receiving Clerk 17.40
21140 - Store Worker I 12.54
21150 - Stock Clerk 18.18
21210 - Tools And Parts Attendant 16.53
21410 - Warehouse Specialist 16.53
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.47
23019 - Aircraft Logs and Records Technician 22.61
23021 - Aircraft Mechanic I 29.07
23022 - Aircraft Mechanic II 30.47
23023 - Aircraft Mechanic III 31.89
23040 - Aircraft Mechanic Helper 19.71
23050 - Aircraft Painter 25.93
23060 - Aircraft Servicer 22.61
23070 - Aircraft Survival Flight Equipment Technician 25.93
23080 - Aircraft Worker 23.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.07
23110 - Appliance Mechanic 19.65

23120 - Bicycle Repairer	16.23
23125 - Cable Splicer	24.12
23130 - Carpenter Maintenance	19.05
23140 - Carpet Layer	18.64
23160 - Electrician Maintenance	23.03
23181 - Electronics Technician Maintenance I	25.82
23182 - Electronics Technician Maintenance II	27.21
23183 - Electronics Technician Maintenance III	29.34
23260 - Fabric Worker	17.84
23290 - Fire Alarm System Mechanic	20.94
23310 - Fire Extinguisher Repairer	16.42
23311 - Fuel Distribution System Mechanic	20.95
23312 - Fuel Distribution System Operator	16.42
23370 - General Maintenance Worker	17.70
23380 - Ground Support Equipment Mechanic	29.07
23381 - Ground Support Equipment Servicer	22.61
23382 - Ground Support Equipment Worker	23.90
23391 - Gunsmith I	16.42
23392 - Gunsmith II	18.86
23393 - Gunsmith III	20.95
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.15
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.26
23430 - Heavy Equipment Mechanic	21.68
23440 - Heavy Equipment Operator	19.42
23460 - Instrument Mechanic	22.51
23465 - Laboratory/Shelter Mechanic	19.88
23470 - Laborer	13.13
23510 - Locksmith	19.88
23530 - Machinery Maintenance Mechanic	25.45
23550 - Machinist Maintenance	22.72
23580 - Maintenance Trades Helper	14.54
23591 - Metrology Technician I	22.51
23592 - Metrology Technician II	23.59
23593 - Metrology Technician III	24.69
23640 - Millwright	22.28
23710 - Office Appliance Repairer	19.88
23760 - Painter Maintenance	16.93
23790 - Pipefitter Maintenance	23.02
23810 - Plumber Maintenance	21.85
23820 - Pneudraulic Systems Mechanic	20.95
23850 - Rigger	21.28
23870 - Scale Mechanic	18.86
23890 - Sheet-Metal Worker Maintenance	18.28
23910 - Small Engine Mechanic	18.73
23931 - Telecommunications Mechanic I	25.92
23932 - Telecommunications Mechanic II	27.13
23950 - Telephone Lineman	25.89
23960 - Welder Combination Maintenance	22.10

23965 - Well Driller		20.95
23970 - Woodcraft Worker		20.95
23980 - Woodworker		16.23
24000 - Personal Needs Occupations		
24550 - Case Manager		18.24
24570 - Child Care Attendant		10.73
24580 - Child Care Center Clerk		13.39
24610 - Chore Aide		10.49
24620 - Family Readiness And Support Services Coordinator		18.24
24630 - Homemaker		18.24
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.92
25040 - Sewage Plant Operator		19.06
25070 - Stationary Engineer		22.92
25190 - Ventilation Equipment Tender		15.57
25210 - Water Treatment Plant Operator		19.06
27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.12
27007 - Baggage Inspector		14.59
27008 - Corrections Officer		21.99
27010 - Court Security Officer		23.50
27030 - Detection Dog Handler		16.92
27040 - Detention Officer		21.99
27070 - Firefighter		22.87
27101 - Guard I		14.59
27102 - Guard II		16.92
27131 - Police Officer I		27.08
27132 - Police Officer II		30.10
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.31
28042 - Carnival Equipment Repairer		13.29
28043 - Carnival Worker		9.50
28210 - Gate Attendant/Gate Tender		14.18
28310 - Lifeguard		12.56
28350 - Park Attendant (Aide)		15.86
28510 - Recreation Aide/Health Facility Attendant		12.24
28515 - Recreation Specialist		19.54
28630 - Sports Official		12.63
28690 - Swimming Pool Operator		25.20
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.86
29020 - Hatch Tender		18.86
29030 - Line Handler		18.86
29041 - Stevedore I		17.84
29042 - Stevedore II		19.88
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	43.00
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	29.64
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	32.64

30021 - Archeological Technician I		20.07
30022 - Archeological Technician II		22.40
30023 - Archeological Technician III		27.75
30030 - Cartographic Technician		27.75
30040 - Civil Engineering Technician		23.51
30051 - Cryogenic Technician I		25.25
30052 - Cryogenic Technician II		27.88
30061 - Drafter/CAD Operator I		20.07
30062 - Drafter/CAD Operator II		22.40
30063 - Drafter/CAD Operator III		24.97
30064 - Drafter/CAD Operator IV		30.73
30081 - Engineering Technician I		17.56
30082 - Engineering Technician II		19.70
30083 - Engineering Technician III		22.03
30084 - Engineering Technician IV		27.30
30085 - Engineering Technician V		33.40
30086 - Engineering Technician VI		40.41
30090 - Environmental Technician		24.73
30095 - Evidence Control Specialist		22.79
30210 - Laboratory Technician		22.28
30221 - Latent Fingerprint Technician I		25.25
30222 - Latent Fingerprint Technician II		27.88
30240 - Mathematical Technician		27.75
30361 - Paralegal/Legal Assistant I		18.92
30362 - Paralegal/Legal Assistant II		23.44
30363 - Paralegal/Legal Assistant III		28.67
30364 - Paralegal/Legal Assistant IV		34.70
30375 - Petroleum Supply Specialist		27.88
30390 - Photo-Optics Technician		27.75
30395 - Radiation Control Technician		27.88
30461 - Technical Writer I		25.09
30462 - Technical Writer II		30.68
30463 - Technical Writer III		37.13
30491 - Unexploded Ordnance (UXO) Technician I		27.32
30492 - Unexploded Ordnance (UXO) Technician II		33.06
30493 - Unexploded Ordnance (UXO) Technician III		39.62
30494 - Unexploded (UXO) Safety Escort		27.32
30495 - Unexploded (UXO) Sweep Personnel		27.32
30501 - Weather Forecaster I		30.73
30502 - Weather Forecaster II		37.37
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.97
30621 - Weather Observer Senior	(see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.06
31020 - Bus Aide		12.90
31030 - Bus Driver		18.84
31043 - Driver Courier		16.55
31260 - Parking and Lot Attendant		11.41
31290 - Shuttle Bus Driver		18.09

31310 - Taxi Driver	14.29
31361 - Truckdriver Light	18.09
31362 - Truckdriver Medium	19.69
31363 - Truckdriver Heavy	21.04
31364 - Truckdriver Tractor-Trailer	21.04
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.12
99030 - Cashier	9.84
99050 - Desk Clerk	11.07
99095 - Embalmer	27.32
99130 - Flight Follower	27.32
99251 - Laboratory Animal Caretaker I	15.92
99252 - Laboratory Animal Caretaker II	17.39
99260 - Marketing Analyst	27.96
99310 - Mortician	27.32
99410 - Pest Controller	23.83
99510 - Photofinishing Worker	14.89
99710 - Recycling Laborer	19.22
99711 - Recycling Specialist	23.64
99730 - Refuse Collector	17.01
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	14.43
99830 - Survey Party Chief	23.49
99831 - Surveying Aide	14.07
99832 - Surveying Technician	18.03
99840 - Vending Machine Attendant	20.06
99841 - Vending Machine Repairer	25.20
99842 - Vending Machine Repairer Helper	20.06

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5256
Revision No.: 12
Date Of Last Revision: 06/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Grayson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.91
01012 - Accounting Clerk II		17.86
01013 - Accounting Clerk III		19.98
01020 - Administrative Assistant		26.46
01035 - Court Reporter		19.02
01041 - Customer Service Representative I		14.03
01042 - Customer Service Representative II		15.78
01043 - Customer Service Representative III		17.22
01051 - Data Entry Operator I		13.20
01052 - Data Entry Operator II		14.41
01060 - Dispatcher Motor Vehicle		21.36
01070 - Document Preparation Clerk		14.24

01090 - Duplicating Machine Operator 14.24
01111 - General Clerk I 13.71
01112 - General Clerk II 14.96
01113 - General Clerk III 16.79
01120 - Housing Referral Assistant 21.60
01141 - Messenger Courier 11.86
01191 - Order Clerk I 17.31
01192 - Order Clerk II 18.89
01261 - Personnel Assistant (Employment) I 17.86
01262 - Personnel Assistant (Employment) II 19.98
01263 - Personnel Assistant (Employment) III 22.27
01270 - Production Control Clerk 21.36
01290 - Rental Clerk 16.83
01300 - Scheduler Maintenance 17.32
01311 - Secretary I 17.32
01312 - Secretary II 19.38
01313 - Secretary III 21.60
01320 - Service Order Dispatcher 17.47
01410 - Supply Technician 26.46
01420 - Survey Worker 19.02
01460 - Switchboard Operator/Receptionist 13.60
01531 - Travel Clerk I 14.49
01532 - Travel Clerk II 15.59
01533 - Travel Clerk III 16.74
01611 - Word Processor I 12.83
01612 - Word Processor II 15.30
01613 - Word Processor III 17.29
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.05
05010 - Automotive Electrician 23.04
05040 - Automotive Glass Installer 20.93
05070 - Automotive Worker 22.02
05110 - Mobile Equipment Servicer 18.52
05130 - Motor Equipment Metal Mechanic 22.16
05160 - Motor Equipment Metal Worker 20.93
05190 - Motor Vehicle Mechanic 22.99
05220 - Motor Vehicle Mechanic Helper 17.27
05250 - Motor Vehicle Upholstery Worker 19.82
05280 - Motor Vehicle Wrecker 20.93
05310 - Painter Automotive 24.22
05340 - Radiator Repair Specialist 20.93
05370 - Tire Repairer 13.39
05400 - Transmission Repair Specialist 22.16
07000 - Food Preparation And Service Occupations
07010 - Baker 12.39
07041 - Cook I 11.59
07042 - Cook II 13.31
07070 - Dishwasher 10.28
07130 - Food Service Worker 10.57
07210 - Meat Cutter 13.34

07260 - Waiter/Waitress	9.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.54
09040 - Furniture Handler	12.00
09080 - Furniture Refinisher	18.54
09090 - Furniture Refinisher Helper	14.75
09110 - Furniture Repairer Minor	17.52
09130 - Upholsterer	19.52
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.53
11060 - Elevator Operator	12.53
11090 - Gardener	16.52
11122 - Housekeeping Aide	13.31
11150 - Janitor	13.31
11210 - Laborer Grounds Maintenance	12.29
11240 - Maid or Houseman	11.25
11260 - Pruner	11.58
11270 - Tractor Operator	15.11
11330 - Trail Maintenance Worker	12.29
11360 - Window Cleaner	15.06
12000 - Health Occupations	
12010 - Ambulance Driver	15.87
12011 - Breath Alcohol Technician	20.60
12012 - Certified Occupational Therapist Assistant	28.62
12015 - Certified Physical Therapist Assistant	29.44
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	40.61
12030 - EKG Technician	30.17
12035 - Electroneurodiagnostic Technologist	30.17
12040 - Emergency Medical Technician	15.87
12071 - Licensed Practical Nurse I	18.42
12072 - Licensed Practical Nurse II	20.60
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	15.37
12130 - Medical Laboratory Technician	23.10
12160 - Medical Record Clerk	15.45
12190 - Medical Record Technician	17.26
12195 - Medical Transcriptionist	18.16
12210 - Nuclear Medicine Technologist	44.63
12221 - Nursing Assistant I	12.15
12222 - Nursing Assistant II	13.67
12223 - Nursing Assistant III	14.92
12224 - Nursing Assistant IV	16.74
12235 - Optical Dispenser	18.73
12236 - Optical Technician	18.16
12250 - Pharmacy Technician	16.35
12280 - Phlebotomist	15.80
12305 - Radiologic Technologist	28.88
12311 - Registered Nurse I	26.63
12312 - Registered Nurse II	32.57

12313 - Registered Nurse II Specialist		32.57
12314 - Registered Nurse III		39.41
12315 - Registered Nurse III Anesthetist		39.41
12316 - Registered Nurse IV		47.23
12317 - Scheduler (Drug and Alcohol Testing)		25.16
12320 - Substance Abuse Treatment Counselor		25.16
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.65
13012 - Exhibits Specialist II		25.58
13013 - Exhibits Specialist III		31.28
13041 - Illustrator I		24.95
13042 - Illustrator II		30.91
13043 - Illustrator III		36.18
13047 - Librarian		31.56
13050 - Library Aide/Clerk		15.55
13054 - Library Information Technology Systems Administrator		27.42
13058 - Library Technician		16.57
13061 - Media Specialist I		19.78
13062 - Media Specialist II		22.13
13063 - Media Specialist III		24.67
13071 - Photographer I		17.73
13072 - Photographer II		19.85
13073 - Photographer III		24.58
13074 - Photographer IV		30.07
13075 - Photographer V		36.38
13090 - Technical Order Library Clerk		18.45
13110 - Video Teleconference Technician		23.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.91
14042 - Computer Operator II		17.80
14043 - Computer Operator III		20.78
14044 - Computer Operator IV		24.67
14045 - Computer Operator V		27.31
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.91
14160 - Personal Computer Support Technician		24.67
14170 - System Support Specialist		27.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		41.90
15030 - Air Crew Training Devices Instructor (Pilot)		46.09
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist		30.46

15070 - Flight Instructor (Pilot) 46.09
15080 - Graphic Artist 27.44
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.09
15086 - Maintenance Test Pilot Rotary Wing 46.09
15088 - Non-Maintenance Test/Co-Pilot 46.09
15090 - Technical Instructor 22.61
15095 - Technical Instructor/Course Developer 27.44
15110 - Test Proctor 18.16
15120 - Tutor 18.16
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.59
16030 - Counter Attendant 10.59
16040 - Dry Cleaner 13.60
16070 - Finisher Flatwork Machine 10.59
16090 - Presser Hand 10.59
16110 - Presser Machine Drycleaning 10.59
16130 - Presser Machine Shirts 10.59
16160 - Presser Machine Wearing Apparel Laundry 10.59
16190 - Sewing Machine Operator 14.43
16220 - Tailor 15.51
16250 - Washer Machine 11.64
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.88
19040 - Tool And Die Maker 24.03
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.53
21030 - Material Coordinator 21.01
21040 - Material Expediter 21.01
21050 - Material Handling Laborer 13.13
21071 - Order Filler 13.57
21080 - Production Line Worker (Food Processing) 16.53
21110 - Shipping Packer 17.40
21130 - Shipping/Receiving Clerk 17.40
21140 - Store Worker I 12.54
21150 - Stock Clerk 18.18
21210 - Tools And Parts Attendant 16.53
21410 - Warehouse Specialist 16.53
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.47
23019 - Aircraft Logs and Records Technician 22.61
23021 - Aircraft Mechanic I 29.07
23022 - Aircraft Mechanic II 30.47
23023 - Aircraft Mechanic III 31.89
23040 - Aircraft Mechanic Helper 19.71
23050 - Aircraft Painter 25.93
23060 - Aircraft Servicer 22.61
23070 - Aircraft Survival Flight Equipment Technician 25.93
23080 - Aircraft Worker 23.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.90

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.07
23110 - Appliance Mechanic 19.65
23120 - Bicycle Repairer 16.23
23125 - Cable Splicer 24.12
23130 - Carpenter Maintenance 19.05
23140 - Carpet Layer 18.64
23160 - Electrician Maintenance 23.03
23181 - Electronics Technician Maintenance I 25.82
23182 - Electronics Technician Maintenance II 27.21
23183 - Electronics Technician Maintenance III 29.34
23260 - Fabric Worker 17.84
23290 - Fire Alarm System Mechanic 20.94
23310 - Fire Extinguisher Repairer 16.42
23311 - Fuel Distribution System Mechanic 20.95
23312 - Fuel Distribution System Operator 16.42
23370 - General Maintenance Worker 17.70
23380 - Ground Support Equipment Mechanic 29.07
23381 - Ground Support Equipment Servicer 22.61
23382 - Ground Support Equipment Worker 23.90
23391 - Gunsmith I 16.42
23392 - Gunsmith II 18.86
23393 - Gunsmith III 20.95
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.15
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.26
23430 - Heavy Equipment Mechanic 21.68
23440 - Heavy Equipment Operator 19.42
23460 - Instrument Mechanic 22.51
23465 - Laboratory/Shelter Mechanic 19.88
23470 - Laborer 13.13
23510 - Locksmith 19.88
23530 - Machinery Maintenance Mechanic 25.45
23550 - Machinist Maintenance 22.72
23580 - Maintenance Trades Helper 14.54
23591 - Metrology Technician I 22.51
23592 - Metrology Technician II 23.59
23593 - Metrology Technician III 24.69
23640 - Millwright 22.28
23710 - Office Appliance Repairer 19.88
23760 - Painter Maintenance 16.93
23790 - Pipefitter Maintenance 23.02
23810 - Plumber Maintenance 21.85
23820 - Pneudraulic Systems Mechanic 20.95
23850 - Rigger 21.28
23870 - Scale Mechanic 18.86
23890 - Sheet-Metal Worker Maintenance 18.28
23910 - Small Engine Mechanic 18.73
23931 - Telecommunications Mechanic I 25.92

23932 - Telecommunications Mechanic II 27.13
23950 - Telephone Lineman 25.89
23960 - Welder Combination Maintenance 22.10
23965 - Well Driller 20.95
23970 - Woodcraft Worker 20.95
23980 - Woodworker 16.23
24000 - Personal Needs Occupations
24550 - Case Manager 18.24
24570 - Child Care Attendant 10.73
24580 - Child Care Center Clerk 13.39
24610 - Chore Aide 10.49
24620 - Family Readiness And Support Services Coordinator 18.24
24630 - Homemaker 18.24
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.92
25040 - Sewage Plant Operator 19.06
25070 - Stationary Engineer 22.92
25190 - Ventilation Equipment Tender 15.57
25210 - Water Treatment Plant Operator 19.06
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.12
27007 - Baggage Inspector 14.59
27008 - Corrections Officer 21.99
27010 - Court Security Officer 23.50
27030 - Detection Dog Handler 16.92
27040 - Detention Officer 21.99
27070 - Firefighter 22.87
27101 - Guard I 14.59
27102 - Guard II 16.92
27131 - Police Officer I 27.08
27132 - Police Officer II 30.10
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.31
28042 - Carnival Equipment Repairer 13.29
28043 - Carnival Worker 9.50
28210 - Gate Attendant/Gate Tender 14.18
28310 - Lifeguard 12.56
28350 - Park Attendant (Aide) 15.86
28510 - Recreation Aide/Health Facility Attendant 12.24
28515 - Recreation Specialist 19.54
28630 - Sports Official 12.63
28690 - Swimming Pool Operator 25.20
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 18.86
29020 - Hatch Tender 18.86
29030 - Line Handler 18.86
29041 - Stevedore I 17.84
29042 - Stevedore II 19.88
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.00
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.64
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.64
30021 - Archeological Technician I 20.07
30022 - Archeological Technician II 22.40
30023 - Archeological Technician III 27.75
30030 - Cartographic Technician 27.75
30040 - Civil Engineering Technician 23.51
30051 - Cryogenic Technician I 25.25
30052 - Cryogenic Technician II 27.88
30061 - Drafter/CAD Operator I 20.07
30062 - Drafter/CAD Operator II 22.40
30063 - Drafter/CAD Operator III 24.97
30064 - Drafter/CAD Operator IV 30.73
30081 - Engineering Technician I 17.56
30082 - Engineering Technician II 19.70
30083 - Engineering Technician III 22.03
30084 - Engineering Technician IV 27.30
30085 - Engineering Technician V 33.40
30086 - Engineering Technician VI 40.41
30090 - Environmental Technician 24.73
30095 - Evidence Control Specialist 22.79
30210 - Laboratory Technician 22.28
30221 - Latent Fingerprint Technician I 25.25
30222 - Latent Fingerprint Technician II 27.88
30240 - Mathematical Technician 27.75
30361 - Paralegal/Legal Assistant I 18.92
30362 - Paralegal/Legal Assistant II 23.44
30363 - Paralegal/Legal Assistant III 28.67
30364 - Paralegal/Legal Assistant IV 34.70
30375 - Petroleum Supply Specialist 27.88
30390 - Photo-Optics Technician 27.75
30395 - Radiation Control Technician 27.88
30461 - Technical Writer I 25.09
30462 - Technical Writer II 30.68
30463 - Technical Writer III 37.13
30491 - Unexploded Ordnance (UXO) Technician I 27.32
30492 - Unexploded Ordnance (UXO) Technician II 33.06
30493 - Unexploded Ordnance (UXO) Technician III 39.62
30494 - Unexploded (UXO) Safety Escort 27.32
30495 - Unexploded (UXO) Sweep Personnel 27.32
30501 - Weather Forecaster I 30.73
30502 - Weather Forecaster II 37.37
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.97
30621 - Weather Observer Senior (see 2) 25.23
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.06
31020 - Bus Aide 12.90
31030 - Bus Driver 18.84

31043 - Driver Courier	16.55
31260 - Parking and Lot Attendant	11.41
31290 - Shuttle Bus Driver	18.09
31310 - Taxi Driver	14.29
31361 - Truckdriver Light	18.09
31362 - Truckdriver Medium	19.69
31363 - Truckdriver Heavy	21.04
31364 - Truckdriver Tractor-Trailer	21.04
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.12
99030 - Cashier	9.84
99050 - Desk Clerk	11.07
99095 - Embalmer	27.32
99130 - Flight Follower	27.32
99251 - Laboratory Animal Caretaker I	15.92
99252 - Laboratory Animal Caretaker II	17.39
99260 - Marketing Analyst	27.96
99310 - Mortician	27.32
99410 - Pest Controller	23.83
99510 - Photofinishing Worker	14.89
99710 - Recycling Laborer	19.22
99711 - Recycling Specialist	23.64
99730 - Refuse Collector	17.01
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	14.43
99830 - Survey Party Chief	23.49
99831 - Surveying Aide	14.07
99832 - Surveying Technician	18.03
99840 - Vending Machine Attendant	20.06
99841 - Vending Machine Repairer	25.20
99842 - Vending Machine Repairer Helper	20.06

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5257
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Smith

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.44
01012 - Accounting Clerk II		16.21
01013 - Accounting Clerk III		18.14
01020 - Administrative Assistant		26.46
01035 - Court Reporter		17.49
01041 - Customer Service Representative I		11.96
01042 - Customer Service Representative II		13.45
01043 - Customer Service Representative III		14.67
01051 - Data Entry Operator I		13.20
01052 - Data Entry Operator II		14.41
01060 - Dispatcher Motor Vehicle		21.36
01070 - Document Preparation Clerk		14.24
01090 - Duplicating Machine Operator		14.24
01111 - General Clerk I		13.44
01112 - General Clerk II		14.66

01113 - General Clerk III 16.45
01120 - Housing Referral Assistant 21.60
01141 - Messenger Courier 11.86
01191 - Order Clerk I 14.97
01192 - Order Clerk II 16.34
01261 - Personnel Assistant (Employment) I 16.75
01262 - Personnel Assistant (Employment) II 18.73
01263 - Personnel Assistant (Employment) III 20.88
01270 - Production Control Clerk 21.98
01290 - Rental Clerk 15.30
01300 - Scheduler Maintenance 17.32
01311 - Secretary I 17.32
01312 - Secretary II 19.38
01313 - Secretary III 21.60
01320 - Service Order Dispatcher 17.47
01410 - Supply Technician 26.46
01420 - Survey Worker 17.29
01460 - Switchboard Operator/Receptionist 13.60
01531 - Travel Clerk I 14.00
01532 - Travel Clerk II 15.12
01533 - Travel Clerk III 16.16
01611 - Word Processor I 13.93
01612 - Word Processor II 15.63
01613 - Word Processor III 17.49
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.22
05010 - Automotive Electrician 23.04
05040 - Automotive Glass Installer 20.93
05070 - Automotive Worker 22.02
05110 - Mobile Equipment Servicer 18.52
05130 - Motor Equipment Metal Mechanic 22.16
05160 - Motor Equipment Metal Worker 20.93
05190 - Motor Vehicle Mechanic 22.99
05220 - Motor Vehicle Mechanic Helper 17.27
05250 - Motor Vehicle Upholstery Worker 19.82
05280 - Motor Vehicle Wrecker 20.93
05310 - Painter Automotive 24.22
05340 - Radiator Repair Specialist 20.93
05370 - Tire Repairer 13.68
05400 - Transmission Repair Specialist 22.16
07000 - Food Preparation And Service Occupations
07010 - Baker 11.26
07041 - Cook I 12.00
07042 - Cook II 14.04
07070 - Dishwasher 10.02
07130 - Food Service Worker 9.61
07210 - Meat Cutter 13.34
07260 - Waiter/Waitress 9.46
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.56

09040 - Furniture Handler 11.86
09080 - Furniture Refinisher 19.90
09090 - Furniture Refinisher Helper 14.54
09110 - Furniture Repairer Minor 17.10
09130 - Upholsterer 19.90
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.02
11060 - Elevator Operator 11.02
11090 - Gardener 17.67
11122 - Housekeeping Aide 10.66
11150 - Janitor 10.66
11210 - Laborer Grounds Maintenance 13.12
11240 - Maid or Houseman 9.03
11260 - Pruner 11.72
11270 - Tractor Operator 16.14
11330 - Trail Maintenance Worker 13.12
11360 - Window Cleaner 12.10
12000 - Health Occupations
12010 - Ambulance Driver 19.21
12011 - Breath Alcohol Technician 19.80
12012 - Certified Occupational Therapist Assistant 37.61
12015 - Certified Physical Therapist Assistant 36.41
12020 - Dental Assistant 19.08
12025 - Dental Hygienist 36.14
12030 - EKG Technician 30.76
12035 - Electroneurodiagnostic Technologist 30.76
12040 - Emergency Medical Technician 19.21
12071 - Licensed Practical Nurse I 18.42
12072 - Licensed Practical Nurse II 20.60
12073 - Licensed Practical Nurse III 22.96
12100 - Medical Assistant 15.37
12130 - Medical Laboratory Technician 20.44
12160 - Medical Record Clerk 17.78
12190 - Medical Record Technician 19.90
12195 - Medical Transcriptionist 17.87
12210 - Nuclear Medicine Technologist 43.23
12221 - Nursing Assistant I 11.48
12222 - Nursing Assistant II 12.91
12223 - Nursing Assistant III 14.08
12224 - Nursing Assistant IV 15.80
12235 - Optical Dispenser 17.72
12236 - Optical Technician 15.84
12250 - Pharmacy Technician 16.14
12280 - Phlebotomist 14.79
12305 - Radiologic Technologist 27.36
12311 - Registered Nurse I 25.82
12312 - Registered Nurse II 31.58
12313 - Registered Nurse II Specialist 31.58
12314 - Registered Nurse III 38.19
12315 - Registered Nurse III Anesthetist 38.19

12316 - Registered Nurse IV 45.78
12317 - Scheduler (Drug and Alcohol Testing) 24.53
12320 - Substance Abuse Treatment Counselor 23.07
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.65
13012 - Exhibits Specialist II 25.58
13013 - Exhibits Specialist III 31.28
13041 - Illustrator I 24.95
13042 - Illustrator II 30.91
13043 - Illustrator III 36.18
13047 - Librarian 31.56
13050 - Library Aide/Clerk 14.33
13054 - Library Information Technology Systems Administrator 27.42
13058 - Library Technician 18.84
13061 - Media Specialist I 19.78
13062 - Media Specialist II 22.13
13063 - Media Specialist III 24.67
13071 - Photographer I 16.50
13072 - Photographer II 18.46
13073 - Photographer III 22.87
13074 - Photographer IV 27.97
13075 - Photographer V 33.85
13090 - Technical Order Library Clerk 15.74
13110 - Video Teleconference Technician 21.59
14000 - Information Technology Occupations
14041 - Computer Operator I 15.91
14042 - Computer Operator II 17.80
14043 - Computer Operator III 20.78
14044 - Computer Operator IV 24.67
14045 - Computer Operator V 27.31
14071 - Computer Programmer I (see 1)
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 15.91
14160 - Personal Computer Support Technician 24.67
14170 - System Support Specialist 24.90
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 35.04
15020 - Aircrew Training Devices Instructor (Rated) 41.90
15030 - Air Crew Training Devices Instructor (Pilot) 46.09
15050 - Computer Based Training Specialist / Instructor 35.04
15060 - Educational Technologist 30.46
15070 - Flight Instructor (Pilot) 46.09
15080 - Graphic Artist 22.70
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.59

15086 - Maintenance Test Pilot Rotary Wing 42.59
15088 - Non-Maintenance Test/Co-Pilot 42.59
15090 - Technical Instructor 22.61
15095 - Technical Instructor/Course Developer 27.44
15110 - Test Proctor 18.16
15120 - Tutor 18.16
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.51
16030 - Counter Attendant 10.51
16040 - Dry Cleaner 13.38
16070 - Finisher Flatwork Machine 10.51
16090 - Presser Hand 10.51
16110 - Presser Machine Drycleaning 10.51
16130 - Presser Machine Shirts 10.51
16160 - Presser Machine Wearing Apparel Laundry 10.51
16190 - Sewing Machine Operator 14.24
16220 - Tailor 15.26
16250 - Washer Machine 11.53
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.64
19040 - Tool And Die Maker 24.98
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.88
21030 - Material Coordinator 21.98
21040 - Material Expediter 21.98
21050 - Material Handling Laborer 16.58
21071 - Order Filler 13.57
21080 - Production Line Worker (Food Processing) 16.88
21110 - Shipping Packer 16.27
21130 - Shipping/Receiving Clerk 16.27
21140 - Store Worker I 11.93
21150 - Stock Clerk 17.57
21210 - Tools And Parts Attendant 16.88
21410 - Warehouse Specialist 16.88
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.12
23019 - Aircraft Logs and Records Technician 26.22
23021 - Aircraft Mechanic I 31.62
23022 - Aircraft Mechanic II 33.12
23023 - Aircraft Mechanic III 34.67
23040 - Aircraft Mechanic Helper 21.98
23050 - Aircraft Painter 29.97
23060 - Aircraft Servicer 26.22
23070 - Aircraft Survival Flight Equipment Technician 29.97
23080 - Aircraft Worker 28.13
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.13
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.62
23110 - Appliance Mechanic 20.64

23120 - Bicycle Repairer 16.28
23125 - Cable Splicer 23.72
23130 - Carpenter Maintenance 17.69
23140 - Carpet Layer 19.37
23160 - Electrician Maintenance 22.62
23181 - Electronics Technician Maintenance I 25.82
23182 - Electronics Technician Maintenance II 27.21
23183 - Electronics Technician Maintenance III 29.34
23260 - Fabric Worker 18.06
23290 - Fire Alarm System Mechanic 21.27
23310 - Fire Extinguisher Repairer 16.56
23311 - Fuel Distribution System Mechanic 21.41
23312 - Fuel Distribution System Operator 16.29
23370 - General Maintenance Worker 17.70
23380 - Ground Support Equipment Mechanic 31.62
23381 - Ground Support Equipment Servicer 26.22
23382 - Ground Support Equipment Worker 28.13
23391 - Gunsmith I 16.56
23392 - Gunsmith II 19.37
23393 - Gunsmith III 21.77
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.68
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.61
23430 - Heavy Equipment Mechanic 24.04
23440 - Heavy Equipment Operator 17.67
23460 - Instrument Mechanic 22.51
23465 - Laboratory/Shelter Mechanic 20.64
23470 - Laborer 16.58
23510 - Locksmith 20.64
23530 - Machinery Maintenance Mechanic 25.15
23550 - Machinist Maintenance 21.11
23580 - Maintenance Trades Helper 14.00
23591 - Metrology Technician I 22.51
23592 - Metrology Technician II 23.59
23593 - Metrology Technician III 24.69
23640 - Millwright 22.28
23710 - Office Appliance Repairer 18.45
23760 - Painter Maintenance 16.85
23790 - Pipefitter Maintenance 23.61
23810 - Plumber Maintenance 22.38
23820 - Pneudraulic Systems Mechanic 21.77
23850 - Rigger 21.77
23870 - Scale Mechanic 19.37
23890 - Sheet-Metal Worker Maintenance 18.28
23910 - Small Engine Mechanic 18.73
23931 - Telecommunications Mechanic I 26.26
23932 - Telecommunications Mechanic II 27.51
23950 - Telephone Lineman 31.33
23960 - Welder Combination Maintenance 21.48

23965 - Well Driller	21.77
23970 - Woodcraft Worker	21.77
23980 - Woodworker	16.56
24000 - Personal Needs Occupations	
24550 - Case Manager	15.58
24570 - Child Care Attendant	10.82
24580 - Child Care Center Clerk	13.50
24610 - Chore Aide	9.95
24620 - Family Readiness And Support Services Coordinator	15.58
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	17.52
25070 - Stationary Engineer	22.92
25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	17.52
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.60
27007 - Baggage Inspector	14.36
27008 - Corrections Officer	18.22
27010 - Court Security Officer	23.50
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	19.99
27070 - Firefighter	22.87
27101 - Guard I	14.36
27102 - Guard II	16.92
27131 - Police Officer I	28.35
27132 - Police Officer II	31.51
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.26
28042 - Carnival Equipment Repairer	14.51
28043 - Carnival Worker	9.50
28210 - Gate Attendant/Gate Tender	15.60
28310 - Lifeguard	12.31
28350 - Park Attendant (Aide)	17.45
28510 - Recreation Aide/Health Facility Attendant	12.73
28515 - Recreation Specialist	20.78
28630 - Sports Official	13.89
28690 - Swimming Pool Operator	21.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.37
29020 - Hatch Tender	19.37
29030 - Line Handler	19.37
29041 - Stevedore I	18.06
29042 - Stevedore II	20.64
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		20.07
30022 - Archeological Technician II		22.40
30023 - Archeological Technician III		27.75
30030 - Cartographic Technician		27.75
30040 - Civil Engineering Technician		23.51
30051 - Cryogenic Technician I		27.50
30052 - Cryogenic Technician II		30.38
30061 - Drafter/CAD Operator I		20.07
30062 - Drafter/CAD Operator II		22.40
30063 - Drafter/CAD Operator III		24.97
30064 - Drafter/CAD Operator IV		30.73
30081 - Engineering Technician I		17.56
30082 - Engineering Technician II		19.70
30083 - Engineering Technician III		22.03
30084 - Engineering Technician IV		27.30
30085 - Engineering Technician V		33.40
30086 - Engineering Technician VI		40.41
30090 - Environmental Technician		24.83
30095 - Evidence Control Specialist		24.83
30210 - Laboratory Technician		22.34
30221 - Latent Fingerprint Technician I		27.50
30222 - Latent Fingerprint Technician II		30.38
30240 - Mathematical Technician		27.75
30361 - Paralegal/Legal Assistant I		19.44
30362 - Paralegal/Legal Assistant II		24.07
30363 - Paralegal/Legal Assistant III		29.46
30364 - Paralegal/Legal Assistant IV		35.63
30375 - Petroleum Supply Specialist		30.38
30390 - Photo-Optics Technician		27.75
30395 - Radiation Control Technician		30.38
30461 - Technical Writer I		25.09
30462 - Technical Writer II		30.68
30463 - Technical Writer III		37.13
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.50
30502 - Weather Forecaster II		33.45
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.97
30621 - Weather Observer Senior	(see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.28
31030 - Bus Driver		18.01
31043 - Driver Courier		16.55
31260 - Parking and Lot Attendant		10.77
31290 - Shuttle Bus Driver		18.09

31310 - Taxi Driver	11.61
31361 - Truckdriver Light	18.09
31362 - Truckdriver Medium	19.69
31363 - Truckdriver Heavy	21.04
31364 - Truckdriver Tractor-Trailer	21.04
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.14
99050 - Desk Clerk	9.75
99095 - Embalmer	26.24
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	10.86
99252 - Laboratory Animal Caretaker II	11.87
99260 - Marketing Analyst	27.89
99310 - Mortician	26.24
99410 - Pest Controller	18.98
99510 - Photofinishing Worker	14.89
99710 - Recycling Laborer	15.88
99711 - Recycling Specialist	19.54
99730 - Refuse Collector	14.05
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	13.88
99830 - Survey Party Chief	23.31
99831 - Surveying Aide	13.96
99832 - Surveying Technician	17.89
99840 - Vending Machine Attendant	17.00
99841 - Vending Machine Repairer	20.60
99842 - Vending Machine Repairer Helper	17.00

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5258
Revision No.: 12
Date Of Last Revision: 06/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Smith

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.44
01012 - Accounting Clerk II		16.21
01013 - Accounting Clerk III		18.14
01020 - Administrative Assistant		26.46
01035 - Court Reporter		17.49
01041 - Customer Service Representative I		11.96
01042 - Customer Service Representative II		13.45
01043 - Customer Service Representative III		14.67
01051 - Data Entry Operator I		13.20
01052 - Data Entry Operator II		14.41
01060 - Dispatcher Motor Vehicle		21.36
01070 - Document Preparation Clerk		14.24

01090 - Duplicating Machine Operator	14.24
01111 - General Clerk I	13.44
01112 - General Clerk II	14.66
01113 - General Clerk III	16.45
01120 - Housing Referral Assistant	21.60
01141 - Messenger Courier	11.86
01191 - Order Clerk I	14.97
01192 - Order Clerk II	16.34
01261 - Personnel Assistant (Employment) I	16.75
01262 - Personnel Assistant (Employment) II	18.73
01263 - Personnel Assistant (Employment) III	20.88
01270 - Production Control Clerk	21.98
01290 - Rental Clerk	15.30
01300 - Scheduler Maintenance	17.32
01311 - Secretary I	17.32
01312 - Secretary II	19.38
01313 - Secretary III	21.60
01320 - Service Order Dispatcher	17.47
01410 - Supply Technician	26.46
01420 - Survey Worker	17.29
01460 - Switchboard Operator/Receptionist	13.60
01531 - Travel Clerk I	14.00
01532 - Travel Clerk II	15.12
01533 - Travel Clerk III	16.16
01611 - Word Processor I	13.93
01612 - Word Processor II	15.63
01613 - Word Processor III	17.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.22
05010 - Automotive Electrician	23.04
05040 - Automotive Glass Installer	20.93
05070 - Automotive Worker	22.02
05110 - Mobile Equipment Servicer	18.52
05130 - Motor Equipment Metal Mechanic	22.16
05160 - Motor Equipment Metal Worker	20.93
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.27
05250 - Motor Vehicle Upholstery Worker	19.82
05280 - Motor Vehicle Wrecker	20.93
05310 - Painter Automotive	24.22
05340 - Radiator Repair Specialist	20.93
05370 - Tire Repairer	13.68
05400 - Transmission Repair Specialist	22.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.26
07041 - Cook I	12.00
07042 - Cook II	14.04
07070 - Dishwasher	10.02
07130 - Food Service Worker	9.61
07210 - Meat Cutter	13.34

07260 - Waiter/Waitress	9.46
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.56
09040 - Furniture Handler	11.86
09080 - Furniture Refinisher	19.90
09090 - Furniture Refinisher Helper	14.54
09110 - Furniture Repairer Minor	17.10
09130 - Upholsterer	19.90
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.02
11060 - Elevator Operator	11.02
11090 - Gardener	17.67
11122 - Housekeeping Aide	10.66
11150 - Janitor	10.66
11210 - Laborer Grounds Maintenance	13.12
11240 - Maid or Houseman	9.03
11260 - Pruner	11.72
11270 - Tractor Operator	16.14
11330 - Trail Maintenance Worker	13.12
11360 - Window Cleaner	12.10
12000 - Health Occupations	
12010 - Ambulance Driver	19.21
12011 - Breath Alcohol Technician	19.80
12012 - Certified Occupational Therapist Assistant	37.61
12015 - Certified Physical Therapist Assistant	36.41
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.14
12030 - EKG Technician	30.76
12035 - Electroneurodiagnostic Technologist	30.76
12040 - Emergency Medical Technician	19.21
12071 - Licensed Practical Nurse I	18.42
12072 - Licensed Practical Nurse II	20.60
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	15.37
12130 - Medical Laboratory Technician	20.44
12160 - Medical Record Clerk	17.78
12190 - Medical Record Technician	19.90
12195 - Medical Transcriptionist	17.87
12210 - Nuclear Medicine Technologist	43.23
12221 - Nursing Assistant I	11.48
12222 - Nursing Assistant II	12.91
12223 - Nursing Assistant III	14.08
12224 - Nursing Assistant IV	15.80
12235 - Optical Dispenser	17.72
12236 - Optical Technician	15.84
12250 - Pharmacy Technician	16.14
12280 - Phlebotomist	14.79
12305 - Radiologic Technologist	27.36
12311 - Registered Nurse I	25.82
12312 - Registered Nurse II	31.58

12313 - Registered Nurse II Specialist		31.58
12314 - Registered Nurse III		38.19
12315 - Registered Nurse III Anesthetist		38.19
12316 - Registered Nurse IV		45.78
12317 - Scheduler (Drug and Alcohol Testing)		24.53
12320 - Substance Abuse Treatment Counselor		23.07
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.65
13012 - Exhibits Specialist II		25.58
13013 - Exhibits Specialist III		31.28
13041 - Illustrator I		24.95
13042 - Illustrator II		30.91
13043 - Illustrator III		36.18
13047 - Librarian		31.56
13050 - Library Aide/Clerk		14.33
13054 - Library Information Technology Systems Administrator		27.42
13058 - Library Technician		18.84
13061 - Media Specialist I		19.78
13062 - Media Specialist II		22.13
13063 - Media Specialist III		24.67
13071 - Photographer I		16.50
13072 - Photographer II		18.46
13073 - Photographer III		22.87
13074 - Photographer IV		27.97
13075 - Photographer V		33.85
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		21.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.91
14042 - Computer Operator II		17.80
14043 - Computer Operator III		20.78
14044 - Computer Operator IV		24.67
14045 - Computer Operator V		27.31
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.91
14160 - Personal Computer Support Technician		24.67
14170 - System Support Specialist		24.90
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		41.90
15030 - Air Crew Training Devices Instructor (Pilot)		46.09
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist		30.46

15070 - Flight Instructor (Pilot) 46.09
15080 - Graphic Artist 22.70
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.59
15086 - Maintenance Test Pilot Rotary Wing 42.59
15088 - Non-Maintenance Test/Co-Pilot 42.59
15090 - Technical Instructor 22.61
15095 - Technical Instructor/Course Developer 27.44
15110 - Test Proctor 18.16
15120 - Tutor 18.16
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.51
16030 - Counter Attendant 10.51
16040 - Dry Cleaner 13.38
16070 - Finisher Flatwork Machine 10.51
16090 - Presser Hand 10.51
16110 - Presser Machine Drycleaning 10.51
16130 - Presser Machine Shirts 10.51
16160 - Presser Machine Wearing Apparel Laundry 10.51
16190 - Sewing Machine Operator 14.24
16220 - Tailor 15.26
16250 - Washer Machine 11.53
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.64
19040 - Tool And Die Maker 24.98
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.88
21030 - Material Coordinator 21.98
21040 - Material Expediter 21.98
21050 - Material Handling Laborer 16.58
21071 - Order Filler 13.57
21080 - Production Line Worker (Food Processing) 16.88
21110 - Shipping Packer 16.27
21130 - Shipping/Receiving Clerk 16.27
21140 - Store Worker I 11.93
21150 - Stock Clerk 17.57
21210 - Tools And Parts Attendant 16.88
21410 - Warehouse Specialist 16.88
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.12
23019 - Aircraft Logs and Records Technician 26.22
23021 - Aircraft Mechanic I 31.62
23022 - Aircraft Mechanic II 33.12
23023 - Aircraft Mechanic III 34.67
23040 - Aircraft Mechanic Helper 21.98
23050 - Aircraft Painter 29.97
23060 - Aircraft Servicer 26.22
23070 - Aircraft Survival Flight Equipment Technician 29.97
23080 - Aircraft Worker 28.13
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.13

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.62
23110 - Appliance Mechanic 20.64
23120 - Bicycle Repairer 16.28
23125 - Cable Splicer 23.72
23130 - Carpenter Maintenance 17.69
23140 - Carpet Layer 19.37
23160 - Electrician Maintenance 22.62
23181 - Electronics Technician Maintenance I 25.82
23182 - Electronics Technician Maintenance II 27.21
23183 - Electronics Technician Maintenance III 29.34
23260 - Fabric Worker 18.06
23290 - Fire Alarm System Mechanic 21.27
23310 - Fire Extinguisher Repairer 16.56
23311 - Fuel Distribution System Mechanic 21.41
23312 - Fuel Distribution System Operator 16.29
23370 - General Maintenance Worker 17.70
23380 - Ground Support Equipment Mechanic 31.62
23381 - Ground Support Equipment Servicer 26.22
23382 - Ground Support Equipment Worker 28.13
23391 - Gunsmith I 16.56
23392 - Gunsmith II 19.37
23393 - Gunsmith III 21.77
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.68
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.61
23430 - Heavy Equipment Mechanic 24.04
23440 - Heavy Equipment Operator 17.67
23460 - Instrument Mechanic 22.51
23465 - Laboratory/Shelter Mechanic 20.64
23470 - Laborer 16.58
23510 - Locksmith 20.64
23530 - Machinery Maintenance Mechanic 25.15
23550 - Machinist Maintenance 21.11
23580 - Maintenance Trades Helper 14.00
23591 - Metrology Technician I 22.51
23592 - Metrology Technician II 23.59
23593 - Metrology Technician III 24.69
23640 - Millwright 22.28
23710 - Office Appliance Repairer 18.45
23760 - Painter Maintenance 16.85
23790 - Pipefitter Maintenance 23.61
23810 - Plumber Maintenance 22.38
23820 - Pneudraulic Systems Mechanic 21.77
23850 - Rigger 21.77
23870 - Scale Mechanic 19.37
23890 - Sheet-Metal Worker Maintenance 18.28
23910 - Small Engine Mechanic 18.73
23931 - Telecommunications Mechanic I 26.26

23932 - Telecommunications Mechanic II	27.51
23950 - Telephone Lineman	31.33
23960 - Welder Combination Maintenance	21.48
23965 - Well Driller	21.77
23970 - Woodcraft Worker	21.77
23980 - Woodworker	16.56
24000 - Personal Needs Occupations	
24550 - Case Manager	15.58
24570 - Child Care Attendant	10.82
24580 - Child Care Center Clerk	13.50
24610 - Chore Aide	9.95
24620 - Family Readiness And Support Services Coordinator	15.58
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	17.52
25070 - Stationary Engineer	22.92
25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	17.52
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.60
27007 - Baggage Inspector	14.36
27008 - Corrections Officer	18.22
27010 - Court Security Officer	23.50
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	19.99
27070 - Firefighter	22.87
27101 - Guard I	14.36
27102 - Guard II	16.92
27131 - Police Officer I	28.35
27132 - Police Officer II	31.51
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.26
28042 - Carnival Equipment Repairer	14.51
28043 - Carnival Worker	9.50
28210 - Gate Attendant/Gate Tender	15.60
28310 - Lifeguard	12.31
28350 - Park Attendant (Aide)	17.45
28510 - Recreation Aide/Health Facility Attendant	12.73
28515 - Recreation Specialist	20.78
28630 - Sports Official	13.89
28690 - Swimming Pool Operator	21.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.37
29020 - Hatch Tender	19.37
29030 - Line Handler	19.37
29041 - Stevedore I	18.06
29042 - Stevedore II	20.64
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 20.07
30022 - Archeological Technician II 22.40
30023 - Archeological Technician III 27.75
30030 - Cartographic Technician 27.75
30040 - Civil Engineering Technician 23.51
30051 - Cryogenic Technician I 27.50
30052 - Cryogenic Technician II 30.38
30061 - Drafter/CAD Operator I 20.07
30062 - Drafter/CAD Operator II 22.40
30063 - Drafter/CAD Operator III 24.97
30064 - Drafter/CAD Operator IV 30.73
30081 - Engineering Technician I 17.56
30082 - Engineering Technician II 19.70
30083 - Engineering Technician III 22.03
30084 - Engineering Technician IV 27.30
30085 - Engineering Technician V 33.40
30086 - Engineering Technician VI 40.41
30090 - Environmental Technician 24.83
30095 - Evidence Control Specialist 24.83
30210 - Laboratory Technician 22.34
30221 - Latent Fingerprint Technician I 27.50
30222 - Latent Fingerprint Technician II 30.38
30240 - Mathematical Technician 27.75
30361 - Paralegal/Legal Assistant I 19.44
30362 - Paralegal/Legal Assistant II 24.07
30363 - Paralegal/Legal Assistant III 29.46
30364 - Paralegal/Legal Assistant IV 35.63
30375 - Petroleum Supply Specialist 30.38
30390 - Photo-Optics Technician 27.75
30395 - Radiation Control Technician 30.38
30461 - Technical Writer I 25.09
30462 - Technical Writer II 30.68
30463 - Technical Writer III 37.13
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.50
30502 - Weather Forecaster II 33.45
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.97
30621 - Weather Observer Senior (see 2) 25.23
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.28
31030 - Bus Driver 18.01

31043 - Driver Courier	16.55
31260 - Parking and Lot Attendant	10.77
31290 - Shuttle Bus Driver	18.09
31310 - Taxi Driver	11.61
31361 - Truckdriver Light	18.09
31362 - Truckdriver Medium	19.69
31363 - Truckdriver Heavy	21.04
31364 - Truckdriver Tractor-Trailer	21.04
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.14
99050 - Desk Clerk	9.75
99095 - Embalmer	26.24
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	10.86
99252 - Laboratory Animal Caretaker II	11.87
99260 - Marketing Analyst	27.89
99310 - Mortician	26.24
99410 - Pest Controller	18.98
99510 - Photofinishing Worker	14.89
99710 - Recycling Laborer	15.88
99711 - Recycling Specialist	19.54
99730 - Refuse Collector	14.05
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	13.88
99830 - Survey Party Chief	23.31
99831 - Surveying Aide	13.96
99832 - Surveying Technician	17.89
99840 - Vending Machine Attendant	17.00
99841 - Vending Machine Repairer	20.60
99842 - Vending Machine Repairer Helper	17.00

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5259
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Goliad Victoria

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.81
01012 - Accounting Clerk II		16.62
01013 - Accounting Clerk III		18.60
01020 - Administrative Assistant		24.66
01035 - Court Reporter		17.72
01041 - Customer Service Representative I		11.22
01042 - Customer Service Representative II		12.61
01043 - Customer Service Representative III		13.76
01051 - Data Entry Operator I		13.12
01052 - Data Entry Operator II		14.32
01060 - Dispatcher Motor Vehicle		20.39
01070 - Document Preparation Clerk		14.04
01090 - Duplicating Machine Operator		14.04
01111 - General Clerk I		12.73
01112 - General Clerk II		13.89

01113 - General Clerk III 15.59
01120 - Housing Referral Assistant 20.05
01141 - Messenger Courier 11.45
01191 - Order Clerk I 13.88
01192 - Order Clerk II 15.93
01261 - Personnel Assistant (Employment) I 16.07
01262 - Personnel Assistant (Employment) II 17.98
01263 - Personnel Assistant (Employment) III 20.05
01270 - Production Control Clerk 22.73
01290 - Rental Clerk 14.50
01300 - Scheduler Maintenance 15.96
01311 - Secretary I 15.96
01312 - Secretary II 17.98
01313 - Secretary III 20.05
01320 - Service Order Dispatcher 18.22
01410 - Supply Technician 24.66
01420 - Survey Worker 15.95
01460 - Switchboard Operator/Receptionist 12.97
01531 - Travel Clerk I 11.79
01532 - Travel Clerk II 12.97
01533 - Travel Clerk III 13.88
01611 - Word Processor I 14.04
01612 - Word Processor II 15.76
01613 - Word Processor III 17.64
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.03
05010 - Automotive Electrician 19.13
05040 - Automotive Glass Installer 18.19
05070 - Automotive Worker 18.19
05110 - Mobile Equipment Servicer 16.26
05130 - Motor Equipment Metal Mechanic 20.00
05160 - Motor Equipment Metal Worker 18.19
05190 - Motor Vehicle Mechanic 20.00
05220 - Motor Vehicle Mechanic Helper 15.23
05250 - Motor Vehicle Upholstery Worker 17.20
05280 - Motor Vehicle Wrecker 18.19
05310 - Painter Automotive 19.13
05340 - Radiator Repair Specialist 18.19
05370 - Tire Repairer 14.77
05400 - Transmission Repair Specialist 20.00
07000 - Food Preparation And Service Occupations
07010 - Baker 14.78
07041 - Cook I 11.94
07042 - Cook II 13.36
07070 - Dishwasher 9.20
07130 - Food Service Worker 10.89
07210 - Meat Cutter 15.36
07260 - Waiter/Waitress 8.99
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.75

09040 - Furniture Handler 14.04
09080 - Furniture Refinisher 20.75
09090 - Furniture Refinisher Helper 16.66
09110 - Furniture Repairer Minor 18.66
09130 - Upholsterer 20.75
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.37
11060 - Elevator Operator 11.37
11090 - Gardener 14.68
11122 - Housekeeping Aide 10.98
11150 - Janitor 10.98
11210 - Laborer Grounds Maintenance 11.58
11240 - Maid or Houseman 9.62
11260 - Pruner 10.33
11270 - Tractor Operator 13.74
11330 - Trail Maintenance Worker 11.58
11360 - Window Cleaner 12.27
12000 - Health Occupations
12010 - Ambulance Driver 21.31
12011 - Breath Alcohol Technician 21.31
12012 - Certified Occupational Therapist Assistant 27.56
12015 - Certified Physical Therapist Assistant 33.88
12020 - Dental Assistant 17.61
12025 - Dental Hygienist 36.43
12030 - EKG Technician 27.32
12035 - Electroneurodiagnostic Technologist 27.32
12040 - Emergency Medical Technician 21.31
12071 - Licensed Practical Nurse I 16.50
12072 - Licensed Practical Nurse II 18.46
12073 - Licensed Practical Nurse III 20.58
12100 - Medical Assistant 13.91
12130 - Medical Laboratory Technician 18.24
12160 - Medical Record Clerk 16.24
12190 - Medical Record Technician 18.17
12195 - Medical Transcriptionist 16.12
12210 - Nuclear Medicine Technologist 39.62
12221 - Nursing Assistant I 11.50
12222 - Nursing Assistant II 12.93
12223 - Nursing Assistant III 14.10
12224 - Nursing Assistant IV 15.84
12235 - Optical Dispenser 14.65
12236 - Optical Technician 16.12
12250 - Pharmacy Technician 17.13
12280 - Phlebotomist 16.50
12305 - Radiologic Technologist 30.32
12311 - Registered Nurse I 25.83
12312 - Registered Nurse II 31.60
12313 - Registered Nurse II Specialist 31.60
12314 - Registered Nurse III 38.23
12315 - Registered Nurse III Anesthetist 38.23

12316 - Registered Nurse IV		45.82
12317 - Scheduler (Drug and Alcohol Testing)		26.39
12320 - Substance Abuse Treatment Counselor		20.24
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.49
13012 - Exhibits Specialist II		21.66
13013 - Exhibits Specialist III		26.49
13041 - Illustrator I		17.49
13042 - Illustrator II		21.66
13043 - Illustrator III		26.49
13047 - Librarian		23.99
13050 - Library Aide/Clerk		12.13
13054 - Library Information Technology Systems Administrator		21.66
13058 - Library Technician		17.49
13061 - Media Specialist I		15.63
13062 - Media Specialist II		17.49
13063 - Media Specialist III		19.49
13071 - Photographer I		15.63
13072 - Photographer II		17.49
13073 - Photographer III		21.66
13074 - Photographer IV		26.49
13075 - Photographer V		32.05
13090 - Technical Order Library Clerk		16.93
13110 - Video Teleconference Technician		15.63
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		16.52
14043 - Computer Operator III		18.43
14044 - Computer Operator IV		20.48
14045 - Computer Operator V		22.67
14071 - Computer Programmer I	(see 1)	22.65
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		14.77
14160 - Personal Computer Support Technician		20.48
14170 - System Support Specialist		22.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.25
15020 - Aircrew Training Devices Instructor (Rated)		35.39
15030 - Air Crew Training Devices Instructor (Pilot)		42.42
15050 - Computer Based Training Specialist / Instructor		29.25
15060 - Educational Technologist		29.10
15070 - Flight Instructor (Pilot)		42.42
15080 - Graphic Artist		23.06
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.25

15086 - Maintenance Test Pilot Rotary Wing 42.25
15088 - Non-Maintenance Test/Co-Pilot 42.25
15090 - Technical Instructor 18.85
15095 - Technical Instructor/Course Developer 23.06
15110 - Test Proctor 15.22
15120 - Tutor 15.22
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.83
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.38
16220 - Tailor 11.99
16250 - Washer Machine 9.67
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.93
19040 - Tool And Die Maker 24.77
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.38
21030 - Material Coordinator 23.55
21040 - Material Expediter 23.55
21050 - Material Handling Laborer 14.79
21071 - Order Filler 13.38
21080 - Production Line Worker (Food Processing) 17.38
21110 - Shipping Packer 16.04
21130 - Shipping/Receiving Clerk 16.04
21140 - Store Worker I 14.93
21150 - Stock Clerk 20.44
21210 - Tools And Parts Attendant 17.38
21410 - Warehouse Specialist 17.38
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.10
23019 - Aircraft Logs and Records Technician 21.17
23021 - Aircraft Mechanic I 24.06
23022 - Aircraft Mechanic II 25.10
23023 - Aircraft Mechanic III 26.15
23040 - Aircraft Mechanic Helper 19.17
23050 - Aircraft Painter 20.93
23060 - Aircraft Servicer 21.17
23070 - Aircraft Survival Flight Equipment Technician 20.93
23080 - Aircraft Worker 22.11
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.11
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.06
23110 - Appliance Mechanic 20.93

23120 - Bicycle Repairer 17.64
23125 - Cable Splicer 25.01
23130 - Carpenter Maintenance 19.26
23140 - Carpet Layer 19.90
23160 - Electrician Maintenance 19.38
23181 - Electronics Technician Maintenance I 26.03
23182 - Electronics Technician Maintenance II 27.37
23183 - Electronics Technician Maintenance III 28.61
23260 - Fabric Worker 18.83
23290 - Fire Alarm System Mechanic 21.69
23310 - Fire Extinguisher Repairer 17.80
23311 - Fuel Distribution System Mechanic 24.91
23312 - Fuel Distribution System Operator 20.32
23370 - General Maintenance Worker 18.54
23380 - Ground Support Equipment Mechanic 24.06
23381 - Ground Support Equipment Servicer 21.17
23382 - Ground Support Equipment Worker 22.11
23391 - Gunsmith I 17.80
23392 - Gunsmith II 19.90
23393 - Gunsmith III 21.88
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.18
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.00
23430 - Heavy Equipment Mechanic 24.29
23440 - Heavy Equipment Operator 20.71
23460 - Instrument Mechanic 21.88
23465 - Laboratory/Shelter Mechanic 20.93
23470 - Laborer 14.86
23510 - Locksmith 20.93
23530 - Machinery Maintenance Mechanic 28.17
23550 - Machinist Maintenance 23.27
23580 - Maintenance Trades Helper 16.32
23591 - Metrology Technician I 21.88
23592 - Metrology Technician II 22.82
23593 - Metrology Technician III 23.78
23640 - Millwright 21.88
23710 - Office Appliance Repairer 20.75
23760 - Painter Maintenance 20.50
23790 - Pipefitter Maintenance 22.43
23810 - Plumber Maintenance 21.46
23820 - Pneudraulic Systems Mechanic 21.88
23850 - Rigger 21.88
23870 - Scale Mechanic 19.90
23890 - Sheet-Metal Worker Maintenance 23.54
23910 - Small Engine Mechanic 19.90
23931 - Telecommunications Mechanic I 21.28
23932 - Telecommunications Mechanic II 22.19
23950 - Telephone Lineman 25.42
23960 - Welder Combination Maintenance 22.14

23965 - Well Driller		21.88
23970 - Woodcraft Worker		21.88
23980 - Woodworker		17.80
24000 - Personal Needs Occupations		
24550 - Case Manager		17.77
24570 - Child Care Attendant		8.99
24580 - Child Care Center Clerk		11.21
24610 - Chore Aide		9.86
24620 - Family Readiness And Support Services Coordinator		17.77
24630 - Homemaker		17.77
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.94
25040 - Sewage Plant Operator		20.99
25070 - Stationary Engineer		21.94
25190 - Ventilation Equipment Tender		16.71
25210 - Water Treatment Plant Operator		20.99
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.80
27007 - Baggage Inspector		13.23
27008 - Corrections Officer		24.17
27010 - Court Security Officer		24.17
27030 - Detection Dog Handler		15.33
27040 - Detention Officer		24.17
27070 - Firefighter		24.61
27101 - Guard I		13.23
27102 - Guard II		15.33
27131 - Police Officer I		23.59
27132 - Police Officer II		26.21
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.34
28042 - Carnival Equipment Repairer		12.85
28043 - Carnival Worker		10.10
28210 - Gate Attendant/Gate Tender		15.84
28310 - Lifeguard		14.11
28350 - Park Attendant (Aide)		17.71
28510 - Recreation Aide/Health Facility Attendant		12.93
28515 - Recreation Specialist		21.93
28630 - Sports Official		14.11
28690 - Swimming Pool Operator		16.28
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.08
29020 - Hatch Tender		24.08
29030 - Line Handler		24.08
29041 - Stevedore I		22.78
29042 - Stevedore II		25.32
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		18.17
30022 - Archeological Technician II		20.32
30023 - Archeological Technician III		25.17
30030 - Cartographic Technician		25.17
30040 - Civil Engineering Technician		22.71
30051 - Cryogenic Technician I		21.59
30052 - Cryogenic Technician II		23.85
30061 - Drafter/CAD Operator I		18.17
30062 - Drafter/CAD Operator II		20.32
30063 - Drafter/CAD Operator III		22.67
30064 - Drafter/CAD Operator IV		27.89
30081 - Engineering Technician I		15.64
30082 - Engineering Technician II		17.56
30083 - Engineering Technician III		19.64
30084 - Engineering Technician IV		24.33
30085 - Engineering Technician V		31.55
30086 - Engineering Technician VI		36.00
30090 - Environmental Technician		22.96
30095 - Evidence Control Specialist		19.49
30210 - Laboratory Technician		19.91
30221 - Latent Fingerprint Technician I		21.59
30222 - Latent Fingerprint Technician II		23.85
30240 - Mathematical Technician		25.17
30361 - Paralegal/Legal Assistant I		18.51
30362 - Paralegal/Legal Assistant II		22.93
30363 - Paralegal/Legal Assistant III		28.05
30364 - Paralegal/Legal Assistant IV		33.93
30375 - Petroleum Supply Specialist		23.85
30390 - Photo-Optics Technician		24.33
30395 - Radiation Control Technician		23.85
30461 - Technical Writer I		25.17
30462 - Technical Writer II		30.80
30463 - Technical Writer III		37.26
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.89
30502 - Weather Forecaster II		33.92
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.67
30621 - Weather Observer Senior	(see 2)	24.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.50
31030 - Bus Driver		20.78
31043 - Driver Courier		14.58
31260 - Parking and Lot Attendant		13.83
31290 - Shuttle Bus Driver		15.57

31310 - Taxi Driver	13.59
31361 - Truckdriver Light	15.57
31362 - Truckdriver Medium	16.47
31363 - Truckdriver Heavy	21.97
31364 - Truckdriver Tractor-Trailer	21.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.28
99050 - Desk Clerk	10.35
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.16
99252 - Laboratory Animal Caretaker II	15.93
99260 - Marketing Analyst	23.85
99310 - Mortician	25.35
99410 - Pest Controller	24.75
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.46
99711 - Recycling Specialist	23.09
99730 - Refuse Collector	17.36
99810 - Sales Clerk	10.99
99820 - School Crossing Guard	16.05
99830 - Survey Party Chief	20.52
99831 - Surveying Aide	13.79
99832 - Surveying Technician	16.97
99840 - Vending Machine Attendant	17.42
99841 - Vending Machine Repairer	20.13
99842 - Vending Machine Repairer Helper	17.42

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5260
Revision No.: 12
Date Of Last Revision: 06/29/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Goliad Victoria

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.81
01012 - Accounting Clerk II		16.62
01013 - Accounting Clerk III		18.60
01020 - Administrative Assistant		24.66
01035 - Court Reporter		17.72
01041 - Customer Service Representative I		11.22
01042 - Customer Service Representative II		12.61
01043 - Customer Service Representative III		13.76
01051 - Data Entry Operator I		13.12
01052 - Data Entry Operator II		14.32
01060 - Dispatcher Motor Vehicle		20.39
01070 - Document Preparation Clerk		14.04

01090 - Duplicating Machine Operator	14.04
01111 - General Clerk I	12.73
01112 - General Clerk II	13.89
01113 - General Clerk III	15.59
01120 - Housing Referral Assistant	20.05
01141 - Messenger Courier	11.45
01191 - Order Clerk I	13.88
01192 - Order Clerk II	15.93
01261 - Personnel Assistant (Employment) I	16.07
01262 - Personnel Assistant (Employment) II	17.98
01263 - Personnel Assistant (Employment) III	20.05
01270 - Production Control Clerk	22.73
01290 - Rental Clerk	14.50
01300 - Scheduler Maintenance	15.96
01311 - Secretary I	15.96
01312 - Secretary II	17.98
01313 - Secretary III	20.05
01320 - Service Order Dispatcher	18.22
01410 - Supply Technician	24.66
01420 - Survey Worker	15.95
01460 - Switchboard Operator/Receptionist	12.97
01531 - Travel Clerk I	11.79
01532 - Travel Clerk II	12.97
01533 - Travel Clerk III	13.88
01611 - Word Processor I	14.04
01612 - Word Processor II	15.76
01613 - Word Processor III	17.64
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.03
05010 - Automotive Electrician	19.13
05040 - Automotive Glass Installer	18.19
05070 - Automotive Worker	18.19
05110 - Mobile Equipment Servicer	16.26
05130 - Motor Equipment Metal Mechanic	20.00
05160 - Motor Equipment Metal Worker	18.19
05190 - Motor Vehicle Mechanic	20.00
05220 - Motor Vehicle Mechanic Helper	15.23
05250 - Motor Vehicle Upholstery Worker	17.20
05280 - Motor Vehicle Wrecker	18.19
05310 - Painter Automotive	19.13
05340 - Radiator Repair Specialist	18.19
05370 - Tire Repairer	14.77
05400 - Transmission Repair Specialist	20.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.78
07041 - Cook I	11.94
07042 - Cook II	13.36
07070 - Dishwasher	9.20
07130 - Food Service Worker	10.89
07210 - Meat Cutter	15.36

07260 - Waiter/Waitress	8.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.75
09040 - Furniture Handler	14.04
09080 - Furniture Refinisher	20.75
09090 - Furniture Refinisher Helper	16.66
09110 - Furniture Repairer Minor	18.66
09130 - Upholsterer	20.75
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.37
11060 - Elevator Operator	11.37
11090 - Gardener	14.68
11122 - Housekeeping Aide	10.98
11150 - Janitor	10.98
11210 - Laborer Grounds Maintenance	11.58
11240 - Maid or Houseman	9.62
11260 - Pruner	10.33
11270 - Tractor Operator	13.74
11330 - Trail Maintenance Worker	11.58
11360 - Window Cleaner	12.27
12000 - Health Occupations	
12010 - Ambulance Driver	21.31
12011 - Breath Alcohol Technician	21.31
12012 - Certified Occupational Therapist Assistant	27.56
12015 - Certified Physical Therapist Assistant	33.88
12020 - Dental Assistant	17.61
12025 - Dental Hygienist	36.43
12030 - EKG Technician	27.32
12035 - Electroneurodiagnostic Technologist	27.32
12040 - Emergency Medical Technician	21.31
12071 - Licensed Practical Nurse I	16.50
12072 - Licensed Practical Nurse II	18.46
12073 - Licensed Practical Nurse III	20.58
12100 - Medical Assistant	13.91
12130 - Medical Laboratory Technician	18.24
12160 - Medical Record Clerk	16.24
12190 - Medical Record Technician	18.17
12195 - Medical Transcriptionist	16.12
12210 - Nuclear Medicine Technologist	39.62
12221 - Nursing Assistant I	11.50
12222 - Nursing Assistant II	12.93
12223 - Nursing Assistant III	14.10
12224 - Nursing Assistant IV	15.84
12235 - Optical Dispenser	14.65
12236 - Optical Technician	16.12
12250 - Pharmacy Technician	17.13
12280 - Phlebotomist	16.50
12305 - Radiologic Technologist	30.32
12311 - Registered Nurse I	25.83
12312 - Registered Nurse II	31.60

12313 - Registered Nurse II Specialist		31.60
12314 - Registered Nurse III		38.23
12315 - Registered Nurse III Anesthetist		38.23
12316 - Registered Nurse IV		45.82
12317 - Scheduler (Drug and Alcohol Testing)		26.39
12320 - Substance Abuse Treatment Counselor		20.24
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.49
13012 - Exhibits Specialist II		21.66
13013 - Exhibits Specialist III		26.49
13041 - Illustrator I		17.49
13042 - Illustrator II		21.66
13043 - Illustrator III		26.49
13047 - Librarian		23.99
13050 - Library Aide/Clerk		12.13
13054 - Library Information Technology Systems Administrator		21.66
13058 - Library Technician		17.49
13061 - Media Specialist I		15.63
13062 - Media Specialist II		17.49
13063 - Media Specialist III		19.49
13071 - Photographer I		15.63
13072 - Photographer II		17.49
13073 - Photographer III		21.66
13074 - Photographer IV		26.49
13075 - Photographer V		32.05
13090 - Technical Order Library Clerk		16.93
13110 - Video Teleconference Technician		15.63
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		16.52
14043 - Computer Operator III		18.43
14044 - Computer Operator IV		20.48
14045 - Computer Operator V		22.67
14071 - Computer Programmer I	(see 1)	22.65
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		14.77
14160 - Personal Computer Support Technician		20.48
14170 - System Support Specialist		22.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.25
15020 - Aircrew Training Devices Instructor (Rated)		35.39
15030 - Air Crew Training Devices Instructor (Pilot)		42.42
15050 - Computer Based Training Specialist / Instructor		29.25
15060 - Educational Technologist		29.10

15070 - Flight Instructor (Pilot) 42.42
15080 - Graphic Artist 23.06
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.25
15086 - Maintenance Test Pilot Rotary Wing 42.25
15088 - Non-Maintenance Test/Co-Pilot 42.25
15090 - Technical Instructor 18.85
15095 - Technical Instructor/Course Developer 23.06
15110 - Test Proctor 15.22
15120 - Tutor 15.22
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.83
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.38
16220 - Tailor 11.99
16250 - Washer Machine 9.67
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.93
19040 - Tool And Die Maker 24.77
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.38
21030 - Material Coordinator 23.55
21040 - Material Expediter 23.55
21050 - Material Handling Laborer 14.79
21071 - Order Filler 13.38
21080 - Production Line Worker (Food Processing) 17.38
21110 - Shipping Packer 16.04
21130 - Shipping/Receiving Clerk 16.04
21140 - Store Worker I 14.93
21150 - Stock Clerk 20.44
21210 - Tools And Parts Attendant 17.38
21410 - Warehouse Specialist 17.38
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.10
23019 - Aircraft Logs and Records Technician 21.17
23021 - Aircraft Mechanic I 24.06
23022 - Aircraft Mechanic II 25.10
23023 - Aircraft Mechanic III 26.15
23040 - Aircraft Mechanic Helper 19.17
23050 - Aircraft Painter 20.93
23060 - Aircraft Servicer 21.17
23070 - Aircraft Survival Flight Equipment Technician 20.93
23080 - Aircraft Worker 22.11
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.11

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.06
23110 - Appliance Mechanic 20.93
23120 - Bicycle Repairer 17.64
23125 - Cable Splicer 25.01
23130 - Carpenter Maintenance 19.26
23140 - Carpet Layer 19.90
23160 - Electrician Maintenance 19.38
23181 - Electronics Technician Maintenance I 26.03
23182 - Electronics Technician Maintenance II 27.37
23183 - Electronics Technician Maintenance III 28.61
23260 - Fabric Worker 18.83
23290 - Fire Alarm System Mechanic 21.69
23310 - Fire Extinguisher Repairer 17.80
23311 - Fuel Distribution System Mechanic 24.91
23312 - Fuel Distribution System Operator 20.32
23370 - General Maintenance Worker 18.54
23380 - Ground Support Equipment Mechanic 24.06
23381 - Ground Support Equipment Servicer 21.17
23382 - Ground Support Equipment Worker 22.11
23391 - Gunsmith I 17.80
23392 - Gunsmith II 19.90
23393 - Gunsmith III 21.88
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.18
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.00
23430 - Heavy Equipment Mechanic 24.29
23440 - Heavy Equipment Operator 20.71
23460 - Instrument Mechanic 21.88
23465 - Laboratory/Shelter Mechanic 20.93
23470 - Laborer 14.86
23510 - Locksmith 20.93
23530 - Machinery Maintenance Mechanic 28.17
23550 - Machinist Maintenance 23.27
23580 - Maintenance Trades Helper 16.32
23591 - Metrology Technician I 21.88
23592 - Metrology Technician II 22.82
23593 - Metrology Technician III 23.78
23640 - Millwright 21.88
23710 - Office Appliance Repairer 20.75
23760 - Painter Maintenance 20.50
23790 - Pipefitter Maintenance 22.43
23810 - Plumber Maintenance 21.46
23820 - Pneudraulic Systems Mechanic 21.88
23850 - Rigger 21.88
23870 - Scale Mechanic 19.90
23890 - Sheet-Metal Worker Maintenance 23.54
23910 - Small Engine Mechanic 19.90
23931 - Telecommunications Mechanic I 21.28

23932 - Telecommunications Mechanic II 22.19
23950 - Telephone Lineman 25.42
23960 - Welder Combination Maintenance 22.14
23965 - Well Driller 21.88
23970 - Woodcraft Worker 21.88
23980 - Woodworker 17.80
24000 - Personal Needs Occupations
24550 - Case Manager 17.77
24570 - Child Care Attendant 8.99
24580 - Child Care Center Clerk 11.21
24610 - Chore Aide 9.86
24620 - Family Readiness And Support Services Coordinator 17.77
24630 - Homemaker 17.77
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.94
25040 - Sewage Plant Operator 20.99
25070 - Stationary Engineer 21.94
25190 - Ventilation Equipment Tender 16.71
25210 - Water Treatment Plant Operator 20.99
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.80
27007 - Baggage Inspector 13.23
27008 - Corrections Officer 24.17
27010 - Court Security Officer 24.17
27030 - Detection Dog Handler 15.33
27040 - Detention Officer 24.17
27070 - Firefighter 24.61
27101 - Guard I 13.23
27102 - Guard II 15.33
27131 - Police Officer I 23.59
27132 - Police Officer II 26.21
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.34
28042 - Carnival Equipment Repairer 12.85
28043 - Carnival Worker 10.10
28210 - Gate Attendant/Gate Tender 15.84
28310 - Lifeguard 14.11
28350 - Park Attendant (Aide) 17.71
28510 - Recreation Aide/Health Facility Attendant 12.93
28515 - Recreation Specialist 21.93
28630 - Sports Official 14.11
28690 - Swimming Pool Operator 16.28
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.08
29020 - Hatch Tender 24.08
29030 - Line Handler 24.08
29041 - Stevedore I 22.78
29042 - Stevedore II 25.32
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.17
30022 - Archeological Technician II 20.32
30023 - Archeological Technician III 25.17
30030 - Cartographic Technician 25.17
30040 - Civil Engineering Technician 22.71
30051 - Cryogenic Technician I 21.59
30052 - Cryogenic Technician II 23.85
30061 - Drafter/CAD Operator I 18.17
30062 - Drafter/CAD Operator II 20.32
30063 - Drafter/CAD Operator III 22.67
30064 - Drafter/CAD Operator IV 27.89
30081 - Engineering Technician I 15.64
30082 - Engineering Technician II 17.56
30083 - Engineering Technician III 19.64
30084 - Engineering Technician IV 24.33
30085 - Engineering Technician V 31.55
30086 - Engineering Technician VI 36.00
30090 - Environmental Technician 22.96
30095 - Evidence Control Specialist 19.49
30210 - Laboratory Technician 19.91
30221 - Latent Fingerprint Technician I 21.59
30222 - Latent Fingerprint Technician II 23.85
30240 - Mathematical Technician 25.17
30361 - Paralegal/Legal Assistant I 18.51
30362 - Paralegal/Legal Assistant II 22.93
30363 - Paralegal/Legal Assistant III 28.05
30364 - Paralegal/Legal Assistant IV 33.93
30375 - Petroleum Supply Specialist 23.85
30390 - Photo-Optics Technician 24.33
30395 - Radiation Control Technician 23.85
30461 - Technical Writer I 25.17
30462 - Technical Writer II 30.80
30463 - Technical Writer III 37.26
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.89
30502 - Weather Forecaster II 33.92
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.67
30621 - Weather Observer Senior (see 2) 24.33
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.50
31030 - Bus Driver 20.78

31043 - Driver Courier	14.58
31260 - Parking and Lot Attendant	13.83
31290 - Shuttle Bus Driver	15.57
31310 - Taxi Driver	13.59
31361 - Truckdriver Light	15.57
31362 - Truckdriver Medium	16.47
31363 - Truckdriver Heavy	21.97
31364 - Truckdriver Tractor-Trailer	21.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.28
99050 - Desk Clerk	10.35
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.16
99252 - Laboratory Animal Caretaker II	15.93
99260 - Marketing Analyst	23.85
99310 - Mortician	25.35
99410 - Pest Controller	24.75
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.46
99711 - Recycling Specialist	23.09
99730 - Refuse Collector	17.36
99810 - Sales Clerk	10.99
99820 - School Crossing Guard	16.05
99830 - Survey Party Chief	20.52
99831 - Surveying Aide	13.79
99832 - Surveying Technician	16.97
99840 - Vending Machine Attendant	17.42
99841 - Vending Machine Repairer	20.13
99842 - Vending Machine Repairer Helper	17.42

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5261
Revision No.: 13
Date Of Last Revision: 04/07/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Falls McLennan

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.19
01012 - Accounting Clerk II		15.94
01013 - Accounting Clerk III		17.82
01020 - Administrative Assistant		24.03
01035 - Court Reporter		18.14
01041 - Customer Service Representative I		12.40
01042 - Customer Service Representative II		13.54
01043 - Customer Service Representative III		15.21
01051 - Data Entry Operator I		14.01
01052 - Data Entry Operator II		15.28
01060 - Dispatcher Motor Vehicle		17.08
01070 - Document Preparation Clerk		16.73
01090 - Duplicating Machine Operator		16.73
01111 - General Clerk I		12.73
01112 - General Clerk II		13.89

01113 - General Clerk III 15.60
01120 - Housing Referral Assistant 20.22
01141 - Messenger Courier 14.09
01191 - Order Clerk I 17.79
01192 - Order Clerk II 19.41
01261 - Personnel Assistant (Employment) I 16.72
01262 - Personnel Assistant (Employment) II 18.70
01263 - Personnel Assistant (Employment) III 20.84
01270 - Production Control Clerk 20.26
01290 - Rental Clerk 13.61
01300 - Scheduler Maintenance 16.22
01311 - Secretary I 16.22
01312 - Secretary II 18.14
01313 - Secretary III 20.22
01320 - Service Order Dispatcher 15.13
01410 - Supply Technician 24.03
01420 - Survey Worker 16.18
01460 - Switchboard Operator/Receptionist 13.75
01531 - Travel Clerk I 14.07
01532 - Travel Clerk II 15.42
01533 - Travel Clerk III 16.70
01611 - Word Processor I 14.44
01612 - Word Processor II 16.22
01613 - Word Processor III 18.14
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.01
05010 - Automotive Electrician 19.52
05040 - Automotive Glass Installer 18.26
05070 - Automotive Worker 18.26
05110 - Mobile Equipment Servicer 15.72
05130 - Motor Equipment Metal Mechanic 20.79
05160 - Motor Equipment Metal Worker 18.26
05190 - Motor Vehicle Mechanic 20.79
05220 - Motor Vehicle Mechanic Helper 14.45
05250 - Motor Vehicle Upholstery Worker 16.98
05280 - Motor Vehicle Wrecker 18.26
05310 - Painter Automotive 19.52
05340 - Radiator Repair Specialist 18.26
05370 - Tire Repairer 15.08
05400 - Transmission Repair Specialist 20.79
07000 - Food Preparation And Service Occupations
07010 - Baker 13.09
07041 - Cook I 11.36
07042 - Cook II 13.19
07070 - Dishwasher 10.97
07130 - Food Service Worker 11.47
07210 - Meat Cutter 16.66
07260 - Waiter/Waitress 9.11
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 15.59

09040 - Furniture Handler 10.15
09080 - Furniture Refinisher 15.59
09090 - Furniture Refinisher Helper 11.99
09110 - Furniture Repairer Minor 13.82
09130 - Upholsterer 15.59
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.85
11060 - Elevator Operator 11.49
11090 - Gardener 17.20
11122 - Housekeeping Aide 11.49
11150 - Janitor 11.49
11210 - Laborer Grounds Maintenance 13.20
11240 - Maid or Houseman 10.21
11260 - Pruner 11.69
11270 - Tractor Operator 15.82
11330 - Trail Maintenance Worker 13.20
11360 - Window Cleaner 12.97
12000 - Health Occupations
12010 - Ambulance Driver 20.76
12011 - Breath Alcohol Technician 20.76
12012 - Certified Occupational Therapist Assistant 30.65
12015 - Certified Physical Therapist Assistant 34.71
12020 - Dental Assistant 16.78
12025 - Dental Hygienist 35.84
12030 - EKG Technician 31.46
12035 - Electroneurodiagnostic Technologist 31.46
12040 - Emergency Medical Technician 20.76
12071 - Licensed Practical Nurse I 18.57
12072 - Licensed Practical Nurse II 20.76
12073 - Licensed Practical Nurse III 23.14
12100 - Medical Assistant 15.43
12130 - Medical Laboratory Technician 25.74
12160 - Medical Record Clerk 16.56
12190 - Medical Record Technician 18.53
12195 - Medical Transcriptionist 18.57
12210 - Nuclear Medicine Technologist 45.62
12221 - Nursing Assistant I 11.47
12222 - Nursing Assistant II 12.89
12223 - Nursing Assistant III 14.07
12224 - Nursing Assistant IV 15.80
12235 - Optical Dispenser 13.82
12236 - Optical Technician 18.57
12250 - Pharmacy Technician 18.39
12280 - Phlebotomist 17.92
12305 - Radiologic Technologist 29.29
12311 - Registered Nurse I 22.06
12312 - Registered Nurse II 26.98
12313 - Registered Nurse II Specialist 26.98
12314 - Registered Nurse III 32.65
12315 - Registered Nurse III Anesthetist 32.65

12316 - Registered Nurse IV		39.13
12317 - Scheduler (Drug and Alcohol Testing)		25.71
12320 - Substance Abuse Treatment Counselor		25.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.51
13012 - Exhibits Specialist II		25.40
13013 - Exhibits Specialist III		31.07
13041 - Illustrator I		20.51
13042 - Illustrator II		25.40
13043 - Illustrator III		31.07
13047 - Librarian		28.13
13050 - Library Aide/Clerk		11.97
13054 - Library Information Technology Systems Administrator		25.40
13058 - Library Technician		20.51
13061 - Media Specialist I		18.32
13062 - Media Specialist II		20.51
13063 - Media Specialist III		22.86
13071 - Photographer I		17.88
13072 - Photographer II		20.00
13073 - Photographer III		24.77
13074 - Photographer IV		30.30
13075 - Photographer V		36.66
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		18.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.21
14042 - Computer Operator II		20.36
14043 - Computer Operator III		22.69
14044 - Computer Operator IV		25.22
14045 - Computer Operator V		27.93
14071 - Computer Programmer I	(see 1)	20.12
14072 - Computer Programmer II	(see 1)	24.52
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.20
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.27
14160 - Personal Computer Support Technician		24.22
14170 - System Support Specialist		32.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.20
15020 - Aircrew Training Devices Instructor (Rated)		32.53
15030 - Air Crew Training Devices Instructor (Pilot)		38.99
15050 - Computer Based Training Specialist / Instructor		27.20
15060 - Educational Technologist		31.07
15070 - Flight Instructor (Pilot)		38.99
15080 - Graphic Artist		20.87
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.36

15086 - Maintenance Test Pilot Rotary Wing 41.36
15088 - Non-Maintenance Test/Co-Pilot 41.36
15090 - Technical Instructor 23.85
15095 - Technical Instructor/Course Developer 29.18
15110 - Test Proctor 19.37
15120 - Tutor 19.37
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.61
16030 - Counter Attendant 9.61
16040 - Dry Cleaner 13.00
16070 - Finisher Flatwork Machine 9.61
16090 - Presser Hand 9.61
16110 - Presser Machine Drycleaning 9.61
16130 - Presser Machine Shirts 9.61
16160 - Presser Machine Wearing Apparel Laundry 9.61
16190 - Sewing Machine Operator 14.16
16220 - Tailor 15.29
16250 - Washer Machine 10.98
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.17
19040 - Tool And Die Maker 25.28
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.60
21030 - Material Coordinator 20.26
21040 - Material Expediter 20.26
21050 - Material Handling Laborer 13.25
21071 - Order Filler 15.00
21080 - Production Line Worker (Food Processing) 16.60
21110 - Shipping Packer 15.64
21130 - Shipping/Receiving Clerk 15.64
21140 - Store Worker I 10.68
21150 - Stock Clerk 15.26
21210 - Tools And Parts Attendant 16.60
21410 - Warehouse Specialist 16.60
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.13
23019 - Aircraft Logs and Records Technician 22.21
23021 - Aircraft Mechanic I 27.39
23022 - Aircraft Mechanic II 29.13
23023 - Aircraft Mechanic III 30.83
23040 - Aircraft Mechanic Helper 18.90
23050 - Aircraft Painter 25.51
23060 - Aircraft Servicer 22.21
23070 - Aircraft Survival Flight Equipment Technician 25.51
23080 - Aircraft Worker 23.87
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.87
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.39
23110 - Appliance Mechanic 20.24

23120 - Bicycle Repairer	16.31
23125 - Cable Splicer	27.25
23130 - Carpenter Maintenance	17.93
23140 - Carpet Layer	18.94
23160 - Electrician Maintenance	24.28
23181 - Electronics Technician Maintenance I	25.69
23182 - Electronics Technician Maintenance II	27.45
23183 - Electronics Technician Maintenance III	29.77
23260 - Fabric Worker	17.62
23290 - Fire Alarm System Mechanic	21.93
23310 - Fire Extinguisher Repairer	16.31
23311 - Fuel Distribution System Mechanic	26.79
23312 - Fuel Distribution System Operator	20.27
23370 - General Maintenance Worker	17.11
23380 - Ground Support Equipment Mechanic	27.39
23381 - Ground Support Equipment Servicer	22.21
23382 - Ground Support Equipment Worker	23.87
23391 - Gunsmith I	16.31
23392 - Gunsmith II	18.94
23393 - Gunsmith III	21.57
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.36
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.58
23430 - Heavy Equipment Mechanic	23.01
23440 - Heavy Equipment Operator	19.90
23460 - Instrument Mechanic	21.57
23465 - Laboratory/Shelter Mechanic	20.24
23470 - Laborer	13.25
23510 - Locksmith	20.02
23530 - Machinery Maintenance Mechanic	22.91
23550 - Machinist Maintenance	21.12
23580 - Maintenance Trades Helper	15.34
23591 - Metrology Technician I	21.57
23592 - Metrology Technician II	22.92
23593 - Metrology Technician III	24.32
23640 - Millwright	21.57
23710 - Office Appliance Repairer	20.57
23760 - Painter Maintenance	17.15
23790 - Pipefitter Maintenance	24.43
23810 - Plumber Maintenance	22.94
23820 - Pneudraulic Systems Mechanic	21.57
23850 - Rigger	21.57
23870 - Scale Mechanic	18.94
23890 - Sheet-Metal Worker Maintenance	18.61
23910 - Small Engine Mechanic	18.94
23931 - Telecommunications Mechanic I	26.38
23932 - Telecommunications Mechanic II	32.26
23950 - Telephone Lineman	25.92
23960 - Welder Combination Maintenance	18.79

23965 - Well Driller		21.57
23970 - Woodcraft Worker		21.57
23980 - Woodworker		16.31
24000 - Personal Needs Occupations		
24550 - Case Manager		16.87
24570 - Child Care Attendant		9.80
24580 - Child Care Center Clerk		12.23
24610 - Chore Aide		10.74
24620 - Family Readiness And Support Services Coordinator		16.87
24630 - Homemaker		16.87
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.57
25040 - Sewage Plant Operator		20.70
25070 - Stationary Engineer		21.57
25190 - Ventilation Equipment Tender		15.00
25210 - Water Treatment Plant Operator		20.70
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.47
27007 - Baggage Inspector		14.62
27008 - Corrections Officer		21.67
27010 - Court Security Officer		27.06
27030 - Detection Dog Handler		17.06
27040 - Detention Officer		21.67
27070 - Firefighter		27.56
27101 - Guard I		14.62
27102 - Guard II		17.06
27131 - Police Officer I		26.83
27132 - Police Officer II		29.82
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.88
28042 - Carnival Equipment Repairer		15.00
28043 - Carnival Worker		10.09
28210 - Gate Attendant/Gate Tender		16.94
28310 - Lifeguard		15.09
28350 - Park Attendant (Aide)		18.95
28510 - Recreation Aide/Health Facility Attendant		13.45
28515 - Recreation Specialist		22.83
28630 - Sports Official		15.09
28690 - Swimming Pool Operator		17.42
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.84
29020 - Hatch Tender		22.66
29030 - Line Handler		22.66
29041 - Stevedore I		21.08
29042 - Stevedore II		24.22
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.59

30021 - Archeological Technician I		17.70
30022 - Archeological Technician II		19.81
30023 - Archeological Technician III		24.53
30030 - Cartographic Technician		24.53
30040 - Civil Engineering Technician		21.12
30051 - Cryogenic Technician I		27.17
30052 - Cryogenic Technician II		30.01
30061 - Drafter/CAD Operator I		17.70
30062 - Drafter/CAD Operator II		19.81
30063 - Drafter/CAD Operator III		22.08
30064 - Drafter/CAD Operator IV		27.17
30081 - Engineering Technician I		15.46
30082 - Engineering Technician II		18.07
30083 - Engineering Technician III		20.24
30084 - Engineering Technician IV		26.53
30085 - Engineering Technician V		31.84
30086 - Engineering Technician VI		36.70
30090 - Environmental Technician		24.53
30095 - Evidence Control Specialist		24.53
30210 - Laboratory Technician		22.08
30221 - Latent Fingerprint Technician I		27.17
30222 - Latent Fingerprint Technician II		30.01
30240 - Mathematical Technician		24.53
30361 - Paralegal/Legal Assistant I		18.35
30362 - Paralegal/Legal Assistant II		22.73
30363 - Paralegal/Legal Assistant III		27.80
30364 - Paralegal/Legal Assistant IV		33.65
30375 - Petroleum Supply Specialist		30.01
30390 - Photo-Optics Technician		24.19
30395 - Radiation Control Technician		30.01
30461 - Technical Writer I		24.06
30462 - Technical Writer II		29.44
30463 - Technical Writer III		35.61
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		27.17
30502 - Weather Forecaster II		33.05
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.08
30621 - Weather Observer Senior	(see 2)	24.53
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.87
31030 - Bus Driver		19.75
31043 - Driver Courier		14.08
31260 - Parking and Lot Attendant		12.30
31290 - Shuttle Bus Driver		13.92

31310 - Taxi Driver	12.98
31361 - Truckdriver Light	15.31
31362 - Truckdriver Medium	17.74
31363 - Truckdriver Heavy	21.23
31364 - Truckdriver Tractor-Trailer	21.23
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.92
99050 - Desk Clerk	10.59
99095 - Embalmer	25.35
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.86
99252 - Laboratory Animal Caretaker II	14.05
99260 - Marketing Analyst	33.05
99310 - Mortician	25.35
99410 - Pest Controller	20.52
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.76
99711 - Recycling Specialist	24.02
99730 - Refuse Collector	17.50
99810 - Sales Clerk	11.51
99820 - School Crossing Guard	11.70
99830 - Survey Party Chief	23.36
99831 - Surveying Aide	14.59
99832 - Surveying Technician	19.97
99840 - Vending Machine Attendant	16.72
99841 - Vending Machine Repairer	21.12
99842 - Vending Machine Repairer Helper	16.72

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5262
Revision No.: 12
Date Of Last Revision: 06/29/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Falls McLennan

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.64
01012 - Accounting Clerk II		15.32
01013 - Accounting Clerk III		17.14
01020 - Administrative Assistant		23.85
01035 - Court Reporter		16.90
01041 - Customer Service Representative I		11.27
01042 - Customer Service Representative II		12.68
01043 - Customer Service Representative III		13.83
01051 - Data Entry Operator I		14.01
01052 - Data Entry Operator II		15.28
01060 - Dispatcher Motor Vehicle		17.08
01070 - Document Preparation Clerk		16.73

01090 - Duplicating Machine Operator 16.73
01111 - General Clerk I 12.65
01112 - General Clerk II 13.80
01113 - General Clerk III 15.49
01120 - Housing Referral Assistant 18.84
01141 - Messenger Courier 13.40
01191 - Order Clerk I 17.79
01192 - Order Clerk II 19.41
01261 - Personnel Assistant (Employment) I 15.67
01262 - Personnel Assistant (Employment) II 17.53
01263 - Personnel Assistant (Employment) III 19.55
01270 - Production Control Clerk 20.26
01290 - Rental Clerk 13.10
01300 - Scheduler Maintenance 15.10
01311 - Secretary I 15.10
01312 - Secretary II 16.90
01313 - Secretary III 18.84
01320 - Service Order Dispatcher 15.13
01410 - Supply Technician 23.85
01420 - Survey Worker 14.71
01460 - Switchboard Operator/Receptionist 12.81
01531 - Travel Clerk I 13.55
01532 - Travel Clerk II 14.84
01533 - Travel Clerk III 16.09
01611 - Word Processor I 13.45
01612 - Word Processor II 15.10
01613 - Word Processor III 16.90
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.99
05010 - Automotive Electrician 17.89
05040 - Automotive Glass Installer 16.74
05070 - Automotive Worker 16.74
05110 - Mobile Equipment Servicer 14.41
05130 - Motor Equipment Metal Mechanic 19.05
05160 - Motor Equipment Metal Worker 16.74
05190 - Motor Vehicle Mechanic 19.05
05220 - Motor Vehicle Mechanic Helper 13.26
05250 - Motor Vehicle Upholstery Worker 15.57
05280 - Motor Vehicle Wrecker 16.74
05310 - Painter Automotive 17.89
05340 - Radiator Repair Specialist 16.74
05370 - Tire Repairer 15.08
05400 - Transmission Repair Specialist 19.05
07000 - Food Preparation And Service Occupations
07010 - Baker 12.07
07041 - Cook I 11.09
07042 - Cook II 12.88
07070 - Dishwasher 10.66
07130 - Food Service Worker 10.77
07210 - Meat Cutter 15.58

07260 - Waiter/Waitress	9.11
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.59
09040 - Furniture Handler	10.15
09080 - Furniture Refinisher	15.59
09090 - Furniture Refinisher Helper	11.99
09110 - Furniture Repairer Minor	13.82
09130 - Upholsterer	15.59
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.46
11060 - Elevator Operator	11.24
11090 - Gardener	15.64
11122 - Housekeeping Aide	11.24
11150 - Janitor	11.24
11210 - Laborer Grounds Maintenance	12.00
11240 - Maid or Houseman	9.47
11260 - Pruner	10.63
11270 - Tractor Operator	14.38
11330 - Trail Maintenance Worker	12.00
11360 - Window Cleaner	12.68
12000 - Health Occupations	
12010 - Ambulance Driver	20.05
12011 - Breath Alcohol Technician	20.05
12012 - Certified Occupational Therapist Assistant	30.65
12015 - Certified Physical Therapist Assistant	34.71
12020 - Dental Assistant	16.78
12025 - Dental Hygienist	34.95
12030 - EKG Technician	30.37
12035 - Electroneurodiagnostic Technologist	30.37
12040 - Emergency Medical Technician	20.05
12071 - Licensed Practical Nurse I	18.15
12072 - Licensed Practical Nurse II	20.31
12073 - Licensed Practical Nurse III	22.63
12100 - Medical Assistant	15.43
12130 - Medical Laboratory Technician	23.40
12160 - Medical Record Clerk	15.08
12190 - Medical Record Technician	17.09
12195 - Medical Transcriptionist	18.15
12210 - Nuclear Medicine Technologist	44.61
12221 - Nursing Assistant I	11.10
12222 - Nursing Assistant II	12.48
12223 - Nursing Assistant III	13.61
12224 - Nursing Assistant IV	15.28
12235 - Optical Dispenser	13.82
12236 - Optical Technician	18.15
12250 - Pharmacy Technician	17.37
12280 - Phlebotomist	17.92
12305 - Radiologic Technologist	28.12
12311 - Registered Nurse I	21.17
12312 - Registered Nurse II	25.90

12313 - Registered Nurse II Specialist		25.90
12314 - Registered Nurse III		31.34
12315 - Registered Nurse III Anesthetist		31.34
12316 - Registered Nurse IV		37.56
12317 - Scheduler (Drug and Alcohol Testing)		24.83
12320 - Substance Abuse Treatment Counselor		25.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.00
13012 - Exhibits Specialist II		24.77
13013 - Exhibits Specialist III		30.30
13041 - Illustrator I		20.00
13042 - Illustrator II		24.77
13043 - Illustrator III		30.30
13047 - Librarian		27.44
13050 - Library Aide/Clerk		11.97
13054 - Library Information Technology Systems Administrator		24.77
13058 - Library Technician		20.00
13061 - Media Specialist I		17.88
13062 - Media Specialist II		20.00
13063 - Media Specialist III		22.29
13071 - Photographer I		17.88
13072 - Photographer II		20.00
13073 - Photographer III		24.77
13074 - Photographer IV		30.30
13075 - Photographer V		36.66
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		17.88
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.27
14042 - Computer Operator II		19.33
14043 - Computer Operator III		21.87
14044 - Computer Operator IV		24.22
14045 - Computer Operator V		26.82
14071 - Computer Programmer I	(see 1)	20.12
14072 - Computer Programmer II	(see 1)	24.52
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.20
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.70
14160 - Personal Computer Support Technician		22.02
14170 - System Support Specialist		32.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.20
15020 - Aircrew Training Devices Instructor (Rated)		32.52
15030 - Air Crew Training Devices Instructor (Pilot)		38.97
15050 - Computer Based Training Specialist / Instructor		27.20
15060 - Educational Technologist		31.07

15070 - Flight Instructor (Pilot) 38.97
15080 - Graphic Artist 19.13
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.36
15086 - Maintenance Test Pilot Rotary Wing 41.36
15088 - Non-Maintenance Test/Co-Pilot 41.36
15090 - Technical Instructor 21.68
15095 - Technical Instructor/Course Developer 26.53
15110 - Test Proctor 17.61
15120 - Tutor 17.61
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.31
16030 - Counter Attendant 9.31
16040 - Dry Cleaner 12.60
16070 - Finisher Flatwork Machine 9.31
16090 - Presser Hand 9.31
16110 - Presser Machine Drycleaning 9.31
16130 - Presser Machine Shirts 9.31
16160 - Presser Machine Wearing Apparel Laundry 9.31
16190 - Sewing Machine Operator 13.72
16220 - Tailor 14.81
16250 - Washer Machine 10.98
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.17
19040 - Tool And Die Maker 25.28
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.71
21030 - Material Coordinator 20.26
21040 - Material Expediter 20.26
21050 - Material Handling Laborer 12.45
21071 - Order Filler 13.90
21080 - Production Line Worker (Food Processing) 15.71
21110 - Shipping Packer 15.64
21130 - Shipping/Receiving Clerk 15.64
21140 - Store Worker I 10.38
21150 - Stock Clerk 14.78
21210 - Tools And Parts Attendant 15.71
21410 - Warehouse Specialist 15.71
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.13
23019 - Aircraft Logs and Records Technician 22.21
23021 - Aircraft Mechanic I 27.39
23022 - Aircraft Mechanic II 29.13
23023 - Aircraft Mechanic III 30.83
23040 - Aircraft Mechanic Helper 18.90
23050 - Aircraft Painter 25.51
23060 - Aircraft Servicer 22.21
23070 - Aircraft Survival Flight Equipment Technician 25.51
23080 - Aircraft Worker 23.87
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.87

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.39
23110 - Appliance Mechanic 20.24
23120 - Bicycle Repairer 16.31
23125 - Cable Splicer 27.25
23130 - Carpenter Maintenance 16.30
23140 - Carpet Layer 18.94
23160 - Electrician Maintenance 23.70
23181 - Electronics Technician Maintenance I 23.35
23182 - Electronics Technician Maintenance II 24.95
23183 - Electronics Technician Maintenance III 27.06
23260 - Fabric Worker 17.62
23290 - Fire Alarm System Mechanic 21.93
23310 - Fire Extinguisher Repairer 16.31
23311 - Fuel Distribution System Mechanic 26.79
23312 - Fuel Distribution System Operator 20.27
23370 - General Maintenance Worker 16.47
23380 - Ground Support Equipment Mechanic 27.39
23381 - Ground Support Equipment Servicer 22.21
23382 - Ground Support Equipment Worker 23.87
23391 - Gunsmith I 16.31
23392 - Gunsmith II 18.94
23393 - Gunsmith III 21.57
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.35
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.36
23430 - Heavy Equipment Mechanic 23.01
23440 - Heavy Equipment Operator 18.55
23460 - Instrument Mechanic 21.57
23465 - Laboratory/Shelter Mechanic 20.24
23470 - Laborer 12.45
23510 - Locksmith 20.02
23530 - Machinery Maintenance Mechanic 22.91
23550 - Machinist Maintenance 20.26
23580 - Maintenance Trades Helper 15.19
23591 - Metrology Technician I 21.57
23592 - Metrology Technician II 22.92
23593 - Metrology Technician III 24.32
23640 - Millwright 21.57
23710 - Office Appliance Repairer 18.70
23760 - Painter Maintenance 17.15
23790 - Pipefitter Maintenance 22.21
23810 - Plumber Maintenance 20.85
23820 - Pneudraulic Systems Mechanic 21.57
23850 - Rigger 21.57
23870 - Scale Mechanic 18.94
23890 - Sheet-Metal Worker Maintenance 18.61
23910 - Small Engine Mechanic 18.94
23931 - Telecommunications Mechanic I 26.38

23932 - Telecommunications Mechanic II 32.26
23950 - Telephone Lineman 25.92
23960 - Welder Combination Maintenance 18.25
23965 - Well Driller 21.57
23970 - Woodcraft Worker 21.57
23980 - Woodworker 16.31
24000 - Personal Needs Occupations
24550 - Case Manager 15.99
24570 - Child Care Attendant 9.80
24580 - Child Care Center Clerk 12.23
24610 - Chore Aide 10.31
24620 - Family Readiness And Support Services Coordinator 15.99
24630 - Homemaker 15.99
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.57
25040 - Sewage Plant Operator 20.70
25070 - Stationary Engineer 21.57
25190 - Ventilation Equipment Tender 15.00
25210 - Water Treatment Plant Operator 20.70
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.72
27007 - Baggage Inspector 13.29
27008 - Corrections Officer 21.21
27010 - Court Security Officer 24.60
27030 - Detection Dog Handler 15.61
27040 - Detention Officer 21.21
27070 - Firefighter 25.05
27101 - Guard I 13.29
27102 - Guard II 15.61
27131 - Police Officer I 26.15
27132 - Police Officer II 29.05
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.88
28042 - Carnival Equipment Repairer 15.00
28043 - Carnival Worker 10.09
28210 - Gate Attendant/Gate Tender 15.40
28310 - Lifeguard 13.72
28350 - Park Attendant (Aide) 17.23
28510 - Recreation Aide/Health Facility Attendant 12.23
28515 - Recreation Specialist 20.75
28630 - Sports Official 13.72
28690 - Swimming Pool Operator 17.42
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.76
29020 - Hatch Tender 20.60
29030 - Line Handler 20.60
29041 - Stevedore I 19.16
29042 - Stevedore II 22.02
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.70
30022 - Archeological Technician II 19.81
30023 - Archeological Technician III 24.53
30030 - Cartographic Technician 24.53
30040 - Civil Engineering Technician 21.12
30051 - Cryogenic Technician I 27.17
30052 - Cryogenic Technician II 30.01
30061 - Drafter/CAD Operator I 17.70
30062 - Drafter/CAD Operator II 19.81
30063 - Drafter/CAD Operator III 22.08
30064 - Drafter/CAD Operator IV 27.17
30081 - Engineering Technician I 15.46
30082 - Engineering Technician II 18.07
30083 - Engineering Technician III 20.24
30084 - Engineering Technician IV 26.53
30085 - Engineering Technician V 31.84
30086 - Engineering Technician VI 36.70
30090 - Environmental Technician 24.53
30095 - Evidence Control Specialist 24.53
30210 - Laboratory Technician 22.08
30221 - Latent Fingerprint Technician I 27.17
30222 - Latent Fingerprint Technician II 30.01
30240 - Mathematical Technician 24.53
30361 - Paralegal/Legal Assistant I 17.93
30362 - Paralegal/Legal Assistant II 22.20
30363 - Paralegal/Legal Assistant III 27.16
30364 - Paralegal/Legal Assistant IV 32.86
30375 - Petroleum Supply Specialist 30.01
30390 - Photo-Optics Technician 24.19
30395 - Radiation Control Technician 30.01
30461 - Technical Writer I 24.06
30462 - Technical Writer II 29.44
30463 - Technical Writer III 35.61
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.17
30502 - Weather Forecaster II 33.05
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.08
30621 - Weather Observer Senior (see 2) 24.53
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.87
31030 - Bus Driver 19.75

31043 - Driver Courier	12.80
31260 - Parking and Lot Attendant	12.30
31290 - Shuttle Bus Driver	13.92
31310 - Taxi Driver	12.98
31361 - Truckdriver Light	13.92
31362 - Truckdriver Medium	16.13
31363 - Truckdriver Heavy	21.23
31364 - Truckdriver Tractor-Trailer	21.23
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.67
99050 - Desk Clerk	10.59
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.60
99252 - Laboratory Animal Caretaker II	12.77
99260 - Marketing Analyst	33.05
99310 - Mortician	25.35
99410 - Pest Controller	18.65
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.50
99711 - Recycling Specialist	22.43
99730 - Refuse Collector	17.10
99810 - Sales Clerk	11.06
99820 - School Crossing Guard	11.70
99830 - Survey Party Chief	23.36
99831 - Surveying Aide	14.59
99832 - Surveying Technician	19.97
99840 - Vending Machine Attendant	16.20
99841 - Vending Machine Repairer	20.46
99842 - Vending Machine Repairer Helper	16.20

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5263
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Archer Clay Wichita

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.64
01012 - Accounting Clerk II		16.43
01013 - Accounting Clerk III		18.38
01020 - Administrative Assistant		24.03
01035 - Court Reporter		15.89
01041 - Customer Service Representative I		13.05
01042 - Customer Service Representative II		14.67
01043 - Customer Service Representative III		16.00
01051 - Data Entry Operator I		12.97
01052 - Data Entry Operator II		14.16
01060 - Dispatcher Motor Vehicle		18.65
01070 - Document Preparation Clerk		12.38
01090 - Duplicating Machine Operator		12.38
01111 - General Clerk I		13.28
01112 - General Clerk II		14.49

01113 - General Clerk III 16.25
01120 - Housing Referral Assistant 17.34
01141 - Messenger Courier 12.22
01191 - Order Clerk I 15.71
01192 - Order Clerk II 17.15
01261 - Personnel Assistant (Employment) I 16.25
01262 - Personnel Assistant (Employment) II 18.18
01263 - Personnel Assistant (Employment) III 20.27
01270 - Production Control Clerk 23.52
01290 - Rental Clerk 12.32
01300 - Scheduler Maintenance 13.90
01311 - Secretary I 13.90
01312 - Secretary II 15.55
01313 - Secretary III 17.34
01320 - Service Order Dispatcher 16.80
01410 - Supply Technician 24.03
01420 - Survey Worker 13.56
01460 - Switchboard Operator/Receptionist 11.25
01531 - Travel Clerk I 11.67
01532 - Travel Clerk II 12.55
01533 - Travel Clerk III 14.01
01611 - Word Processor I 13.50
01612 - Word Processor II 15.07
01613 - Word Processor III 16.98
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.94
05010 - Automotive Electrician 16.24
05040 - Automotive Glass Installer 15.39
05070 - Automotive Worker 15.39
05110 - Mobile Equipment Servicer 13.64
05130 - Motor Equipment Metal Mechanic 17.12
05160 - Motor Equipment Metal Worker 15.39
05190 - Motor Vehicle Mechanic 17.12
05220 - Motor Vehicle Mechanic Helper 12.73
05250 - Motor Vehicle Upholstery Worker 14.51
05280 - Motor Vehicle Wrecker 15.39
05310 - Painter Automotive 16.24
05340 - Radiator Repair Specialist 15.39
05370 - Tire Repairer 13.27
05400 - Transmission Repair Specialist 17.12
07000 - Food Preparation And Service Occupations
07010 - Baker 15.36
07041 - Cook I 10.80
07042 - Cook II 12.19
07070 - Dishwasher 9.93
07130 - Food Service Worker 11.88
07210 - Meat Cutter 14.31
07260 - Waiter/Waitress 9.00
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.52

09040 - Furniture Handler 13.04
09080 - Furniture Refinisher 18.52
09090 - Furniture Refinisher Helper 15.01
09110 - Furniture Repairer Minor 17.10
09130 - Upholsterer 18.52
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.76
11060 - Elevator Operator 10.76
11090 - Gardener 17.31
11122 - Housekeeping Aide 10.82
11150 - Janitor 10.82
11210 - Laborer Grounds Maintenance 14.02
11240 - Maid or Houseman 9.91
11260 - Pruner 12.92
11270 - Tractor Operator 16.16
11330 - Trail Maintenance Worker 14.02
11360 - Window Cleaner 11.74
12000 - Health Occupations
12010 - Ambulance Driver 14.72
12011 - Breath Alcohol Technician 17.18
12012 - Certified Occupational Therapist Assistant 24.75
12015 - Certified Physical Therapist Assistant 30.87
12020 - Dental Assistant 20.23
12025 - Dental Hygienist 34.83
12030 - EKG Technician 26.03
12035 - Electroneurodiagnostic Technologist 26.03
12040 - Emergency Medical Technician 14.72
12071 - Licensed Practical Nurse I 15.35
12072 - Licensed Practical Nurse II 17.18
12073 - Licensed Practical Nurse III 19.15
12100 - Medical Assistant 14.76
12130 - Medical Laboratory Technician 22.43
12160 - Medical Record Clerk 13.86
12190 - Medical Record Technician 15.51
12195 - Medical Transcriptionist 15.72
12210 - Nuclear Medicine Technologist 37.75
12221 - Nursing Assistant I 11.30
12222 - Nursing Assistant II 12.72
12223 - Nursing Assistant III 13.87
12224 - Nursing Assistant IV 15.57
12235 - Optical Dispenser 17.18
12236 - Optical Technician 15.35
12250 - Pharmacy Technician 15.84
12280 - Phlebotomist 14.13
12305 - Radiologic Technologist 23.83
12311 - Registered Nurse I 22.63
12312 - Registered Nurse II 27.79
12313 - Registered Nurse II Specialist 27.79
12314 - Registered Nurse III 33.48
12315 - Registered Nurse III Anesthetist 33.48

12316 - Registered Nurse IV		40.13
12317 - Scheduler (Drug and Alcohol Testing)		21.28
12320 - Substance Abuse Treatment Counselor		25.07
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.86
13012 - Exhibits Specialist II		23.35
13013 - Exhibits Specialist III		28.57
13041 - Illustrator I		18.86
13042 - Illustrator II		23.35
13043 - Illustrator III		28.57
13047 - Librarian		25.87
13050 - Library Aide/Clerk		15.01
13054 - Library Information Technology Systems Administrator		23.35
13058 - Library Technician		18.73
13061 - Media Specialist I		16.85
13062 - Media Specialist II		18.86
13063 - Media Specialist III		21.01
13071 - Photographer I		16.85
13072 - Photographer II		18.86
13073 - Photographer III		23.35
13074 - Photographer IV		28.57
13075 - Photographer V		34.56
13090 - Technical Order Library Clerk		18.86
13110 - Video Teleconference Technician		16.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.97
14042 - Computer Operator II		16.74
14043 - Computer Operator III		18.68
14044 - Computer Operator IV		21.68
14045 - Computer Operator V		24.01
14071 - Computer Programmer I	(see 1)	19.41
14072 - Computer Programmer II	(see 1)	24.05
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		14.97
14160 - Personal Computer Support Technician		23.46
14170 - System Support Specialist		24.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.22
15020 - Aircrew Training Devices Instructor (Rated)		34.14
15030 - Air Crew Training Devices Instructor (Pilot)		40.92
15050 - Computer Based Training Specialist / Instructor		28.22
15060 - Educational Technologist		35.31
15070 - Flight Instructor (Pilot)		40.92
15080 - Graphic Artist		21.76
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.92

15086 - Maintenance Test Pilot Rotary Wing 40.92
15088 - Non-Maintenance Test/Co-Pilot 40.92
15090 - Technical Instructor 19.59
15095 - Technical Instructor/Course Developer 23.97
15110 - Test Proctor 15.82
15120 - Tutor 15.82
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 11.61
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 12.37
16220 - Tailor 13.19
16250 - Washer Machine 9.98
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.92
19040 - Tool And Die Maker 24.01
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.78
21030 - Material Coordinator 23.52
21040 - Material Expediter 23.52
21050 - Material Handling Laborer 11.65
21071 - Order Filler 13.17
21080 - Production Line Worker (Food Processing) 13.78
21110 - Shipping Packer 14.92
21130 - Shipping/Receiving Clerk 14.92
21140 - Store Worker I 13.48
21150 - Stock Clerk 17.03
21210 - Tools And Parts Attendant 13.78
21410 - Warehouse Specialist 13.78
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.22
23019 - Aircraft Logs and Records Technician 24.35
23021 - Aircraft Mechanic I 28.80
23022 - Aircraft Mechanic II 30.22
23023 - Aircraft Mechanic III 31.66
23040 - Aircraft Mechanic Helper 21.41
23050 - Aircraft Painter 27.29
23060 - Aircraft Servicer 24.35
23070 - Aircraft Survival Flight Equipment Technician 27.29
23080 - Aircraft Worker 25.82
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.82
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.80
23110 - Appliance Mechanic 19.92

23120 - Bicycle Repairer	16.72
23125 - Cable Splicer	21.93
23130 - Carpenter Maintenance	18.51
23140 - Carpet Layer	18.87
23160 - Electrician Maintenance	24.21
23181 - Electronics Technician Maintenance I	21.07
23182 - Electronics Technician Maintenance II	22.24
23183 - Electronics Technician Maintenance III	23.44
23260 - Fabric Worker	17.78
23290 - Fire Alarm System Mechanic	20.99
23310 - Fire Extinguisher Repairer	16.72
23311 - Fuel Distribution System Mechanic	20.19
23312 - Fuel Distribution System Operator	16.92
23370 - General Maintenance Worker	15.28
23380 - Ground Support Equipment Mechanic	28.80
23381 - Ground Support Equipment Servicer	24.35
23382 - Ground Support Equipment Worker	25.82
23391 - Gunsmith I	16.72
23392 - Gunsmith II	18.87
23393 - Gunsmith III	20.99
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.42
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.52
23430 - Heavy Equipment Mechanic	22.55
23440 - Heavy Equipment Operator	18.30
23460 - Instrument Mechanic	20.99
23465 - Laboratory/Shelter Mechanic	19.92
23470 - Laborer	11.65
23510 - Locksmith	19.92
23530 - Machinery Maintenance Mechanic	23.51
23550 - Machinist Maintenance	21.72
23580 - Maintenance Trades Helper	14.99
23591 - Metrology Technician I	20.99
23592 - Metrology Technician II	22.01
23593 - Metrology Technician III	23.03
23640 - Millwright	20.99
23710 - Office Appliance Repairer	19.84
23760 - Painter Maintenance	17.86
23790 - Pipefitter Maintenance	22.12
23810 - Plumber Maintenance	20.99
23820 - Pneudraulic Systems Mechanic	20.99
23850 - Rigger	20.99
23870 - Scale Mechanic	18.87
23890 - Sheet-Metal Worker Maintenance	21.81
23910 - Small Engine Mechanic	18.87
23931 - Telecommunications Mechanic I	22.69
23932 - Telecommunications Mechanic II	23.81
23950 - Telephone Lineman	22.12
23960 - Welder Combination Maintenance	20.23

23965 - Well Driller	20.99
23970 - Woodcraft Worker	20.99
23980 - Woodworker	16.72
24000 - Personal Needs Occupations	
24550 - Case Manager	12.46
24570 - Child Care Attendant	9.08
24580 - Child Care Center Clerk	11.33
24610 - Chore Aide	9.37
24620 - Family Readiness And Support Services Coordinator	12.46
24630 - Homemaker	12.46
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.99
25040 - Sewage Plant Operator	18.12
25070 - Stationary Engineer	20.99
25190 - Ventilation Equipment Tender	15.61
25210 - Water Treatment Plant Operator	18.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.47
27007 - Baggage Inspector	11.82
27008 - Corrections Officer	19.95
27010 - Court Security Officer	21.85
27030 - Detection Dog Handler	13.23
27040 - Detention Officer	19.95
27070 - Firefighter	22.67
27101 - Guard I	11.82
27102 - Guard II	13.23
27131 - Police Officer I	25.54
27132 - Police Officer II	28.38
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.11
28042 - Carnival Equipment Repairer	12.97
28043 - Carnival Worker	9.68
28210 - Gate Attendant/Gate Tender	14.46
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	16.18
28510 - Recreation Aide/Health Facility Attendant	11.81
28515 - Recreation Specialist	17.67
28630 - Sports Official	12.89
28690 - Swimming Pool Operator	14.29
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.87
29020 - Hatch Tender	18.87
29030 - Line Handler	18.87
29041 - Stevedore I	17.78
29042 - Stevedore II	19.92
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		14.92
30022 - Archeological Technician II		16.82
30023 - Archeological Technician III		20.67
30030 - Cartographic Technician		20.83
30040 - Civil Engineering Technician		22.91
30051 - Cryogenic Technician I		22.90
30052 - Cryogenic Technician II		25.30
30061 - Drafter/CAD Operator I		14.92
30062 - Drafter/CAD Operator II		16.82
30063 - Drafter/CAD Operator III		18.75
30064 - Drafter/CAD Operator IV		22.90
30081 - Engineering Technician I		13.57
30082 - Engineering Technician II		16.44
30083 - Engineering Technician III		18.50
30084 - Engineering Technician IV		21.10
30085 - Engineering Technician V		25.82
30086 - Engineering Technician VI		31.24
30090 - Environmental Technician		20.83
30095 - Evidence Control Specialist		20.67
30210 - Laboratory Technician		18.75
30221 - Latent Fingerprint Technician I		22.90
30222 - Latent Fingerprint Technician II		25.30
30240 - Mathematical Technician		20.83
30361 - Paralegal/Legal Assistant I		18.79
30362 - Paralegal/Legal Assistant II		23.27
30363 - Paralegal/Legal Assistant III		28.47
30364 - Paralegal/Legal Assistant IV		34.45
30375 - Petroleum Supply Specialist		25.30
30390 - Photo-Optics Technician		20.83
30395 - Radiation Control Technician		25.30
30461 - Technical Writer I		20.83
30462 - Technical Writer II		25.48
30463 - Technical Writer III		30.83
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		22.90
30502 - Weather Forecaster II		27.85
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	18.75
30621 - Weather Observer Senior	(see 2)	20.67
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.21
31030 - Bus Driver		20.06
31043 - Driver Courier		14.09
31260 - Parking and Lot Attendant		14.81
31290 - Shuttle Bus Driver		15.09

31310 - Taxi Driver	11.63
31361 - Truckdriver Light	15.09
31362 - Truckdriver Medium	16.05
31363 - Truckdriver Heavy	22.39
31364 - Truckdriver Tractor-Trailer	22.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.64
99050 - Desk Clerk	9.25
99095 - Embalmer	25.36
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.22
99252 - Laboratory Animal Caretaker II	19.52
99260 - Marketing Analyst	26.32
99310 - Mortician	25.36
99410 - Pest Controller	18.22
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.90
99711 - Recycling Specialist	18.31
99730 - Refuse Collector	14.65
99810 - Sales Clerk	10.80
99820 - School Crossing Guard	14.57
99830 - Survey Party Chief	19.77
99831 - Surveying Aide	13.28
99832 - Surveying Technician	17.94
99840 - Vending Machine Attendant	18.22
99841 - Vending Machine Repairer	22.03
99842 - Vending Machine Repairer Helper	18.22

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5264
Revision No.: 12
Date Of Last Revision: 06/29/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Archer Clay Wichita

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.64
01012 - Accounting Clerk II		16.43
01013 - Accounting Clerk III		18.38
01020 - Administrative Assistant		24.03
01035 - Court Reporter		15.89
01041 - Customer Service Representative I		13.05
01042 - Customer Service Representative II		14.67
01043 - Customer Service Representative III		16.00
01051 - Data Entry Operator I		12.97
01052 - Data Entry Operator II		14.16
01060 - Dispatcher Motor Vehicle		18.65
01070 - Document Preparation Clerk		12.38

01090 - Duplicating Machine Operator 12.38
01111 - General Clerk I 13.28
01112 - General Clerk II 14.49
01113 - General Clerk III 16.25
01120 - Housing Referral Assistant 17.34
01141 - Messenger Courier 12.22
01191 - Order Clerk I 15.71
01192 - Order Clerk II 17.15
01261 - Personnel Assistant (Employment) I 16.25
01262 - Personnel Assistant (Employment) II 18.18
01263 - Personnel Assistant (Employment) III 20.27
01270 - Production Control Clerk 23.52
01290 - Rental Clerk 12.32
01300 - Scheduler Maintenance 13.90
01311 - Secretary I 13.90
01312 - Secretary II 15.55
01313 - Secretary III 17.34
01320 - Service Order Dispatcher 16.80
01410 - Supply Technician 24.03
01420 - Survey Worker 13.56
01460 - Switchboard Operator/Receptionist 11.25
01531 - Travel Clerk I 11.67
01532 - Travel Clerk II 12.55
01533 - Travel Clerk III 14.01
01611 - Word Processor I 13.50
01612 - Word Processor II 15.07
01613 - Word Processor III 16.98
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.94
05010 - Automotive Electrician 16.24
05040 - Automotive Glass Installer 15.39
05070 - Automotive Worker 15.39
05110 - Mobile Equipment Servicer 13.64
05130 - Motor Equipment Metal Mechanic 17.12
05160 - Motor Equipment Metal Worker 15.39
05190 - Motor Vehicle Mechanic 17.12
05220 - Motor Vehicle Mechanic Helper 12.73
05250 - Motor Vehicle Upholstery Worker 14.51
05280 - Motor Vehicle Wrecker 15.39
05310 - Painter Automotive 16.24
05340 - Radiator Repair Specialist 15.39
05370 - Tire Repairer 13.27
05400 - Transmission Repair Specialist 17.12
07000 - Food Preparation And Service Occupations
07010 - Baker 15.36
07041 - Cook I 10.80
07042 - Cook II 12.19
07070 - Dishwasher 9.93
07130 - Food Service Worker 11.88
07210 - Meat Cutter 14.31

07260 - Waiter/Waitress	9.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.52
09040 - Furniture Handler	13.04
09080 - Furniture Refinisher	18.52
09090 - Furniture Refinisher Helper	15.01
09110 - Furniture Repairer Minor	17.10
09130 - Upholsterer	18.52
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.76
11060 - Elevator Operator	10.76
11090 - Gardener	17.31
11122 - Housekeeping Aide	10.82
11150 - Janitor	10.82
11210 - Laborer Grounds Maintenance	14.02
11240 - Maid or Houseman	9.91
11260 - Pruner	12.92
11270 - Tractor Operator	16.16
11330 - Trail Maintenance Worker	14.02
11360 - Window Cleaner	11.74
12000 - Health Occupations	
12010 - Ambulance Driver	14.72
12011 - Breath Alcohol Technician	17.18
12012 - Certified Occupational Therapist Assistant	24.75
12015 - Certified Physical Therapist Assistant	30.87
12020 - Dental Assistant	20.23
12025 - Dental Hygienist	34.83
12030 - EKG Technician	26.03
12035 - Electroneurodiagnostic Technologist	26.03
12040 - Emergency Medical Technician	14.72
12071 - Licensed Practical Nurse I	15.35
12072 - Licensed Practical Nurse II	17.18
12073 - Licensed Practical Nurse III	19.15
12100 - Medical Assistant	14.76
12130 - Medical Laboratory Technician	22.43
12160 - Medical Record Clerk	13.86
12190 - Medical Record Technician	15.51
12195 - Medical Transcriptionist	15.72
12210 - Nuclear Medicine Technologist	37.75
12221 - Nursing Assistant I	11.30
12222 - Nursing Assistant II	12.72
12223 - Nursing Assistant III	13.87
12224 - Nursing Assistant IV	15.57
12235 - Optical Dispenser	17.18
12236 - Optical Technician	15.35
12250 - Pharmacy Technician	15.84
12280 - Phlebotomist	14.13
12305 - Radiologic Technologist	23.83
12311 - Registered Nurse I	22.63
12312 - Registered Nurse II	27.79

12313 - Registered Nurse II Specialist		27.79
12314 - Registered Nurse III		33.48
12315 - Registered Nurse III Anesthetist		33.48
12316 - Registered Nurse IV		40.13
12317 - Scheduler (Drug and Alcohol Testing)		21.28
12320 - Substance Abuse Treatment Counselor		25.07
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.86
13012 - Exhibits Specialist II		23.35
13013 - Exhibits Specialist III		28.57
13041 - Illustrator I		18.86
13042 - Illustrator II		23.35
13043 - Illustrator III		28.57
13047 - Librarian		25.87
13050 - Library Aide/Clerk		15.01
13054 - Library Information Technology Systems Administrator		23.35
13058 - Library Technician		18.73
13061 - Media Specialist I		16.85
13062 - Media Specialist II		18.86
13063 - Media Specialist III		21.01
13071 - Photographer I		16.85
13072 - Photographer II		18.86
13073 - Photographer III		23.35
13074 - Photographer IV		28.57
13075 - Photographer V		34.56
13090 - Technical Order Library Clerk		18.86
13110 - Video Teleconference Technician		16.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.97
14042 - Computer Operator II		16.74
14043 - Computer Operator III		18.68
14044 - Computer Operator IV		21.68
14045 - Computer Operator V		24.01
14071 - Computer Programmer I	(see 1)	19.41
14072 - Computer Programmer II	(see 1)	24.05
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		14.97
14160 - Personal Computer Support Technician		23.46
14170 - System Support Specialist		24.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.22
15020 - Aircrew Training Devices Instructor (Rated)		34.14
15030 - Air Crew Training Devices Instructor (Pilot)		40.92
15050 - Computer Based Training Specialist / Instructor		28.22
15060 - Educational Technologist		35.31

15070 - Flight Instructor (Pilot) 40.92
15080 - Graphic Artist 21.76
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.92
15086 - Maintenance Test Pilot Rotary Wing 40.92
15088 - Non-Maintenance Test/Co-Pilot 40.92
15090 - Technical Instructor 19.59
15095 - Technical Instructor/Course Developer 23.97
15110 - Test Proctor 15.82
15120 - Tutor 15.82
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 11.61
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 12.37
16220 - Tailor 13.19
16250 - Washer Machine 9.98
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.92
19040 - Tool And Die Maker 24.01
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.78
21030 - Material Coordinator 23.52
21040 - Material Expediter 23.52
21050 - Material Handling Laborer 11.65
21071 - Order Filler 13.17
21080 - Production Line Worker (Food Processing) 13.78
21110 - Shipping Packer 14.92
21130 - Shipping/Receiving Clerk 14.92
21140 - Store Worker I 13.48
21150 - Stock Clerk 17.03
21210 - Tools And Parts Attendant 13.78
21410 - Warehouse Specialist 13.78
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.22
23019 - Aircraft Logs and Records Technician 24.35
23021 - Aircraft Mechanic I 28.80
23022 - Aircraft Mechanic II 30.22
23023 - Aircraft Mechanic III 31.66
23040 - Aircraft Mechanic Helper 21.41
23050 - Aircraft Painter 27.29
23060 - Aircraft Servicer 24.35
23070 - Aircraft Survival Flight Equipment Technician 27.29
23080 - Aircraft Worker 25.82
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.82

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.80
23110 - Appliance Mechanic 19.92
23120 - Bicycle Repairer 16.72
23125 - Cable Splicer 21.93
23130 - Carpenter Maintenance 18.51
23140 - Carpet Layer 18.87
23160 - Electrician Maintenance 24.21
23181 - Electronics Technician Maintenance I 21.07
23182 - Electronics Technician Maintenance II 22.24
23183 - Electronics Technician Maintenance III 23.44
23260 - Fabric Worker 17.78
23290 - Fire Alarm System Mechanic 20.99
23310 - Fire Extinguisher Repairer 16.72
23311 - Fuel Distribution System Mechanic 20.19
23312 - Fuel Distribution System Operator 16.92
23370 - General Maintenance Worker 15.28
23380 - Ground Support Equipment Mechanic 28.80
23381 - Ground Support Equipment Servicer 24.35
23382 - Ground Support Equipment Worker 25.82
23391 - Gunsmith I 16.72
23392 - Gunsmith II 18.87
23393 - Gunsmith III 20.99
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.42
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.52
23430 - Heavy Equipment Mechanic 22.55
23440 - Heavy Equipment Operator 18.30
23460 - Instrument Mechanic 20.99
23465 - Laboratory/Shelter Mechanic 19.92
23470 - Laborer 11.65
23510 - Locksmith 19.92
23530 - Machinery Maintenance Mechanic 23.51
23550 - Machinist Maintenance 21.72
23580 - Maintenance Trades Helper 14.99
23591 - Metrology Technician I 20.99
23592 - Metrology Technician II 22.01
23593 - Metrology Technician III 23.03
23640 - Millwright 20.99
23710 - Office Appliance Repairer 19.84
23760 - Painter Maintenance 17.86
23790 - Pipefitter Maintenance 22.12
23810 - Plumber Maintenance 20.99
23820 - Pneudraulic Systems Mechanic 20.99
23850 - Rigger 20.99
23870 - Scale Mechanic 18.87
23890 - Sheet-Metal Worker Maintenance 21.81
23910 - Small Engine Mechanic 18.87
23931 - Telecommunications Mechanic I 22.69

23932 - Telecommunications Mechanic II 23.81
23950 - Telephone Lineman 22.12
23960 - Welder Combination Maintenance 20.23
23965 - Well Driller 20.99
23970 - Woodcraft Worker 20.99
23980 - Woodworker 16.72
24000 - Personal Needs Occupations
24550 - Case Manager 12.46
24570 - Child Care Attendant 9.08
24580 - Child Care Center Clerk 11.33
24610 - Chore Aide 9.37
24620 - Family Readiness And Support Services Coordinator 12.46
24630 - Homemaker 12.46
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 20.99
25040 - Sewage Plant Operator 18.12
25070 - Stationary Engineer 20.99
25190 - Ventilation Equipment Tender 15.61
25210 - Water Treatment Plant Operator 18.12
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.47
27007 - Baggage Inspector 11.82
27008 - Corrections Officer 19.95
27010 - Court Security Officer 21.85
27030 - Detection Dog Handler 13.23
27040 - Detention Officer 19.95
27070 - Firefighter 22.67
27101 - Guard I 11.82
27102 - Guard II 13.23
27131 - Police Officer I 25.54
27132 - Police Officer II 28.38
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.11
28042 - Carnival Equipment Repairer 12.97
28043 - Carnival Worker 9.68
28210 - Gate Attendant/Gate Tender 14.46
28310 - Lifeguard 12.11
28350 - Park Attendant (Aide) 16.18
28510 - Recreation Aide/Health Facility Attendant 11.81
28515 - Recreation Specialist 17.67
28630 - Sports Official 12.89
28690 - Swimming Pool Operator 14.29
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 18.87
29020 - Hatch Tender 18.87
29030 - Line Handler 18.87
29041 - Stevedore I 17.78
29042 - Stevedore II 19.92
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 14.92
30022 - Archeological Technician II 16.82
30023 - Archeological Technician III 20.67
30030 - Cartographic Technician 20.83
30040 - Civil Engineering Technician 22.91
30051 - Cryogenic Technician I 22.90
30052 - Cryogenic Technician II 25.30
30061 - Drafter/CAD Operator I 14.92
30062 - Drafter/CAD Operator II 16.82
30063 - Drafter/CAD Operator III 18.75
30064 - Drafter/CAD Operator IV 22.90
30081 - Engineering Technician I 13.57
30082 - Engineering Technician II 16.44
30083 - Engineering Technician III 18.50
30084 - Engineering Technician IV 21.10
30085 - Engineering Technician V 25.82
30086 - Engineering Technician VI 31.24
30090 - Environmental Technician 20.83
30095 - Evidence Control Specialist 20.67
30210 - Laboratory Technician 18.75
30221 - Latent Fingerprint Technician I 22.90
30222 - Latent Fingerprint Technician II 25.30
30240 - Mathematical Technician 20.83
30361 - Paralegal/Legal Assistant I 18.79
30362 - Paralegal/Legal Assistant II 23.27
30363 - Paralegal/Legal Assistant III 28.47
30364 - Paralegal/Legal Assistant IV 34.45
30375 - Petroleum Supply Specialist 25.30
30390 - Photo-Optics Technician 20.83
30395 - Radiation Control Technician 25.30
30461 - Technical Writer I 20.83
30462 - Technical Writer II 25.48
30463 - Technical Writer III 30.83
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 22.90
30502 - Weather Forecaster II 27.85
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 18.75
30621 - Weather Observer Senior (see 2) 20.67
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.21
31030 - Bus Driver 20.06

31043 - Driver Courier	14.09
31260 - Parking and Lot Attendant	14.81
31290 - Shuttle Bus Driver	15.09
31310 - Taxi Driver	11.63
31361 - Truckdriver Light	15.09
31362 - Truckdriver Medium	16.05
31363 - Truckdriver Heavy	22.39
31364 - Truckdriver Tractor-Trailer	22.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.64
99050 - Desk Clerk	9.25
99095 - Embalmer	25.36
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.22
99252 - Laboratory Animal Caretaker II	19.52
99260 - Marketing Analyst	26.32
99310 - Mortician	25.36
99410 - Pest Controller	18.22
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.90
99711 - Recycling Specialist	18.31
99730 - Refuse Collector	14.65
99810 - Sales Clerk	10.80
99820 - School Crossing Guard	14.57
99830 - Survey Party Chief	19.77
99831 - Surveying Aide	13.28
99832 - Surveying Technician	17.94
99840 - Vending Machine Attendant	18.22
99841 - Vending Machine Repairer	22.03
99842 - Vending Machine Repairer Helper	18.22

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5269
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Andrews Bailey Borden Briscoe Castro Childress Cochran Collingsworth Cottle Crane Crockett Dallam Dawson Deaf Smith Dickens Donley Fisher Floyd Foard Gaines Garza Glasscock Gray Hale Hall Hansford Hardeman Hartley Haskell Hemphill Hockley Howard Hutchinson Kent King Knox Lamb Lipscomb Loving Mitchell Moore Motley Nolan Ochiltree Parmer Pecos Reagan Reeves Roberts Scurry Shackelford Sherman Stonewall Swisher Terry Throckmorton Upton Ward Wheeler Winkler Yoakum

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.20
01012 - Accounting Clerk II		14.82
01013 - Accounting Clerk III		16.58
01020 - Administrative Assistant		22.17
01035 - Court Reporter		17.77
01041 - Customer Service Representative I		12.50
01042 - Customer Service Representative II		14.05
01043 - Customer Service Representative III		15.33

01051 - Data Entry Operator I 14.78
01052 - Data Entry Operator II 16.12
01060 - Dispatcher Motor Vehicle 23.56
01070 - Document Preparation Clerk 14.47
01090 - Duplicating Machine Operator 14.47
01111 - General Clerk I 12.56
01112 - General Clerk II 16.25
01113 - General Clerk III 16.70
01120 - Housing Referral Assistant 19.21
01141 - Messenger Courier 10.96
01191 - Order Clerk I 16.38
01192 - Order Clerk II 18.06
01261 - Personnel Assistant (Employment) I 14.90
01262 - Personnel Assistant (Employment) II 17.32
01263 - Personnel Assistant (Employment) III 18.58
01270 - Production Control Clerk 17.75
01290 - Rental Clerk 13.42
01300 - Scheduler Maintenance 15.37
01311 - Secretary I 15.37
01312 - Secretary II 17.77
01313 - Secretary III 19.21
01320 - Service Order Dispatcher 21.06
01410 - Supply Technician 22.17
01420 - Survey Worker 15.22
01460 - Switchboard Operator/Receptionist 11.50
01531 - Travel Clerk I 11.80
01532 - Travel Clerk II 12.71
01533 - Travel Clerk III 13.54
01611 - Word Processor I 12.98
01612 - Word Processor II 15.37
01613 - Word Processor III 17.77
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.36
05010 - Automotive Electrician 21.88
05040 - Automotive Glass Installer 20.48
05070 - Automotive Worker 20.48
05110 - Mobile Equipment Servicer 17.73
05130 - Motor Equipment Metal Mechanic 23.54
05160 - Motor Equipment Metal Worker 20.48
05190 - Motor Vehicle Mechanic 23.54
05220 - Motor Vehicle Mechanic Helper 16.38
05250 - Motor Vehicle Upholstery Worker 19.13
05280 - Motor Vehicle Wrecker 20.48
05310 - Painter Automotive 21.88
05340 - Radiator Repair Specialist 20.48
05370 - Tire Repairer 13.48
05400 - Transmission Repair Specialist 23.54
07000 - Food Preparation And Service Occupations
07010 - Baker 10.61
07041 - Cook I 10.86

07042 - Cook II	12.60
07070 - Dishwasher	9.24
07130 - Food Service Worker	9.84
07210 - Meat Cutter	13.09
07260 - Waiter/Waitress	8.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	19.02
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer Minor	16.63
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.67
11060 - Elevator Operator	11.63
11090 - Gardener	16.83
11122 - Housekeeping Aide	11.63
11150 - Janitor	11.63
11210 - Laborer Grounds Maintenance	12.78
11240 - Maid or Houseman	10.24
11260 - Pruner	11.55
11270 - Tractor Operator	15.47
11330 - Trail Maintenance Worker	12.78
11360 - Window Cleaner	12.87
12000 - Health Occupations	
12010 - Ambulance Driver	16.37
12011 - Breath Alcohol Technician	18.28
12012 - Certified Occupational Therapist Assistant	29.13
12015 - Certified Physical Therapist Assistant	32.23
12020 - Dental Assistant	14.83
12025 - Dental Hygienist	35.39
12030 - EKG Technician	27.70
12035 - Electroneurodiagnostic Technologist	27.70
12040 - Emergency Medical Technician	16.37
12071 - Licensed Practical Nurse I	16.34
12072 - Licensed Practical Nurse II	18.28
12073 - Licensed Practical Nurse III	20.38
12100 - Medical Assistant	13.54
12130 - Medical Laboratory Technician	23.91
12160 - Medical Record Clerk	14.40
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	18.35
12210 - Nuclear Medicine Technologist	40.17
12221 - Nursing Assistant I	11.85
12222 - Nursing Assistant II	13.32
12223 - Nursing Assistant III	14.53
12224 - Nursing Assistant IV	16.32
12235 - Optical Dispenser	14.69
12236 - Optical Technician	16.34
12250 - Pharmacy Technician	17.18

12280 - Phlebotomist		14.52
12305 - Radiologic Technologist		25.12
12311 - Registered Nurse I		24.91
12312 - Registered Nurse II		30.48
12313 - Registered Nurse II Specialist		30.48
12314 - Registered Nurse III		36.88
12315 - Registered Nurse III Anesthetist		36.88
12316 - Registered Nurse IV		44.20
12317 - Scheduler (Drug and Alcohol Testing)		22.64
12320 - Substance Abuse Treatment Counselor		22.78
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.85
13012 - Exhibits Specialist II		22.11
13013 - Exhibits Specialist III		27.05
13041 - Illustrator I		17.85
13042 - Illustrator II		22.11
13043 - Illustrator III		27.05
13047 - Librarian		24.48
13050 - Library Aide/Clerk		11.28
13054 - Library Information Technology Systems Administrator		22.11
13058 - Library Technician		17.01
13061 - Media Specialist I		15.96
13062 - Media Specialist II		17.85
13063 - Media Specialist III		19.90
13071 - Photographer I		15.45
13072 - Photographer II		17.29
13073 - Photographer III		21.42
13074 - Photographer IV		26.20
13075 - Photographer V		31.70
13090 - Technical Order Library Clerk		14.55
13110 - Video Teleconference Technician		19.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.38
14042 - Computer Operator II		17.20
14043 - Computer Operator III		21.43
14044 - Computer Operator IV		23.79
14045 - Computer Operator V		26.36
14071 - Computer Programmer I	(see 1)	22.18
14072 - Computer Programmer II	(see 1)	27.50
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.38
14160 - Personal Computer Support Technician		23.79
14170 - System Support Specialist		26.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.38

15020 - Aircrew Training Devices Instructor (Rated) 34.92
15030 - Air Crew Training Devices Instructor (Pilot) 40.60
15050 - Computer Based Training Specialist / Instructor 27.72
15060 - Educational Technologist 30.91
15070 - Flight Instructor (Pilot) 40.60
15080 - Graphic Artist 21.60
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.25
15086 - Maintenance Test Pilot Rotary Wing 38.25
15088 - Non-Maintenance Test/Co-Pilot 38.25
15090 - Technical Instructor 23.88
15095 - Technical Instructor/Course Developer 29.23
15110 - Test Proctor 20.12
15120 - Tutor 20.12
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.86
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.63
16220 - Tailor 12.39
16250 - Washer Machine 9.67
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.26
19040 - Tool And Die Maker 26.67
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.68
21030 - Material Coordinator 17.75
21040 - Material Expediter 17.75
21050 - Material Handling Laborer 13.70
21071 - Order Filler 11.97
21080 - Production Line Worker (Food Processing) 17.68
21110 - Shipping Packer 19.77
21130 - Shipping/Receiving Clerk 19.77
21140 - Store Worker I 11.54
21150 - Stock Clerk 15.38
21210 - Tools And Parts Attendant 17.68
21410 - Warehouse Specialist 17.68
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.13
23019 - Aircraft Logs and Records Technician 18.72
23021 - Aircraft Mechanic I 23.71
23022 - Aircraft Mechanic II 25.13
23023 - Aircraft Mechanic III 26.53
23040 - Aircraft Mechanic Helper 16.71
23050 - Aircraft Painter 21.58
23060 - Aircraft Servicer 18.72

23070 - Aircraft Survival Flight Equipment Technician 21.58
23080 - Aircraft Worker 20.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.71
23110 - Appliance Mechanic 21.26
23120 - Bicycle Repairer 17.16
23125 - Cable Splicer 27.09
23130 - Carpenter Maintenance 23.06
23140 - Carpet Layer 19.91
23160 - Electrician Maintenance 24.41
23181 - Electronics Technician Maintenance I 27.81
23182 - Electronics Technician Maintenance II 29.68
23183 - Electronics Technician Maintenance III 31.69
23260 - Fabric Worker 18.51
23290 - Fire Alarm System Mechanic 22.68
23310 - Fire Extinguisher Repairer 17.16
23311 - Fuel Distribution System Mechanic 22.99
23312 - Fuel Distribution System Operator 17.39
23370 - General Maintenance Worker 16.35
23380 - Ground Support Equipment Mechanic 23.71
23381 - Ground Support Equipment Servicer 18.72
23382 - Ground Support Equipment Worker 20.06
23391 - Gunsmith I 17.16
23392 - Gunsmith II 19.91
23393 - Gunsmith III 22.68
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.15
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.49
23430 - Heavy Equipment Mechanic 24.87
23440 - Heavy Equipment Operator 21.92
23460 - Instrument Mechanic 22.68
23465 - Laboratory/Shelter Mechanic 21.26
23470 - Laborer 13.70
23510 - Locksmith 21.26
23530 - Machinery Maintenance Mechanic 25.79
23550 - Machinist Maintenance 21.29
23580 - Maintenance Trades Helper 14.92
23591 - Metrology Technician I 22.68
23592 - Metrology Technician II 24.05
23593 - Metrology Technician III 25.40
23640 - Millwright 22.68
23710 - Office Appliance Repairer 21.26
23760 - Painter Maintenance 18.05
23790 - Pipefitter Maintenance 26.06
23810 - Plumber Maintenance 24.48
23820 - Pneudraulic Systems Mechanic 22.68
23850 - Rigger 28.34

23870 - Scale Mechanic	19.91
23890 - Sheet-Metal Worker Maintenance	23.28
23910 - Small Engine Mechanic	15.84
23931 - Telecommunications Mechanic I	23.02
23932 - Telecommunications Mechanic II	24.25
23950 - Telephone Lineman	23.16
23960 - Welder Combination Maintenance	21.09
23965 - Well Driller	22.55
23970 - Woodcraft Worker	22.68
23980 - Woodworker	17.16
24000 - Personal Needs Occupations	
24550 - Case Manager	15.93
24570 - Child Care Attendant	9.11
24580 - Child Care Center Clerk	12.97
24610 - Chore Aide	10.60
24620 - Family Readiness And Support Services Coordinator	14.06
24630 - Homemaker	15.93
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.68
25040 - Sewage Plant Operator	20.43
25070 - Stationary Engineer	22.68
25190 - Ventilation Equipment Tender	15.78
25210 - Water Treatment Plant Operator	20.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.30
27007 - Baggage Inspector	12.86
27008 - Corrections Officer	19.96
27010 - Court Security Officer	20.03
27030 - Detection Dog Handler	15.74
27040 - Detention Officer	19.96
27070 - Firefighter	20.75
27101 - Guard I	12.86
27102 - Guard II	15.74
27131 - Police Officer I	23.04
27132 - Police Officer II	25.57
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.66
28042 - Carnival Equipment Repairer	13.77
28043 - Carnival Worker	9.46
28210 - Gate Attendant/Gate Tender	16.06
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	17.97
28510 - Recreation Aide/Health Facility Attendant	13.12
28515 - Recreation Specialist	21.97
28630 - Sports Official	14.31
28690 - Swimming Pool Operator	15.97
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.55
29020 - Hatch Tender	29.55

29030 - Line Handler		29.55
29041 - Stevedore I		27.48
29042 - Stevedore II		31.56
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		19.84
30022 - Archeological Technician II		22.20
30023 - Archeological Technician III		27.50
30030 - Cartographic Technician		27.50
30040 - Civil Engineering Technician		21.39
30051 - Cryogenic Technician I		30.46
30052 - Cryogenic Technician II		33.64
30061 - Drafter/CAD Operator I		19.84
30062 - Drafter/CAD Operator II		22.20
30063 - Drafter/CAD Operator III		24.74
30064 - Drafter/CAD Operator IV		30.46
30081 - Engineering Technician I		15.28
30082 - Engineering Technician II		17.15
30083 - Engineering Technician III		19.19
30084 - Engineering Technician IV		23.77
30085 - Engineering Technician V		29.07
30086 - Engineering Technician VI		35.18
30090 - Environmental Technician		28.66
30095 - Evidence Control Specialist		27.50
30210 - Laboratory Technician		29.37
30221 - Latent Fingerprint Technician I		30.46
30222 - Latent Fingerprint Technician II		33.64
30240 - Mathematical Technician		27.50
30361 - Paralegal/Legal Assistant I		19.44
30362 - Paralegal/Legal Assistant II		24.08
30363 - Paralegal/Legal Assistant III		29.45
30364 - Paralegal/Legal Assistant IV		35.63
30375 - Petroleum Supply Specialist		33.64
30390 - Photo-Optics Technician		27.32
30395 - Radiation Control Technician		33.64
30461 - Technical Writer I		27.50
30462 - Technical Writer II		33.64
30463 - Technical Writer III		40.70
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		30.46
30502 - Weather Forecaster II		37.04
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.74
30621 - Weather Observer Senior	(see 2)	27.50

31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.67
31020 - Bus Aide	13.34
31030 - Bus Driver	18.95
31043 - Driver Courier	14.39
31260 - Parking and Lot Attendant	12.06
31290 - Shuttle Bus Driver	15.65
31310 - Taxi Driver	11.54
31361 - Truckdriver Light	15.65
31362 - Truckdriver Medium	17.00
31363 - Truckdriver Heavy	20.97
31364 - Truckdriver Tractor-Trailer	20.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.92
99050 - Desk Clerk	11.45
99095 - Embalmer	26.55
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.87
99252 - Laboratory Animal Caretaker II	15.09
99260 - Marketing Analyst	28.98
99310 - Mortician	26.55
99410 - Pest Controller	19.65
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.63
99711 - Recycling Specialist	22.55
99730 - Refuse Collector	16.83
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	11.63
99830 - Survey Party Chief	22.68
99831 - Surveying Aide	15.77
99832 - Surveying Technician	21.64
99840 - Vending Machine Attendant	16.83
99841 - Vending Machine Repairer	21.23
99842 - Vending Machine Repairer Helper	16.83

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5270
Revision No.: 15
Date Of Last Revision: 05/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Andrews Bailey Borden Briscoe Castro Childress Cochran Collingsworth Cottle Crane Crockett Dallam Dawson Deaf Smith Dickens Donley Fisher Floyd Foard Gaines Garza Glasscock Gray Hale Hall Hansford Hardeman Hartley Haskell Hemphill Hockley Howard Hutchinson Kent King Knox Lamb Lipscomb Loving Mitchell Moore Motley Nolan Ochiltree Parmer Pecos Reagan Reeves Roberts Scurry Shackelford Sherman Stonewall Swisher Terry Throckmorton Upton Ward Wheeler Winkler Yoakum

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.20
01012 - Accounting Clerk II		14.82
01013 - Accounting Clerk III		16.58
01020 - Administrative Assistant		22.17
01035 - Court Reporter		17.77

01041 - Customer Service Representative I	12.50
01042 - Customer Service Representative II	14.05
01043 - Customer Service Representative III	15.33
01051 - Data Entry Operator I	14.78
01052 - Data Entry Operator II	16.12
01060 - Dispatcher Motor Vehicle	23.56
01070 - Document Preparation Clerk	14.47
01090 - Duplicating Machine Operator	14.47
01111 - General Clerk I	12.56
01112 - General Clerk II	16.25
01113 - General Clerk III	16.70
01120 - Housing Referral Assistant	19.21
01141 - Messenger Courier	10.96
01191 - Order Clerk I	16.38
01192 - Order Clerk II	18.06
01261 - Personnel Assistant (Employment) I	14.90
01262 - Personnel Assistant (Employment) II	17.32
01263 - Personnel Assistant (Employment) III	18.58
01270 - Production Control Clerk	17.75
01290 - Rental Clerk	13.42
01300 - Scheduler Maintenance	15.37
01311 - Secretary I	15.37
01312 - Secretary II	17.77
01313 - Secretary III	19.21
01320 - Service Order Dispatcher	21.06
01410 - Supply Technician	22.17
01420 - Survey Worker	15.22
01460 - Switchboard Operator/Receptionist	11.50
01531 - Travel Clerk I	11.80
01532 - Travel Clerk II	12.71
01533 - Travel Clerk III	13.54
01611 - Word Processor I	12.98
01612 - Word Processor II	15.37
01613 - Word Processor III	17.77
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.36
05010 - Automotive Electrician	21.88
05040 - Automotive Glass Installer	20.48
05070 - Automotive Worker	20.48
05110 - Mobile Equipment Servicer	17.73
05130 - Motor Equipment Metal Mechanic	23.54
05160 - Motor Equipment Metal Worker	20.48
05190 - Motor Vehicle Mechanic	23.54
05220 - Motor Vehicle Mechanic Helper	16.38
05250 - Motor Vehicle Upholstery Worker	19.13
05280 - Motor Vehicle Wrecker	20.48
05310 - Painter Automotive	21.88
05340 - Radiator Repair Specialist	20.48
05370 - Tire Repairer	13.48
05400 - Transmission Repair Specialist	23.54

07000 - Food Preparation And Service Occupations	
07010 - Baker	10.61
07041 - Cook I	10.86
07042 - Cook II	12.60
07070 - Dishwasher	9.24
07130 - Food Service Worker	9.84
07210 - Meat Cutter	13.09
07260 - Waiter/Waitress	8.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	19.02
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer Minor	16.63
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.67
11060 - Elevator Operator	11.63
11090 - Gardener	16.83
11122 - Housekeeping Aide	11.63
11150 - Janitor	11.63
11210 - Laborer Grounds Maintenance	12.78
11240 - Maid or Houseman	10.24
11260 - Pruner	11.55
11270 - Tractor Operator	15.47
11330 - Trail Maintenance Worker	12.78
11360 - Window Cleaner	12.87
12000 - Health Occupations	
12010 - Ambulance Driver	16.37
12011 - Breath Alcohol Technician	18.28
12012 - Certified Occupational Therapist Assistant	29.13
12015 - Certified Physical Therapist Assistant	32.23
12020 - Dental Assistant	14.83
12025 - Dental Hygienist	35.39
12030 - EKG Technician	27.70
12035 - Electroneurodiagnostic Technologist	27.70
12040 - Emergency Medical Technician	16.37
12071 - Licensed Practical Nurse I	16.34
12072 - Licensed Practical Nurse II	18.28
12073 - Licensed Practical Nurse III	20.38
12100 - Medical Assistant	13.54
12130 - Medical Laboratory Technician	23.91
12160 - Medical Record Clerk	14.40
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	18.35
12210 - Nuclear Medicine Technologist	40.17
12221 - Nursing Assistant I	11.85
12222 - Nursing Assistant II	13.32
12223 - Nursing Assistant III	14.53
12224 - Nursing Assistant IV	16.32

12235 - Optical Dispenser		14.69
12236 - Optical Technician		16.34
12250 - Pharmacy Technician		17.18
12280 - Phlebotomist		14.52
12305 - Radiologic Technologist		25.12
12311 - Registered Nurse I		24.91
12312 - Registered Nurse II		30.48
12313 - Registered Nurse II Specialist		30.48
12314 - Registered Nurse III		36.88
12315 - Registered Nurse III Anesthetist		36.88
12316 - Registered Nurse IV		44.20
12317 - Scheduler (Drug and Alcohol Testing)		22.64
12320 - Substance Abuse Treatment Counselor		22.78
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.85
13012 - Exhibits Specialist II		22.11
13013 - Exhibits Specialist III		27.05
13041 - Illustrator I		17.85
13042 - Illustrator II		22.11
13043 - Illustrator III		27.05
13047 - Librarian		24.48
13050 - Library Aide/Clerk		11.28
13054 - Library Information Technology Systems Administrator		22.11
13058 - Library Technician		17.01
13061 - Media Specialist I		15.96
13062 - Media Specialist II		17.85
13063 - Media Specialist III		19.90
13071 - Photographer I		15.45
13072 - Photographer II		17.29
13073 - Photographer III		21.42
13074 - Photographer IV		26.20
13075 - Photographer V		31.70
13090 - Technical Order Library Clerk		14.55
13110 - Video Teleconference Technician		19.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.38
14042 - Computer Operator II		17.20
14043 - Computer Operator III		21.43
14044 - Computer Operator IV		23.79
14045 - Computer Operator V		26.36
14071 - Computer Programmer I	(see 1)	22.18
14072 - Computer Programmer II	(see 1)	27.50
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.38
14160 - Personal Computer Support Technician		23.79

14170 - System Support Specialist	26.97
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.38
15020 - Aircrew Training Devices Instructor (Rated)	34.92
15030 - Air Crew Training Devices Instructor (Pilot)	40.60
15050 - Computer Based Training Specialist / Instructor	27.72
15060 - Educational Technologist	30.91
15070 - Flight Instructor (Pilot)	40.60
15080 - Graphic Artist	21.60
15085 - Maintenance Test Pilot Fixed Jet/Prop	38.25
15086 - Maintenance Test Pilot Rotary Wing	38.25
15088 - Non-Maintenance Test/Co-Pilot	38.25
15090 - Technical Instructor	23.88
15095 - Technical Instructor/Course Developer	29.23
15110 - Test Proctor	20.12
15120 - Tutor	20.12
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.22
16030 - Counter Attendant	9.22
16040 - Dry Cleaner	10.86
16070 - Finisher Flatwork Machine	9.22
16090 - Presser Hand	9.22
16110 - Presser Machine Drycleaning	9.22
16130 - Presser Machine Shirts	9.22
16160 - Presser Machine Wearing Apparel Laundry	9.22
16190 - Sewing Machine Operator	11.63
16220 - Tailor	12.39
16250 - Washer Machine	9.67
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.26
19040 - Tool And Die Maker	26.67
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.68
21030 - Material Coordinator	17.75
21040 - Material Expediter	17.75
21050 - Material Handling Laborer	13.70
21071 - Order Filler	11.97
21080 - Production Line Worker (Food Processing)	17.68
21110 - Shipping Packer	19.77
21130 - Shipping/Receiving Clerk	19.77
21140 - Store Worker I	11.54
21150 - Stock Clerk	15.38
21210 - Tools And Parts Attendant	17.68
21410 - Warehouse Specialist	17.68
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.13
23019 - Aircraft Logs and Records Technician	18.72
23021 - Aircraft Mechanic I	23.71
23022 - Aircraft Mechanic II	25.13
23023 - Aircraft Mechanic III	26.53

23040 - Aircraft Mechanic Helper 16.71
23050 - Aircraft Painter 21.58
23060 - Aircraft Servicer 18.72
23070 - Aircraft Survival Flight Equipment Technician 21.58
23080 - Aircraft Worker 20.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.71
23110 - Appliance Mechanic 21.26
23120 - Bicycle Repairer 17.16
23125 - Cable Splicer 27.09
23130 - Carpenter Maintenance 23.06
23140 - Carpet Layer 19.91
23160 - Electrician Maintenance 24.41
23181 - Electronics Technician Maintenance I 27.81
23182 - Electronics Technician Maintenance II 29.68
23183 - Electronics Technician Maintenance III 31.69
23260 - Fabric Worker 18.51
23290 - Fire Alarm System Mechanic 22.68
23310 - Fire Extinguisher Repairer 17.16
23311 - Fuel Distribution System Mechanic 22.99
23312 - Fuel Distribution System Operator 17.39
23370 - General Maintenance Worker 16.35
23380 - Ground Support Equipment Mechanic 23.71
23381 - Ground Support Equipment Servicer 18.72
23382 - Ground Support Equipment Worker 20.06
23391 - Gunsmith I 17.16
23392 - Gunsmith II 19.91
23393 - Gunsmith III 22.68
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.15
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.49
23430 - Heavy Equipment Mechanic 24.87
23440 - Heavy Equipment Operator 21.92
23460 - Instrument Mechanic 22.68
23465 - Laboratory/Shelter Mechanic 21.26
23470 - Laborer 13.70
23510 - Locksmith 21.26
23530 - Machinery Maintenance Mechanic 25.79
23550 - Machinist Maintenance 21.29
23580 - Maintenance Trades Helper 14.92
23591 - Metrology Technician I 22.68
23592 - Metrology Technician II 24.05
23593 - Metrology Technician III 25.40
23640 - Millwright 22.68
23710 - Office Appliance Repairer 21.26
23760 - Painter Maintenance 18.05
23790 - Pipefitter Maintenance 26.06

23810 - Plumber Maintenance	24.48
23820 - Pneudraulic Systems Mechanic	22.68
23850 - Rigger	28.34
23870 - Scale Mechanic	19.91
23890 - Sheet-Metal Worker Maintenance	23.28
23910 - Small Engine Mechanic	15.84
23931 - Telecommunications Mechanic I	23.02
23932 - Telecommunications Mechanic II	24.25
23950 - Telephone Lineman	23.16
23960 - Welder Combination Maintenance	21.09
23965 - Well Driller	22.55
23970 - Woodcraft Worker	22.68
23980 - Woodworker	17.16
24000 - Personal Needs Occupations	
24550 - Case Manager	15.93
24570 - Child Care Attendant	9.11
24580 - Child Care Center Clerk	12.97
24610 - Chore Aide	10.60
24620 - Family Readiness And Support Services Coordinator	14.06
24630 - Homemaker	15.93
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.68
25040 - Sewage Plant Operator	20.43
25070 - Stationary Engineer	22.68
25190 - Ventilation Equipment Tender	15.78
25210 - Water Treatment Plant Operator	20.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.30
27007 - Baggage Inspector	12.86
27008 - Corrections Officer	19.96
27010 - Court Security Officer	20.03
27030 - Detection Dog Handler	15.74
27040 - Detention Officer	19.96
27070 - Firefighter	20.75
27101 - Guard I	12.86
27102 - Guard II	15.74
27131 - Police Officer I	23.04
27132 - Police Officer II	25.57
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.66
28042 - Carnival Equipment Repairer	13.77
28043 - Carnival Worker	9.46
28210 - Gate Attendant/Gate Tender	16.06
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	17.97
28510 - Recreation Aide/Health Facility Attendant	13.12
28515 - Recreation Specialist	21.97
28630 - Sports Official	14.31
28690 - Swimming Pool Operator	15.97

29000 - Stevedoring/Longshoremen Occupational Services
  29010 - Blocker And Bracer 29.55
  29020 - Hatch Tender 29.55
  29030 - Line Handler 29.55
  29041 - Stevedore I 27.48
  29042 - Stevedore II 31.56
30000 - Technical Occupations
  30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
  30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
  30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
  30021 - Archeological Technician I 19.84
  30022 - Archeological Technician II 22.20
  30023 - Archeological Technician III 27.50
  30030 - Cartographic Technician 27.50
  30040 - Civil Engineering Technician 21.39
  30051 - Cryogenic Technician I 30.46
  30052 - Cryogenic Technician II 33.64
  30061 - Drafter/CAD Operator I 19.84
  30062 - Drafter/CAD Operator II 22.20
  30063 - Drafter/CAD Operator III 24.74
  30064 - Drafter/CAD Operator IV 30.46
  30081 - Engineering Technician I 15.28
  30082 - Engineering Technician II 17.15
  30083 - Engineering Technician III 19.19
  30084 - Engineering Technician IV 23.77
  30085 - Engineering Technician V 29.07
  30086 - Engineering Technician VI 35.18
  30090 - Environmental Technician 28.66
  30095 - Evidence Control Specialist 27.50
  30210 - Laboratory Technician 29.37
  30221 - Latent Fingerprint Technician I 30.46
  30222 - Latent Fingerprint Technician II 33.64
  30240 - Mathematical Technician 27.50
  30361 - Paralegal/Legal Assistant I 19.44
  30362 - Paralegal/Legal Assistant II 24.08
  30363 - Paralegal/Legal Assistant III 29.45
  30364 - Paralegal/Legal Assistant IV 35.63
  30375 - Petroleum Supply Specialist 33.64
  30390 - Photo-Optics Technician 27.32
  30395 - Radiation Control Technician 33.64
  30461 - Technical Writer I 27.50
  30462 - Technical Writer II 33.64
  30463 - Technical Writer III 40.70
  30491 - Unexploded Ordnance (UXO) Technician I 25.35
  30492 - Unexploded Ordnance (UXO) Technician II 30.67
  30493 - Unexploded Ordnance (UXO) Technician III 36.76
  30494 - Unexploded (UXO) Safety Escort 25.35
  30495 - Unexploded (UXO) Sweep Personnel 25.35
  30501 - Weather Forecaster I 30.46
  30502 - Weather Forecaster II 37.04

30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.74
30621 - Weather Observer Senior	(see 2)	27.50
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.34
31030 - Bus Driver		18.95
31043 - Driver Courier		14.39
31260 - Parking and Lot Attendant		12.06
31290 - Shuttle Bus Driver		15.65
31310 - Taxi Driver		11.54
31361 - Truckdriver Light		15.65
31362 - Truckdriver Medium		17.00
31363 - Truckdriver Heavy		20.97
31364 - Truckdriver Tractor-Trailer		20.97
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.95
99030 - Cashier		9.92
99050 - Desk Clerk		11.45
99095 - Embalmer		26.55
99130 - Flight Follower		25.35
99251 - Laboratory Animal Caretaker I		13.87
99252 - Laboratory Animal Caretaker II		15.09
99260 - Marketing Analyst		28.98
99310 - Mortician		26.55
99410 - Pest Controller		19.65
99510 - Photofinishing Worker		13.32
99710 - Recycling Laborer		18.63
99711 - Recycling Specialist		22.55
99730 - Refuse Collector		16.83
99810 - Sales Clerk		11.55
99820 - School Crossing Guard		11.63
99830 - Survey Party Chief		22.68
99831 - Surveying Aide		15.77
99832 - Surveying Technician		21.64
99840 - Vending Machine Attendant		16.83
99841 - Vending Machine Repairer		21.23
99842 - Vending Machine Repairer Helper		16.83

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A

contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S.

Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5271
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Baylor Wilbarger

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.20
01012 - Accounting Clerk II		14.82
01013 - Accounting Clerk III		16.58
01020 - Administrative Assistant		22.17
01035 - Court Reporter		15.89
01041 - Customer Service Representative I		12.50
01042 - Customer Service Representative II		14.05
01043 - Customer Service Representative III		15.33
01051 - Data Entry Operator I		14.78
01052 - Data Entry Operator II		16.12
01060 - Dispatcher Motor Vehicle		21.63
01070 - Document Preparation Clerk		14.07
01090 - Duplicating Machine Operator		14.07
01111 - General Clerk I		12.56
01112 - General Clerk II		13.70

01113 - General Clerk III 15.38
01120 - Housing Referral Assistant 17.71
01141 - Messenger Courier 11.11
01191 - Order Clerk I 16.56
01192 - Order Clerk II 18.06
01261 - Personnel Assistant (Employment) I 14.90
01262 - Personnel Assistant (Employment) II 16.96
01263 - Personnel Assistant (Employment) III 18.58
01270 - Production Control Clerk 19.95
01290 - Rental Clerk 12.24
01300 - Scheduler Maintenance 14.20
01311 - Secretary I 14.20
01312 - Secretary II 15.89
01313 - Secretary III 17.71
01320 - Service Order Dispatcher 21.06
01410 - Supply Technician 22.17
01420 - Survey Worker 14.27
01460 - Switchboard Operator/Receptionist 11.50
01531 - Travel Clerk I 11.80
01532 - Travel Clerk II 12.71
01533 - Travel Clerk III 13.54
01611 - Word Processor I 13.50
01612 - Word Processor II 15.07
01613 - Word Processor III 16.98
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.13
05010 - Automotive Electrician 20.97
05040 - Automotive Glass Installer 19.62
05070 - Automotive Worker 19.62
05110 - Mobile Equipment Servicer 16.92
05130 - Motor Equipment Metal Mechanic 22.36
05160 - Motor Equipment Metal Worker 19.62
05190 - Motor Vehicle Mechanic 22.36
05220 - Motor Vehicle Mechanic Helper 15.55
05250 - Motor Vehicle Upholstery Worker 18.25
05280 - Motor Vehicle Wrecker 19.62
05310 - Painter Automotive 20.97
05340 - Radiator Repair Specialist 19.62
05370 - Tire Repairer 13.48
05400 - Transmission Repair Specialist 22.36
07000 - Food Preparation And Service Occupations
07010 - Baker 11.54
07041 - Cook I 10.86
07042 - Cook II 12.60
07070 - Dishwasher 9.24
07130 - Food Service Worker 9.84
07210 - Meat Cutter 14.31
07260 - Waiter/Waitress 8.85
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.86

09040 - Furniture Handler 11.85
09080 - Furniture Refinisher 17.86
09090 - Furniture Refinisher Helper 14.13
09110 - Furniture Repairer Minor 16.44
09130 - Upholsterer 17.86
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.67
11060 - Elevator Operator 11.63
11090 - Gardener 16.83
11122 - Housekeeping Aide 11.63
11150 - Janitor 11.63
11210 - Laborer Grounds Maintenance 12.78
11240 - Maid or Houseman 10.24
11260 - Pruner 11.55
11270 - Tractor Operator 15.47
11330 - Trail Maintenance Worker 12.78
11360 - Window Cleaner 12.87
12000 - Health Occupations
12010 - Ambulance Driver 16.37
12011 - Breath Alcohol Technician 18.28
12012 - Certified Occupational Therapist Assistant 29.95
12015 - Certified Physical Therapist Assistant 32.23
12020 - Dental Assistant 15.01
12025 - Dental Hygienist 35.39
12030 - EKG Technician 27.54
12035 - Electroneurodiagnostic Technologist 27.54
12040 - Emergency Medical Technician 16.37
12071 - Licensed Practical Nurse I 16.34
12072 - Licensed Practical Nurse II 18.28
12073 - Licensed Practical Nurse III 20.38
12100 - Medical Assistant 13.54
12130 - Medical Laboratory Technician 23.91
12160 - Medical Record Clerk 14.40
12190 - Medical Record Technician 16.12
12195 - Medical Transcriptionist 18.39
12210 - Nuclear Medicine Technologist 40.17
12221 - Nursing Assistant I 11.85
12222 - Nursing Assistant II 13.32
12223 - Nursing Assistant III 14.53
12224 - Nursing Assistant IV 16.32
12235 - Optical Dispenser 14.89
12236 - Optical Technician 16.34
12250 - Pharmacy Technician 17.18
12280 - Phlebotomist 14.18
12305 - Radiologic Technologist 25.12
12311 - Registered Nurse I 24.91
12312 - Registered Nurse II 30.48
12313 - Registered Nurse II Specialist 30.48
12314 - Registered Nurse III 36.88
12315 - Registered Nurse III Anesthetist 36.88

12316 - Registered Nurse IV		44.20
12317 - Scheduler (Drug and Alcohol Testing)		22.64
12320 - Substance Abuse Treatment Counselor		22.78
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.85
13012 - Exhibits Specialist II		22.11
13013 - Exhibits Specialist III		27.05
13041 - Illustrator I		17.85
13042 - Illustrator II		22.11
13043 - Illustrator III		27.05
13047 - Librarian		24.48
13050 - Library Aide/Clerk		12.23
13054 - Library Information Technology Systems Administrator		22.11
13058 - Library Technician		16.12
13061 - Media Specialist I		15.96
13062 - Media Specialist II		17.85
13063 - Media Specialist III		19.90
13071 - Photographer I		15.45
13072 - Photographer II		17.29
13073 - Photographer III		21.42
13074 - Photographer IV		26.20
13075 - Photographer V		31.70
13090 - Technical Order Library Clerk		14.55
13110 - Video Teleconference Technician		19.12
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.97
14042 - Computer Operator II		16.74
14043 - Computer Operator III		18.68
14044 - Computer Operator IV		23.63
14045 - Computer Operator V		26.24
14071 - Computer Programmer I	(see 1)	21.10
14072 - Computer Programmer II	(see 1)	26.14
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.99
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.97
14160 - Personal Computer Support Technician		23.63
14170 - System Support Specialist		26.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.38
15020 - Aircrew Training Devices Instructor (Rated)		32.32
15030 - Air Crew Training Devices Instructor (Pilot)		38.25
15050 - Computer Based Training Specialist / Instructor		26.38
15060 - Educational Technologist		30.91
15070 - Flight Instructor (Pilot)		38.25
15080 - Graphic Artist		22.78
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.25

15086 - Maintenance Test Pilot Rotary Wing 38.25
15088 - Non-Maintenance Test/Co-Pilot 38.25
15090 - Technical Instructor 23.46
15095 - Technical Instructor/Course Developer 28.70
15110 - Test Proctor 18.94
15120 - Tutor 18.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.86
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.63
16220 - Tailor 12.39
16250 - Washer Machine 9.67
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.26
19040 - Tool And Die Maker 26.67
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.68
21030 - Material Coordinator 19.95
21040 - Material Expediter 19.95
21050 - Material Handling Laborer 13.70
21071 - Order Filler 11.97
21080 - Production Line Worker (Food Processing) 17.68
21110 - Shipping Packer 19.77
21130 - Shipping/Receiving Clerk 19.77
21140 - Store Worker I 11.85
21150 - Stock Clerk 15.38
21210 - Tools And Parts Attendant 17.68
21410 - Warehouse Specialist 17.68
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.05
23019 - Aircraft Logs and Records Technician 18.51
23021 - Aircraft Mechanic I 22.68
23022 - Aircraft Mechanic II 24.05
23023 - Aircraft Mechanic III 25.40
23040 - Aircraft Mechanic Helper 16.08
23050 - Aircraft Painter 21.26
23060 - Aircraft Servicer 18.51
23070 - Aircraft Survival Flight Equipment Technician 21.26
23080 - Aircraft Worker 19.91
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.91
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.68
23110 - Appliance Mechanic 21.26

23120 - Bicycle Repairer	17.16
23125 - Cable Splicer	27.09
23130 - Carpenter Maintenance	23.06
23140 - Carpet Layer	19.91
23160 - Electrician Maintenance	24.41
23181 - Electronics Technician Maintenance I	28.05
23182 - Electronics Technician Maintenance II	29.68
23183 - Electronics Technician Maintenance III	31.69
23260 - Fabric Worker	18.51
23290 - Fire Alarm System Mechanic	22.68
23310 - Fire Extinguisher Repairer	17.16
23311 - Fuel Distribution System Mechanic	22.99
23312 - Fuel Distribution System Operator	17.80
23370 - General Maintenance Worker	16.35
23380 - Ground Support Equipment Mechanic	22.68
23381 - Ground Support Equipment Servicer	18.51
23382 - Ground Support Equipment Worker	19.91
23391 - Gunsmith I	17.16
23392 - Gunsmith II	19.91
23393 - Gunsmith III	22.68
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.42
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.52
23430 - Heavy Equipment Mechanic	24.87
23440 - Heavy Equipment Operator	21.92
23460 - Instrument Mechanic	22.68
23465 - Laboratory/Shelter Mechanic	21.26
23470 - Laborer	13.70
23510 - Locksmith	21.26
23530 - Machinery Maintenance Mechanic	25.79
23550 - Machinist Maintenance	21.29
23580 - Maintenance Trades Helper	13.90
23591 - Metrology Technician I	22.68
23592 - Metrology Technician II	24.05
23593 - Metrology Technician III	25.40
23640 - Millwright	22.68
23710 - Office Appliance Repairer	21.26
23760 - Painter Maintenance	18.05
23790 - Pipefitter Maintenance	26.11
23810 - Plumber Maintenance	24.48
23820 - Pneudraulic Systems Mechanic	22.68
23850 - Rigger	28.06
23870 - Scale Mechanic	19.91
23890 - Sheet-Metal Worker Maintenance	25.21
23910 - Small Engine Mechanic	16.81
23931 - Telecommunications Mechanic I	23.02
23932 - Telecommunications Mechanic II	24.24
23950 - Telephone Lineman	23.16
23960 - Welder Combination Maintenance	21.09

23965 - Well Driller	22.45
23970 - Woodcraft Worker	22.68
23980 - Woodworker	17.16
24000 - Personal Needs Occupations	
24550 - Case Manager	13.77
24570 - Child Care Attendant	9.11
24580 - Child Care Center Clerk	11.36
24610 - Chore Aide	10.60
24620 - Family Readiness And Support Services Coordinator	13.77
24630 - Homemaker	13.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.68
25040 - Sewage Plant Operator	19.93
25070 - Stationary Engineer	22.68
25190 - Ventilation Equipment Tender	15.78
25210 - Water Treatment Plant Operator	19.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.30
27007 - Baggage Inspector	12.86
27008 - Corrections Officer	19.96
27010 - Court Security Officer	20.03
27030 - Detection Dog Handler	14.39
27040 - Detention Officer	19.96
27070 - Firefighter	20.75
27101 - Guard I	12.86
27102 - Guard II	14.39
27131 - Police Officer I	20.11
27132 - Police Officer II	22.34
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.66
28042 - Carnival Equipment Repairer	13.77
28043 - Carnival Worker	9.68
28210 - Gate Attendant/Gate Tender	16.06
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	17.97
28510 - Recreation Aide/Health Facility Attendant	13.12
28515 - Recreation Specialist	21.97
28630 - Sports Official	14.31
28690 - Swimming Pool Operator	15.97
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.91
29020 - Hatch Tender	28.91
29030 - Line Handler	28.91
29041 - Stevedore I	26.88
29042 - Stevedore II	30.87
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		19.84
30022 - Archeological Technician II		22.20
30023 - Archeological Technician III		27.50
30030 - Cartographic Technician		27.50
30040 - Civil Engineering Technician		22.91
30051 - Cryogenic Technician I		30.46
30052 - Cryogenic Technician II		33.64
30061 - Drafter/CAD Operator I		19.84
30062 - Drafter/CAD Operator II		22.20
30063 - Drafter/CAD Operator III		24.74
30064 - Drafter/CAD Operator IV		30.46
30081 - Engineering Technician I		15.28
30082 - Engineering Technician II		17.15
30083 - Engineering Technician III		19.19
30084 - Engineering Technician IV		23.77
30085 - Engineering Technician V		29.07
30086 - Engineering Technician VI		35.18
30090 - Environmental Technician		27.72
30095 - Evidence Control Specialist		27.50
30210 - Laboratory Technician		29.37
30221 - Latent Fingerprint Technician I		30.46
30222 - Latent Fingerprint Technician II		33.64
30240 - Mathematical Technician		27.50
30361 - Paralegal/Legal Assistant I		19.44
30362 - Paralegal/Legal Assistant II		24.08
30363 - Paralegal/Legal Assistant III		29.45
30364 - Paralegal/Legal Assistant IV		35.63
30375 - Petroleum Supply Specialist		33.64
30390 - Photo-Optics Technician		26.72
30395 - Radiation Control Technician		33.64
30461 - Technical Writer I		27.50
30462 - Technical Writer II		33.64
30463 - Technical Writer III		40.70
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		30.46
30502 - Weather Forecaster II		37.04
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.74
30621 - Weather Observer Senior	(see 2)	27.50
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.34
31030 - Bus Driver		18.95
31043 - Driver Courier		14.39
31260 - Parking and Lot Attendant		12.30
31290 - Shuttle Bus Driver		15.65

31310 - Taxi Driver	11.54
31361 - Truckdriver Light	15.65
31362 - Truckdriver Medium	16.89
31363 - Truckdriver Heavy	20.38
31364 - Truckdriver Tractor-Trailer	20.38
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.92
99050 - Desk Clerk	9.83
99095 - Embalmer	26.55
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.87
99252 - Laboratory Animal Caretaker II	15.09
99260 - Marketing Analyst	28.98
99310 - Mortician	26.55
99410 - Pest Controller	20.25
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.63
99711 - Recycling Specialist	22.55
99730 - Refuse Collector	16.83
99810 - Sales Clerk	11.54
99820 - School Crossing Guard	12.81
99830 - Survey Party Chief	24.60
99831 - Surveying Aide	16.52
99832 - Surveying Technician	22.31
99840 - Vending Machine Attendant	16.83
99841 - Vending Machine Repairer	21.23
99842 - Vending Machine Repairer Helper	16.83

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5272
Revision No.: 16
Date Of Last Revision: 05/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Baylor Wilbarger

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.20
01012 - Accounting Clerk II		14.82
01013 - Accounting Clerk III		16.58
01020 - Administrative Assistant		22.17
01035 - Court Reporter		15.89
01041 - Customer Service Representative I		12.50
01042 - Customer Service Representative II		14.05
01043 - Customer Service Representative III		15.33
01051 - Data Entry Operator I		14.78
01052 - Data Entry Operator II		16.12
01060 - Dispatcher Motor Vehicle		21.63
01070 - Document Preparation Clerk		14.07

01090 - Duplicating Machine Operator	14.07
01111 - General Clerk I	12.56
01112 - General Clerk II	13.70
01113 - General Clerk III	15.38
01120 - Housing Referral Assistant	17.71
01141 - Messenger Courier	11.11
01191 - Order Clerk I	16.56
01192 - Order Clerk II	18.06
01261 - Personnel Assistant (Employment) I	14.90
01262 - Personnel Assistant (Employment) II	16.96
01263 - Personnel Assistant (Employment) III	18.58
01270 - Production Control Clerk	19.95
01290 - Rental Clerk	12.24
01300 - Scheduler Maintenance	14.20
01311 - Secretary I	14.20
01312 - Secretary II	15.89
01313 - Secretary III	17.71
01320 - Service Order Dispatcher	21.06
01410 - Supply Technician	22.17
01420 - Survey Worker	14.27
01460 - Switchboard Operator/Receptionist	11.50
01531 - Travel Clerk I	11.80
01532 - Travel Clerk II	12.71
01533 - Travel Clerk III	13.54
01611 - Word Processor I	13.50
01612 - Word Processor II	15.07
01613 - Word Processor III	16.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.13
05010 - Automotive Electrician	20.97
05040 - Automotive Glass Installer	19.62
05070 - Automotive Worker	19.62
05110 - Mobile Equipment Servicer	16.92
05130 - Motor Equipment Metal Mechanic	22.36
05160 - Motor Equipment Metal Worker	19.62
05190 - Motor Vehicle Mechanic	22.36
05220 - Motor Vehicle Mechanic Helper	15.55
05250 - Motor Vehicle Upholstery Worker	18.25
05280 - Motor Vehicle Wrecker	19.62
05310 - Painter Automotive	20.97
05340 - Radiator Repair Specialist	19.62
05370 - Tire Repairer	13.48
05400 - Transmission Repair Specialist	22.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.54
07041 - Cook I	10.86
07042 - Cook II	12.60
07070 - Dishwasher	9.24
07130 - Food Service Worker	9.84
07210 - Meat Cutter	14.31

07260 - Waiter/Waitress	8.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.86
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	17.86
09090 - Furniture Refinisher Helper	14.13
09110 - Furniture Repairer Minor	16.44
09130 - Upholsterer	17.86
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.67
11060 - Elevator Operator	11.63
11090 - Gardener	16.83
11122 - Housekeeping Aide	11.63
11150 - Janitor	11.63
11210 - Laborer Grounds Maintenance	12.78
11240 - Maid or Houseman	10.24
11260 - Pruner	11.55
11270 - Tractor Operator	15.47
11330 - Trail Maintenance Worker	12.78
11360 - Window Cleaner	12.87
12000 - Health Occupations	
12010 - Ambulance Driver	16.37
12011 - Breath Alcohol Technician	18.28
12012 - Certified Occupational Therapist Assistant	29.95
12015 - Certified Physical Therapist Assistant	32.23
12020 - Dental Assistant	15.01
12025 - Dental Hygienist	35.39
12030 - EKG Technician	27.54
12035 - Electroneurodiagnostic Technologist	27.54
12040 - Emergency Medical Technician	16.37
12071 - Licensed Practical Nurse I	16.34
12072 - Licensed Practical Nurse II	18.28
12073 - Licensed Practical Nurse III	20.38
12100 - Medical Assistant	13.54
12130 - Medical Laboratory Technician	23.91
12160 - Medical Record Clerk	14.40
12190 - Medical Record Technician	16.12
12195 - Medical Transcriptionist	18.39
12210 - Nuclear Medicine Technologist	40.17
12221 - Nursing Assistant I	11.85
12222 - Nursing Assistant II	13.32
12223 - Nursing Assistant III	14.53
12224 - Nursing Assistant IV	16.32
12235 - Optical Dispenser	14.89
12236 - Optical Technician	16.34
12250 - Pharmacy Technician	17.18
12280 - Phlebotomist	14.18
12305 - Radiologic Technologist	25.12
12311 - Registered Nurse I	24.91
12312 - Registered Nurse II	30.48

12313 - Registered Nurse II Specialist		30.48
12314 - Registered Nurse III		36.88
12315 - Registered Nurse III Anesthetist		36.88
12316 - Registered Nurse IV		44.20
12317 - Scheduler (Drug and Alcohol Testing)		22.64
12320 - Substance Abuse Treatment Counselor		22.78
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.85
13012 - Exhibits Specialist II		22.11
13013 - Exhibits Specialist III		27.05
13041 - Illustrator I		17.85
13042 - Illustrator II		22.11
13043 - Illustrator III		27.05
13047 - Librarian		24.48
13050 - Library Aide/Clerk		12.23
13054 - Library Information Technology Systems Administrator		22.11
13058 - Library Technician		16.12
13061 - Media Specialist I		15.96
13062 - Media Specialist II		17.85
13063 - Media Specialist III		19.90
13071 - Photographer I		15.45
13072 - Photographer II		17.29
13073 - Photographer III		21.42
13074 - Photographer IV		26.20
13075 - Photographer V		31.70
13090 - Technical Order Library Clerk		14.55
13110 - Video Teleconference Technician		19.12
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.97
14042 - Computer Operator II		16.74
14043 - Computer Operator III		18.68
14044 - Computer Operator IV		23.63
14045 - Computer Operator V		26.24
14071 - Computer Programmer I	(see 1)	21.10
14072 - Computer Programmer II	(see 1)	26.14
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.99
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.97
14160 - Personal Computer Support Technician		23.63
14170 - System Support Specialist		26.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.38
15020 - Aircrew Training Devices Instructor (Rated)		32.32
15030 - Air Crew Training Devices Instructor (Pilot)		38.25
15050 - Computer Based Training Specialist / Instructor		26.38
15060 - Educational Technologist		30.91

15070 - Flight Instructor (Pilot) 38.25
15080 - Graphic Artist 22.78
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.25
15086 - Maintenance Test Pilot Rotary Wing 38.25
15088 - Non-Maintenance Test/Co-Pilot 38.25
15090 - Technical Instructor 23.46
15095 - Technical Instructor/Course Developer 28.70
15110 - Test Proctor 18.94
15120 - Tutor 18.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.86
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.63
16220 - Tailor 12.39
16250 - Washer Machine 9.67
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.26
19040 - Tool And Die Maker 26.67
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.68
21030 - Material Coordinator 19.95
21040 - Material Expediter 19.95
21050 - Material Handling Laborer 13.70
21071 - Order Filler 11.97
21080 - Production Line Worker (Food Processing) 17.68
21110 - Shipping Packer 19.77
21130 - Shipping/Receiving Clerk 19.77
21140 - Store Worker I 11.85
21150 - Stock Clerk 15.38
21210 - Tools And Parts Attendant 17.68
21410 - Warehouse Specialist 17.68
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.05
23019 - Aircraft Logs and Records Technician 18.51
23021 - Aircraft Mechanic I 22.68
23022 - Aircraft Mechanic II 24.05
23023 - Aircraft Mechanic III 25.40
23040 - Aircraft Mechanic Helper 16.08
23050 - Aircraft Painter 21.26
23060 - Aircraft Servicer 18.51
23070 - Aircraft Survival Flight Equipment Technician 21.26
23080 - Aircraft Worker 19.91
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.91

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.68
23110 - Appliance Mechanic 21.26
23120 - Bicycle Repairer 17.16
23125 - Cable Splicer 27.09
23130 - Carpenter Maintenance 23.06
23140 - Carpet Layer 19.91
23160 - Electrician Maintenance 24.41
23181 - Electronics Technician Maintenance I 28.05
23182 - Electronics Technician Maintenance II 29.68
23183 - Electronics Technician Maintenance III 31.69
23260 - Fabric Worker 18.51
23290 - Fire Alarm System Mechanic 22.68
23310 - Fire Extinguisher Repairer 17.16
23311 - Fuel Distribution System Mechanic 22.99
23312 - Fuel Distribution System Operator 17.80
23370 - General Maintenance Worker 16.35
23380 - Ground Support Equipment Mechanic 22.68
23381 - Ground Support Equipment Servicer 18.51
23382 - Ground Support Equipment Worker 19.91
23391 - Gunsmith I 17.16
23392 - Gunsmith II 19.91
23393 - Gunsmith III 22.68
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.42
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.52
23430 - Heavy Equipment Mechanic 24.87
23440 - Heavy Equipment Operator 21.92
23460 - Instrument Mechanic 22.68
23465 - Laboratory/Shelter Mechanic 21.26
23470 - Laborer 13.70
23510 - Locksmith 21.26
23530 - Machinery Maintenance Mechanic 25.79
23550 - Machinist Maintenance 21.29
23580 - Maintenance Trades Helper 13.90
23591 - Metrology Technician I 22.68
23592 - Metrology Technician II 24.05
23593 - Metrology Technician III 25.40
23640 - Millwright 22.68
23710 - Office Appliance Repairer 21.26
23760 - Painter Maintenance 18.05
23790 - Pipefitter Maintenance 26.11
23810 - Plumber Maintenance 24.48
23820 - Pneudraulic Systems Mechanic 22.68
23850 - Rigger 28.06
23870 - Scale Mechanic 19.91
23890 - Sheet-Metal Worker Maintenance 25.21
23910 - Small Engine Mechanic 16.81
23931 - Telecommunications Mechanic I 23.02

23932 - Telecommunications Mechanic II 24.24
23950 - Telephone Lineman 23.16
23960 - Welder Combination Maintenance 21.09
23965 - Well Driller 22.45
23970 - Woodcraft Worker 22.68
23980 - Woodworker 17.16
24000 - Personal Needs Occupations
24550 - Case Manager 13.77
24570 - Child Care Attendant 9.11
24580 - Child Care Center Clerk 11.36
24610 - Chore Aide 10.60
24620 - Family Readiness And Support Services Coordinator 13.77
24630 - Homemaker 13.77
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.68
25040 - Sewage Plant Operator 19.93
25070 - Stationary Engineer 22.68
25190 - Ventilation Equipment Tender 15.78
25210 - Water Treatment Plant Operator 19.93
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.30
27007 - Baggage Inspector 12.86
27008 - Corrections Officer 19.96
27010 - Court Security Officer 20.03
27030 - Detection Dog Handler 14.39
27040 - Detention Officer 19.96
27070 - Firefighter 20.75
27101 - Guard I 12.86
27102 - Guard II 14.39
27131 - Police Officer I 20.11
27132 - Police Officer II 22.34
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.66
28042 - Carnival Equipment Repairer 13.77
28043 - Carnival Worker 9.68
28210 - Gate Attendant/Gate Tender 16.06
28310 - Lifeguard 12.11
28350 - Park Attendant (Aide) 17.97
28510 - Recreation Aide/Health Facility Attendant 13.12
28515 - Recreation Specialist 21.97
28630 - Sports Official 14.31
28690 - Swimming Pool Operator 15.97
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.91
29020 - Hatch Tender 28.91
29030 - Line Handler 28.91
29041 - Stevedore I 26.88
29042 - Stevedore II 30.87
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 19.84
30022 - Archeological Technician II 22.20
30023 - Archeological Technician III 27.50
30030 - Cartographic Technician 27.50
30040 - Civil Engineering Technician 22.91
30051 - Cryogenic Technician I 30.46
30052 - Cryogenic Technician II 33.64
30061 - Drafter/CAD Operator I 19.84
30062 - Drafter/CAD Operator II 22.20
30063 - Drafter/CAD Operator III 24.74
30064 - Drafter/CAD Operator IV 30.46
30081 - Engineering Technician I 15.28
30082 - Engineering Technician II 17.15
30083 - Engineering Technician III 19.19
30084 - Engineering Technician IV 23.77
30085 - Engineering Technician V 29.07
30086 - Engineering Technician VI 35.18
30090 - Environmental Technician 27.72
30095 - Evidence Control Specialist 27.50
30210 - Laboratory Technician 29.37
30221 - Latent Fingerprint Technician I 30.46
30222 - Latent Fingerprint Technician II 33.64
30240 - Mathematical Technician 27.50
30361 - Paralegal/Legal Assistant I 19.44
30362 - Paralegal/Legal Assistant II 24.08
30363 - Paralegal/Legal Assistant III 29.45
30364 - Paralegal/Legal Assistant IV 35.63
30375 - Petroleum Supply Specialist 33.64
30390 - Photo-Optics Technician 26.72
30395 - Radiation Control Technician 33.64
30461 - Technical Writer I 27.50
30462 - Technical Writer II 33.64
30463 - Technical Writer III 40.70
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 30.46
30502 - Weather Forecaster II 37.04
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.74
30621 - Weather Observer Senior (see 2) 27.50
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.34
31030 - Bus Driver 18.95

31043 - Driver Courier	14.39
31260 - Parking and Lot Attendant	12.30
31290 - Shuttle Bus Driver	15.65
31310 - Taxi Driver	11.54
31361 - Truckdriver Light	15.65
31362 - Truckdriver Medium	16.89
31363 - Truckdriver Heavy	20.38
31364 - Truckdriver Tractor-Trailer	20.38
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.92
99050 - Desk Clerk	9.83
99095 - Embalmer	26.55
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.87
99252 - Laboratory Animal Caretaker II	15.09
99260 - Marketing Analyst	28.98
99310 - Mortician	26.55
99410 - Pest Controller	20.25
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.63
99711 - Recycling Specialist	22.55
99730 - Refuse Collector	16.83
99810 - Sales Clerk	11.54
99820 - School Crossing Guard	12.81
99830 - Survey Party Chief	24.60
99831 - Surveying Aide	16.52
99832 - Surveying Technician	22.31
99840 - Vending Machine Attendant	16.83
99841 - Vending Machine Repairer	21.23
99842 - Vending Machine Repairer Helper	16.83

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5273
Revision No.: 16
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Cooke Delta Fannin Navarro

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		26.46
01035 - Court Reporter		23.53
01041 - Customer Service Representative I		11.09
01042 - Customer Service Representative II		12.48
01043 - Customer Service Representative III		13.61
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		14.65
01060 - Dispatcher Motor Vehicle		21.36
01070 - Document Preparation Clerk		14.24
01090 - Duplicating Machine Operator		14.24
01111 - General Clerk I		12.43
01112 - General Clerk II		13.56

01113 - General Clerk III 15.95
01120 - Housing Referral Assistant 21.60
01141 - Messenger Courier 12.44
01191 - Order Clerk I 16.71
01192 - Order Clerk II 18.23
01261 - Personnel Assistant (Employment) I 16.75
01262 - Personnel Assistant (Employment) II 18.73
01263 - Personnel Assistant (Employment) III 20.88
01270 - Production Control Clerk 21.36
01290 - Rental Clerk 15.30
01300 - Scheduler Maintenance 17.32
01311 - Secretary I 17.32
01312 - Secretary II 19.38
01313 - Secretary III 21.60
01320 - Service Order Dispatcher 17.47
01410 - Supply Technician 26.46
01420 - Survey Worker 17.29
01460 - Switchboard Operator/Receptionist 13.60
01531 - Travel Clerk I 13.92
01532 - Travel Clerk II 15.00
01533 - Travel Clerk III 16.05
01611 - Word Processor I 12.93
01612 - Word Processor II 16.83
01613 - Word Processor III 19.02
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.25
05010 - Automotive Electrician 23.04
05040 - Automotive Glass Installer 20.93
05070 - Automotive Worker 22.02
05110 - Mobile Equipment Servicer 18.52
05130 - Motor Equipment Metal Mechanic 22.99
05160 - Motor Equipment Metal Worker 20.93
05190 - Motor Vehicle Mechanic 22.99
05220 - Motor Vehicle Mechanic Helper 17.27
05250 - Motor Vehicle Upholstery Worker 19.82
05280 - Motor Vehicle Wrecker 20.93
05310 - Painter Automotive 24.22
05340 - Radiator Repair Specialist 20.93
05370 - Tire Repairer 13.72
05400 - Transmission Repair Specialist 22.99
07000 - Food Preparation And Service Occupations
07010 - Baker 12.38
07041 - Cook I 10.33
07042 - Cook II 11.69
07070 - Dishwasher 9.18
07130 - Food Service Worker 10.14
07210 - Meat Cutter 13.34
07260 - Waiter/Waitress 9.26
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.85

09040 - Furniture Handler 11.26
09080 - Furniture Refinisher 16.85
09090 - Furniture Refinisher Helper 13.22
09110 - Furniture Repairer Minor 15.16
09130 - Upholsterer 18.18
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.90
11060 - Elevator Operator 10.82
11090 - Gardener 15.93
11122 - Housekeeping Aide 10.82
11150 - Janitor 10.82
11210 - Laborer Grounds Maintenance 12.37
11240 - Maid or Houseman 9.76
11260 - Pruner 11.58
11270 - Tractor Operator 14.74
11330 - Trail Maintenance Worker 12.37
11360 - Window Cleaner 12.03
12000 - Health Occupations
12010 - Ambulance Driver 15.87
12011 - Breath Alcohol Technician 20.60
12012 - Certified Occupational Therapist Assistant 34.63
12015 - Certified Physical Therapist Assistant 36.11
12020 - Dental Assistant 19.08
12025 - Dental Hygienist 36.62
12030 - EKG Technician 28.89
12035 - Electroneurodiagnostic Technologist 28.89
12040 - Emergency Medical Technician 15.87
12071 - Licensed Practical Nurse I 18.42
12072 - Licensed Practical Nurse II 20.60
12073 - Licensed Practical Nurse III 22.96
12100 - Medical Assistant 15.37
12130 - Medical Laboratory Technician 23.64
12160 - Medical Record Clerk 15.45
12190 - Medical Record Technician 17.26
12195 - Medical Transcriptionist 18.42
12210 - Nuclear Medicine Technologist 42.02
12221 - Nursing Assistant I 11.57
12222 - Nursing Assistant II 13.01
12223 - Nursing Assistant III 14.20
12224 - Nursing Assistant IV 15.94
12235 - Optical Dispenser 17.03
12236 - Optical Technician 17.10
12250 - Pharmacy Technician 15.97
12280 - Phlebotomist 15.80
12305 - Radiologic Technologist 27.02
12311 - Registered Nurse I 25.82
12312 - Registered Nurse II 31.58
12313 - Registered Nurse II Specialist 31.58
12314 - Registered Nurse III 38.19
12315 - Registered Nurse III Anesthetist 38.19

12316 - Registered Nurse IV 45.78
12317 - Scheduler (Drug and Alcohol Testing) 24.53
12320 - Substance Abuse Treatment Counselor 23.62
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.65
13012 - Exhibits Specialist II 25.58
13013 - Exhibits Specialist III 31.28
13041 - Illustrator I 24.95
13042 - Illustrator II 30.91
13043 - Illustrator III 36.18
13047 - Librarian 31.56
13050 - Library Aide/Clerk 14.33
13054 - Library Information Technology Systems Administrator 27.42
13058 - Library Technician 16.29
13061 - Media Specialist I 19.78
13062 - Media Specialist II 22.13
13063 - Media Specialist III 24.67
13071 - Photographer I 16.50
13072 - Photographer II 18.46
13073 - Photographer III 22.87
13074 - Photographer IV 27.97
13075 - Photographer V 33.85
13090 - Technical Order Library Clerk 18.01
13110 - Video Teleconference Technician 23.75
14000 - Information Technology Occupations
14041 - Computer Operator I 17.13
14042 - Computer Operator II 19.16
14043 - Computer Operator III 21.36
14044 - Computer Operator IV 24.67
14045 - Computer Operator V 27.31
14071 - Computer Programmer I (see 1)
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 17.13
14160 - Personal Computer Support Technician 24.67
14170 - System Support Specialist 25.36
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 35.04
15020 - Aircrew Training Devices Instructor (Rated) 41.90
15030 - Air Crew Training Devices Instructor (Pilot) 46.12
15050 - Computer Based Training Specialist / Instructor 35.04
15060 - Educational Technologist 32.83
15070 - Flight Instructor (Pilot) 46.12
15080 - Graphic Artist 24.97
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.12

15086 - Maintenance Test Pilot Rotary Wing 46.12
15088 - Non-Maintenance Test/Co-Pilot 46.12
15090 - Technical Instructor 24.21
15095 - Technical Instructor/Course Developer 29.60
15110 - Test Proctor 19.54
15120 - Tutor 19.54
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.43
16030 - Counter Attendant 10.43
16040 - Dry Cleaner 13.14
16070 - Finisher Flatwork Machine 10.43
16090 - Presser Hand 10.43
16110 - Presser Machine Drycleaning 10.43
16130 - Presser Machine Shirts 10.43
16160 - Presser Machine Wearing Apparel Laundry 10.43
16190 - Sewing Machine Operator 13.77
16220 - Tailor 14.57
16250 - Washer Machine 11.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.18
19040 - Tool And Die Maker 22.87
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.82
21030 - Material Coordinator 19.45
21040 - Material Expediter 19.45
21050 - Material Handling Laborer 12.80
21071 - Order Filler 13.57
21080 - Production Line Worker (Food Processing) 16.82
21110 - Shipping Packer 13.84
21130 - Shipping/Receiving Clerk 13.84
21140 - Store Worker I 12.31
21150 - Stock Clerk 16.85
21210 - Tools And Parts Attendant 16.82
21410 - Warehouse Specialist 16.82
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.47
23019 - Aircraft Logs and Records Technician 24.36
23021 - Aircraft Mechanic I 29.07
23022 - Aircraft Mechanic II 30.47
23023 - Aircraft Mechanic III 31.89
23040 - Aircraft Mechanic Helper 20.98
23050 - Aircraft Painter 27.47
23060 - Aircraft Servicer 24.36
23070 - Aircraft Survival Flight Equipment Technician 27.47
23080 - Aircraft Worker 25.95
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.95
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.07
23110 - Appliance Mechanic 19.97

23120 - Bicycle Repairer	17.23
23125 - Cable Splicer	28.70
23130 - Carpenter Maintenance	17.25
23140 - Carpet Layer	19.29
23160 - Electrician Maintenance	20.94
23181 - Electronics Technician Maintenance I	25.82
23182 - Electronics Technician Maintenance II	27.21
23183 - Electronics Technician Maintenance III	29.34
23260 - Fabric Worker	18.50
23290 - Fire Alarm System Mechanic	21.65
23310 - Fire Extinguisher Repairer	17.23
23311 - Fuel Distribution System Mechanic	21.30
23312 - Fuel Distribution System Operator	16.68
23370 - General Maintenance Worker	17.70
23380 - Ground Support Equipment Mechanic	29.07
23381 - Ground Support Equipment Servicer	24.36
23382 - Ground Support Equipment Worker	25.95
23391 - Gunsmith I	17.23
23392 - Gunsmith II	19.71
23393 - Gunsmith III	22.02
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.08
23430 - Heavy Equipment Mechanic	22.26
23440 - Heavy Equipment Operator	20.02
23460 - Instrument Mechanic	22.51
23465 - Laboratory/Shelter Mechanic	20.87
23470 - Laborer	12.46
23510 - Locksmith	20.87
23530 - Machinery Maintenance Mechanic	25.85
23550 - Machinist Maintenance	19.62
23580 - Maintenance Trades Helper	13.56
23591 - Metrology Technician I	22.51
23592 - Metrology Technician II	23.59
23593 - Metrology Technician III	24.69
23640 - Millwright	26.96
23710 - Office Appliance Repairer	20.87
23760 - Painter Maintenance	16.90
23790 - Pipefitter Maintenance	22.46
23810 - Plumber Maintenance	21.38
23820 - Pneudraulic Systems Mechanic	22.02
23850 - Rigger	22.02
23870 - Scale Mechanic	19.71
23890 - Sheet-Metal Worker Maintenance	22.02
23910 - Small Engine Mechanic	18.86
23931 - Telecommunications Mechanic I	28.36
23932 - Telecommunications Mechanic II	29.81
23950 - Telephone Lineman	28.48
23960 - Welder Combination Maintenance	18.93

23965 - Well Driller		24.29
23970 - Woodcraft Worker		22.02
23980 - Woodworker		17.23
24000 - Personal Needs Occupations		
24550 - Case Manager		15.07
24570 - Child Care Attendant		10.73
24580 - Child Care Center Clerk		13.39
24610 - Chore Aide		9.67
24620 - Family Readiness And Support Services Coordinator		15.07
24630 - Homemaker		17.11
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.97
25040 - Sewage Plant Operator		17.63
25070 - Stationary Engineer		22.97
25190 - Ventilation Equipment Tender		16.63
25210 - Water Treatment Plant Operator		17.63
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.51
27007 - Baggage Inspector		15.51
27008 - Corrections Officer		19.82
27010 - Court Security Officer		23.50
27030 - Detection Dog Handler		18.61
27040 - Detention Officer		19.99
27070 - Firefighter		22.87
27101 - Guard I		15.51
27102 - Guard II		18.61
27131 - Police Officer I		27.08
27132 - Police Officer II		30.10
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.31
28042 - Carnival Equipment Repairer		13.27
28043 - Carnival Worker		9.50
28210 - Gate Attendant/Gate Tender		14.18
28310 - Lifeguard		11.19
28350 - Park Attendant (Aide)		15.86
28510 - Recreation Aide/Health Facility Attendant		11.57
28515 - Recreation Specialist		19.34
28630 - Sports Official		12.63
28690 - Swimming Pool Operator		21.99
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.18
29020 - Hatch Tender		21.18
29030 - Line Handler		21.18
29041 - Stevedore I		19.90
29042 - Stevedore II		22.42
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	43.00
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	29.64
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	32.64

30021 - Archeological Technician I 20.07
30022 - Archeological Technician II 22.40
30023 - Archeological Technician III 27.75
30030 - Cartographic Technician 27.75
30040 - Civil Engineering Technician 23.51
30051 - Cryogenic Technician I 27.39
30052 - Cryogenic Technician II 30.24
30061 - Drafter/CAD Operator I 20.07
30062 - Drafter/CAD Operator II 22.40
30063 - Drafter/CAD Operator III 24.97
30064 - Drafter/CAD Operator IV 30.73
30081 - Engineering Technician I 17.56
30082 - Engineering Technician II 19.70
30083 - Engineering Technician III 22.03
30084 - Engineering Technician IV 27.30
30085 - Engineering Technician V 33.40
30086 - Engineering Technician VI 40.41
30090 - Environmental Technician 24.73
30095 - Evidence Control Specialist 24.73
30210 - Laboratory Technician 28.09
30221 - Latent Fingerprint Technician I 27.39
30222 - Latent Fingerprint Technician II 30.24
30240 - Mathematical Technician 27.75
30361 - Paralegal/Legal Assistant I 18.92
30362 - Paralegal/Legal Assistant II 23.44
30363 - Paralegal/Legal Assistant III 28.67
30364 - Paralegal/Legal Assistant IV 34.70
30375 - Petroleum Supply Specialist 30.24
30390 - Photo-Optics Technician 27.75
30395 - Radiation Control Technician 30.24
30461 - Technical Writer I 25.09
30462 - Technical Writer II 30.68
30463 - Technical Writer III 37.13
30491 - Unexploded Ordnance (UXO) Technician I 27.32
30492 - Unexploded Ordnance (UXO) Technician II 33.06
30493 - Unexploded Ordnance (UXO) Technician III 39.62
30494 - Unexploded (UXO) Safety Escort 27.32
30495 - Unexploded (UXO) Sweep Personnel 27.32
30501 - Weather Forecaster I 27.39
30502 - Weather Forecaster II 33.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.97
30621 - Weather Observer Senior (see 2) 25.23
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.06
31020 - Bus Aide 13.60
31030 - Bus Driver 18.80
31043 - Driver Courier 16.55
31260 - Parking and Lot Attendant 12.25
31290 - Shuttle Bus Driver 18.09

31310 - Taxi Driver	12.71
31361 - Truckdriver Light	18.09
31362 - Truckdriver Medium	19.69
31363 - Truckdriver Heavy	21.06
31364 - Truckdriver Tractor-Trailer	21.06
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.12
99030 - Cashier	9.76
99050 - Desk Clerk	9.98
99095 - Embalmer	27.16
99130 - Flight Follower	27.32
99251 - Laboratory Animal Caretaker I	13.15
99252 - Laboratory Animal Caretaker II	14.37
99260 - Marketing Analyst	30.18
99310 - Mortician	27.16
99410 - Pest Controller	18.98
99510 - Photofinishing Worker	14.89
99710 - Recycling Laborer	19.20
99711 - Recycling Specialist	22.87
99730 - Refuse Collector	17.30
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	13.28
99830 - Survey Party Chief	27.28
99831 - Surveying Aide	16.34
99832 - Surveying Technician	20.94
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	22.63
99842 - Vending Machine Repairer Helper	18.30

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5274
Revision No.: 16
Date Of Last Revision: 05/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Cooke Delta Fannin Navarro

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		26.46
01035 - Court Reporter		23.53
01041 - Customer Service Representative I		11.09
01042 - Customer Service Representative II		12.48
01043 - Customer Service Representative III		13.61
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		14.65
01060 - Dispatcher Motor Vehicle		21.36
01070 - Document Preparation Clerk		14.24

01090 - Duplicating Machine Operator 14.24
01111 - General Clerk I 12.43
01112 - General Clerk II 13.56
01113 - General Clerk III 15.95
01120 - Housing Referral Assistant 21.60
01141 - Messenger Courier 12.44
01191 - Order Clerk I 16.71
01192 - Order Clerk II 18.23
01261 - Personnel Assistant (Employment) I 16.75
01262 - Personnel Assistant (Employment) II 18.73
01263 - Personnel Assistant (Employment) III 20.88
01270 - Production Control Clerk 21.36
01290 - Rental Clerk 15.30
01300 - Scheduler Maintenance 17.32
01311 - Secretary I 17.32
01312 - Secretary II 19.38
01313 - Secretary III 21.60
01320 - Service Order Dispatcher 17.47
01410 - Supply Technician 26.46
01420 - Survey Worker 17.29
01460 - Switchboard Operator/Receptionist 13.60
01531 - Travel Clerk I 13.92
01532 - Travel Clerk II 15.00
01533 - Travel Clerk III 16.05
01611 - Word Processor I 12.93
01612 - Word Processor II 16.83
01613 - Word Processor III 19.02
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.25
05010 - Automotive Electrician 23.04
05040 - Automotive Glass Installer 20.93
05070 - Automotive Worker 22.02
05110 - Mobile Equipment Servicer 18.52
05130 - Motor Equipment Metal Mechanic 22.99
05160 - Motor Equipment Metal Worker 20.93
05190 - Motor Vehicle Mechanic 22.99
05220 - Motor Vehicle Mechanic Helper 17.27
05250 - Motor Vehicle Upholstery Worker 19.82
05280 - Motor Vehicle Wrecker 20.93
05310 - Painter Automotive 24.22
05340 - Radiator Repair Specialist 20.93
05370 - Tire Repairer 13.72
05400 - Transmission Repair Specialist 22.99
07000 - Food Preparation And Service Occupations
07010 - Baker 12.38
07041 - Cook I 10.33
07042 - Cook II 11.69
07070 - Dishwasher 9.18
07130 - Food Service Worker 10.14
07210 - Meat Cutter 13.34

07260 - Waiter/Waitress	9.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.85
09040 - Furniture Handler	11.26
09080 - Furniture Refinisher	16.85
09090 - Furniture Refinisher Helper	13.22
09110 - Furniture Repairer Minor	15.16
09130 - Upholsterer	18.18
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.90
11060 - Elevator Operator	10.82
11090 - Gardener	15.93
11122 - Housekeeping Aide	10.82
11150 - Janitor	10.82
11210 - Laborer Grounds Maintenance	12.37
11240 - Maid or Houseman	9.76
11260 - Pruner	11.58
11270 - Tractor Operator	14.74
11330 - Trail Maintenance Worker	12.37
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	15.87
12011 - Breath Alcohol Technician	20.60
12012 - Certified Occupational Therapist Assistant	34.63
12015 - Certified Physical Therapist Assistant	36.11
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.62
12030 - EKG Technician	28.89
12035 - Electroneurodiagnostic Technologist	28.89
12040 - Emergency Medical Technician	15.87
12071 - Licensed Practical Nurse I	18.42
12072 - Licensed Practical Nurse II	20.60
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	15.37
12130 - Medical Laboratory Technician	23.64
12160 - Medical Record Clerk	15.45
12190 - Medical Record Technician	17.26
12195 - Medical Transcriptionist	18.42
12210 - Nuclear Medicine Technologist	42.02
12221 - Nursing Assistant I	11.57
12222 - Nursing Assistant II	13.01
12223 - Nursing Assistant III	14.20
12224 - Nursing Assistant IV	15.94
12235 - Optical Dispenser	17.03
12236 - Optical Technician	17.10
12250 - Pharmacy Technician	15.97
12280 - Phlebotomist	15.80
12305 - Radiologic Technologist	27.02
12311 - Registered Nurse I	25.82
12312 - Registered Nurse II	31.58

12313 - Registered Nurse II Specialist		31.58
12314 - Registered Nurse III		38.19
12315 - Registered Nurse III Anesthetist		38.19
12316 - Registered Nurse IV		45.78
12317 - Scheduler (Drug and Alcohol Testing)		24.53
12320 - Substance Abuse Treatment Counselor		23.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.65
13012 - Exhibits Specialist II		25.58
13013 - Exhibits Specialist III		31.28
13041 - Illustrator I		24.95
13042 - Illustrator II		30.91
13043 - Illustrator III		36.18
13047 - Librarian		31.56
13050 - Library Aide/Clerk		14.33
13054 - Library Information Technology Systems Administrator		27.42
13058 - Library Technician		16.29
13061 - Media Specialist I		19.78
13062 - Media Specialist II		22.13
13063 - Media Specialist III		24.67
13071 - Photographer I		16.50
13072 - Photographer II		18.46
13073 - Photographer III		22.87
13074 - Photographer IV		27.97
13075 - Photographer V		33.85
13090 - Technical Order Library Clerk		18.01
13110 - Video Teleconference Technician		23.75
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.13
14042 - Computer Operator II		19.16
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		24.67
14045 - Computer Operator V		27.31
14071 - Computer Programmer I	(see 1)	
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		17.13
14160 - Personal Computer Support Technician		24.67
14170 - System Support Specialist		25.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		41.90
15030 - Air Crew Training Devices Instructor (Pilot)		46.12
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist		32.83

15070 - Flight Instructor (Pilot) 46.12
15080 - Graphic Artist 24.97
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.12
15086 - Maintenance Test Pilot Rotary Wing 46.12
15088 - Non-Maintenance Test/Co-Pilot 46.12
15090 - Technical Instructor 24.21
15095 - Technical Instructor/Course Developer 29.60
15110 - Test Proctor 19.54
15120 - Tutor 19.54
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.43
16030 - Counter Attendant 10.43
16040 - Dry Cleaner 13.14
16070 - Finisher Flatwork Machine 10.43
16090 - Presser Hand 10.43
16110 - Presser Machine Drycleaning 10.43
16130 - Presser Machine Shirts 10.43
16160 - Presser Machine Wearing Apparel Laundry 10.43
16190 - Sewing Machine Operator 13.77
16220 - Tailor 14.57
16250 - Washer Machine 11.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.18
19040 - Tool And Die Maker 22.87
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.82
21030 - Material Coordinator 19.45
21040 - Material Expediter 19.45
21050 - Material Handling Laborer 12.80
21071 - Order Filler 13.57
21080 - Production Line Worker (Food Processing) 16.82
21110 - Shipping Packer 13.84
21130 - Shipping/Receiving Clerk 13.84
21140 - Store Worker I 12.31
21150 - Stock Clerk 16.85
21210 - Tools And Parts Attendant 16.82
21410 - Warehouse Specialist 16.82
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.47
23019 - Aircraft Logs and Records Technician 24.36
23021 - Aircraft Mechanic I 29.07
23022 - Aircraft Mechanic II 30.47
23023 - Aircraft Mechanic III 31.89
23040 - Aircraft Mechanic Helper 20.98
23050 - Aircraft Painter 27.47
23060 - Aircraft Servicer 24.36
23070 - Aircraft Survival Flight Equipment Technician 27.47
23080 - Aircraft Worker 25.95
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.95

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.07
23110 - Appliance Mechanic 19.97
23120 - Bicycle Repairer 17.23
23125 - Cable Splicer 28.70
23130 - Carpenter Maintenance 17.25
23140 - Carpet Layer 19.29
23160 - Electrician Maintenance 20.94
23181 - Electronics Technician Maintenance I 25.82
23182 - Electronics Technician Maintenance II 27.21
23183 - Electronics Technician Maintenance III 29.34
23260 - Fabric Worker 18.50
23290 - Fire Alarm System Mechanic 21.65
23310 - Fire Extinguisher Repairer 17.23
23311 - Fuel Distribution System Mechanic 21.30
23312 - Fuel Distribution System Operator 16.68
23370 - General Maintenance Worker 17.70
23380 - Ground Support Equipment Mechanic 29.07
23381 - Ground Support Equipment Servicer 24.36
23382 - Ground Support Equipment Worker 25.95
23391 - Gunsmith I 17.23
23392 - Gunsmith II 19.71
23393 - Gunsmith III 22.02
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.08
23430 - Heavy Equipment Mechanic 22.26
23440 - Heavy Equipment Operator 20.02
23460 - Instrument Mechanic 22.51
23465 - Laboratory/Shelter Mechanic 20.87
23470 - Laborer 12.46
23510 - Locksmith 20.87
23530 - Machinery Maintenance Mechanic 25.85
23550 - Machinist Maintenance 19.62
23580 - Maintenance Trades Helper 13.56
23591 - Metrology Technician I 22.51
23592 - Metrology Technician II 23.59
23593 - Metrology Technician III 24.69
23640 - Millwright 26.96
23710 - Office Appliance Repairer 20.87
23760 - Painter Maintenance 16.90
23790 - Pipefitter Maintenance 22.46
23810 - Plumber Maintenance 21.38
23820 - Pneudraulic Systems Mechanic 22.02
23850 - Rigger 22.02
23870 - Scale Mechanic 19.71
23890 - Sheet-Metal Worker Maintenance 22.02
23910 - Small Engine Mechanic 18.86
23931 - Telecommunications Mechanic I 28.36

23932 - Telecommunications Mechanic II	29.81
23950 - Telephone Lineman	28.48
23960 - Welder Combination Maintenance	18.93
23965 - Well Driller	24.29
23970 - Woodcraft Worker	22.02
23980 - Woodworker	17.23
24000 - Personal Needs Occupations	
24550 - Case Manager	15.07
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	9.67
24620 - Family Readiness And Support Services Coordinator	15.07
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.97
25040 - Sewage Plant Operator	17.63
25070 - Stationary Engineer	22.97
25190 - Ventilation Equipment Tender	16.63
25210 - Water Treatment Plant Operator	17.63
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.51
27007 - Baggage Inspector	15.51
27008 - Corrections Officer	19.82
27010 - Court Security Officer	23.50
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	19.99
27070 - Firefighter	22.87
27101 - Guard I	15.51
27102 - Guard II	18.61
27131 - Police Officer I	27.08
27132 - Police Officer II	30.10
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.31
28042 - Carnival Equipment Repairer	13.27
28043 - Carnival Worker	9.50
28210 - Gate Attendant/Gate Tender	14.18
28310 - Lifeguard	11.19
28350 - Park Attendant (Aide)	15.86
28510 - Recreation Aide/Health Facility Attendant	11.57
28515 - Recreation Specialist	19.34
28630 - Sports Official	12.63
28690 - Swimming Pool Operator	21.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.18
29020 - Hatch Tender	21.18
29030 - Line Handler	21.18
29041 - Stevedore I	19.90
29042 - Stevedore II	22.42
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.00
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.64
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.64
30021 - Archeological Technician I 20.07
30022 - Archeological Technician II 22.40
30023 - Archeological Technician III 27.75
30030 - Cartographic Technician 27.75
30040 - Civil Engineering Technician 23.51
30051 - Cryogenic Technician I 27.39
30052 - Cryogenic Technician II 30.24
30061 - Drafter/CAD Operator I 20.07
30062 - Drafter/CAD Operator II 22.40
30063 - Drafter/CAD Operator III 24.97
30064 - Drafter/CAD Operator IV 30.73
30081 - Engineering Technician I 17.56
30082 - Engineering Technician II 19.70
30083 - Engineering Technician III 22.03
30084 - Engineering Technician IV 27.30
30085 - Engineering Technician V 33.40
30086 - Engineering Technician VI 40.41
30090 - Environmental Technician 24.73
30095 - Evidence Control Specialist 24.73
30210 - Laboratory Technician 28.09
30221 - Latent Fingerprint Technician I 27.39
30222 - Latent Fingerprint Technician II 30.24
30240 - Mathematical Technician 27.75
30361 - Paralegal/Legal Assistant I 18.92
30362 - Paralegal/Legal Assistant II 23.44
30363 - Paralegal/Legal Assistant III 28.67
30364 - Paralegal/Legal Assistant IV 34.70
30375 - Petroleum Supply Specialist 30.24
30390 - Photo-Optics Technician 27.75
30395 - Radiation Control Technician 30.24
30461 - Technical Writer I 25.09
30462 - Technical Writer II 30.68
30463 - Technical Writer III 37.13
30491 - Unexploded Ordnance (UXO) Technician I 27.32
30492 - Unexploded Ordnance (UXO) Technician II 33.06
30493 - Unexploded Ordnance (UXO) Technician III 39.62
30494 - Unexploded (UXO) Safety Escort 27.32
30495 - Unexploded (UXO) Sweep Personnel 27.32
30501 - Weather Forecaster I 27.39
30502 - Weather Forecaster II 33.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.97
30621 - Weather Observer Senior (see 2) 25.23
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.06
31020 - Bus Aide 13.60
31030 - Bus Driver 18.80

31043 - Driver Courier	16.55
31260 - Parking and Lot Attendant	12.25
31290 - Shuttle Bus Driver	18.09
31310 - Taxi Driver	12.71
31361 - Truckdriver Light	18.09
31362 - Truckdriver Medium	19.69
31363 - Truckdriver Heavy	21.06
31364 - Truckdriver Tractor-Trailer	21.06
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.12
99030 - Cashier	9.76
99050 - Desk Clerk	9.98
99095 - Embalmer	27.16
99130 - Flight Follower	27.32
99251 - Laboratory Animal Caretaker I	13.15
99252 - Laboratory Animal Caretaker II	14.37
99260 - Marketing Analyst	30.18
99310 - Mortician	27.16
99410 - Pest Controller	18.98
99510 - Photofinishing Worker	14.89
99710 - Recycling Laborer	19.20
99711 - Recycling Specialist	22.87
99730 - Refuse Collector	17.30
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	13.28
99830 - Survey Party Chief	27.28
99831 - Surveying Aide	16.34
99832 - Surveying Technician	20.94
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	22.63
99842 - Vending Machine Repairer Helper	18.30

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5275
Revision No.: 16
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Erath Palo Pinto

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		26.46
01035 - Court Reporter		23.53
01041 - Customer Service Representative I		11.09
01042 - Customer Service Representative II		12.48
01043 - Customer Service Representative III		13.61
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		14.65
01060 - Dispatcher Motor Vehicle		23.32
01070 - Document Preparation Clerk		14.24
01090 - Duplicating Machine Operator		14.24
01111 - General Clerk I		12.43
01112 - General Clerk II		13.56

01113 - General Clerk III 15.95
01120 - Housing Referral Assistant 21.60
01141 - Messenger Courier 12.44
01191 - Order Clerk I 16.71
01192 - Order Clerk II 18.23
01261 - Personnel Assistant (Employment) I 16.75
01262 - Personnel Assistant (Employment) II 18.73
01263 - Personnel Assistant (Employment) III 20.88
01270 - Production Control Clerk 21.36
01290 - Rental Clerk 15.30
01300 - Scheduler Maintenance 17.32
01311 - Secretary I 17.32
01312 - Secretary II 19.38
01313 - Secretary III 21.60
01320 - Service Order Dispatcher 20.70
01410 - Supply Technician 26.46
01420 - Survey Worker 17.29
01460 - Switchboard Operator/Receptionist 13.60
01531 - Travel Clerk I 13.92
01532 - Travel Clerk II 15.00
01533 - Travel Clerk III 16.05
01611 - Word Processor I 12.93
01612 - Word Processor II 16.83
01613 - Word Processor III 19.02
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.31
05010 - Automotive Electrician 21.40
05040 - Automotive Glass Installer 21.40
05070 - Automotive Worker 21.93
05110 - Mobile Equipment Servicer 16.62
05130 - Motor Equipment Metal Mechanic 22.99
05160 - Motor Equipment Metal Worker 21.40
05190 - Motor Vehicle Mechanic 22.99
05220 - Motor Vehicle Mechanic Helper 17.15
05250 - Motor Vehicle Upholstery Worker 20.43
05280 - Motor Vehicle Wrecker 20.43
05310 - Painter Automotive 20.13
05340 - Radiator Repair Specialist 20.43
05370 - Tire Repairer 13.72
05400 - Transmission Repair Specialist 22.99
07000 - Food Preparation And Service Occupations
07010 - Baker 12.38
07041 - Cook I 10.33
07042 - Cook II 11.69
07070 - Dishwasher 9.18
07130 - Food Service Worker 10.14
07210 - Meat Cutter 13.63
07260 - Waiter/Waitress 9.26
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.79

09040 - Furniture Handler	11.79
09080 - Furniture Refinisher	16.19
09090 - Furniture Refinisher Helper	12.97
09110 - Furniture Repairer Minor	14.23
09130 - Upholsterer	15.72
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.90
11060 - Elevator Operator	10.82
11090 - Gardener	15.93
11122 - Housekeeping Aide	10.82
11150 - Janitor	10.82
11210 - Laborer Grounds Maintenance	12.37
11240 - Maid or Houseman	9.76
11260 - Pruner	11.58
11270 - Tractor Operator	14.74
11330 - Trail Maintenance Worker	12.37
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	16.96
12011 - Breath Alcohol Technician	20.60
12012 - Certified Occupational Therapist Assistant	34.63
12015 - Certified Physical Therapist Assistant	36.11
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.62
12030 - EKG Technician	28.89
12035 - Electroneurodiagnostic Technologist	28.89
12040 - Emergency Medical Technician	16.96
12071 - Licensed Practical Nurse I	18.42
12072 - Licensed Practical Nurse II	20.60
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	14.89
12130 - Medical Laboratory Technician	23.64
12160 - Medical Record Clerk	15.45
12190 - Medical Record Technician	17.26
12195 - Medical Transcriptionist	18.42
12210 - Nuclear Medicine Technologist	42.02
12221 - Nursing Assistant I	11.57
12222 - Nursing Assistant II	13.01
12223 - Nursing Assistant III	14.20
12224 - Nursing Assistant IV	15.94
12235 - Optical Dispenser	17.03
12236 - Optical Technician	17.10
12250 - Pharmacy Technician	15.97
12280 - Phlebotomist	15.80
12305 - Radiologic Technologist	27.02
12311 - Registered Nurse I	25.82
12312 - Registered Nurse II	31.58
12313 - Registered Nurse II Specialist	31.58
12314 - Registered Nurse III	38.19
12315 - Registered Nurse III Anesthetist	38.19

12316 - Registered Nurse IV 45.78
12317 - Scheduler (Drug and Alcohol Testing) 24.53
12320 - Substance Abuse Treatment Counselor 23.62
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.65
13012 - Exhibits Specialist II 25.77
13013 - Exhibits Specialist III 31.28
13041 - Illustrator I 24.95
13042 - Illustrator II 30.91
13043 - Illustrator III 37.82
13047 - Librarian 31.56
13050 - Library Aide/Clerk 14.33
13054 - Library Information Technology Systems Administrator 27.42
13058 - Library Technician 15.98
13061 - Media Specialist I 19.78
13062 - Media Specialist II 22.13
13063 - Media Specialist III 24.67
13071 - Photographer I 16.50
13072 - Photographer II 18.46
13073 - Photographer III 22.87
13074 - Photographer IV 27.97
13075 - Photographer V 33.85
13090 - Technical Order Library Clerk 18.01
13110 - Video Teleconference Technician 23.75
14000 - Information Technology Occupations
14041 - Computer Operator I 17.13
14042 - Computer Operator II 19.16
14043 - Computer Operator III 21.36
14044 - Computer Operator IV 24.67
14045 - Computer Operator V 27.62
14071 - Computer Programmer I (see 1)
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 17.13
14160 - Personal Computer Support Technician 24.67
14170 - System Support Specialist 25.36
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 35.04
15020 - Aircrew Training Devices Instructor (Rated) 42.54
15030 - Air Crew Training Devices Instructor (Pilot) 50.81
15050 - Computer Based Training Specialist / Instructor 35.04
15060 - Educational Technologist 32.83
15070 - Flight Instructor (Pilot) 50.81
15080 - Graphic Artist 24.97
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.12

15086 - Maintenance Test Pilot Rotary Wing 46.12
15088 - Non-Maintenance Test/Co-Pilot 46.12
15090 - Technical Instructor 24.21
15095 - Technical Instructor/Course Developer 29.60
15110 - Test Proctor 19.54
15120 - Tutor 19.54
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.43
16030 - Counter Attendant 10.43
16040 - Dry Cleaner 13.14
16070 - Finisher Flatwork Machine 10.43
16090 - Presser Hand 10.43
16110 - Presser Machine Drycleaning 10.43
16130 - Presser Machine Shirts 10.43
16160 - Presser Machine Wearing Apparel Laundry 10.43
16190 - Sewing Machine Operator 13.77
16220 - Tailor 14.57
16250 - Washer Machine 11.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.91
19040 - Tool And Die Maker 22.87
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.82
21030 - Material Coordinator 19.45
21040 - Material Expediter 19.45
21050 - Material Handling Laborer 12.80
21071 - Order Filler 13.57
21080 - Production Line Worker (Food Processing) 16.82
21110 - Shipping Packer 13.84
21130 - Shipping/Receiving Clerk 13.84
21140 - Store Worker I 12.31
21150 - Stock Clerk 16.85
21210 - Tools And Parts Attendant 16.82
21410 - Warehouse Specialist 16.82
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.47
23019 - Aircraft Logs and Records Technician 24.36
23021 - Aircraft Mechanic I 29.07
23022 - Aircraft Mechanic II 30.47
23023 - Aircraft Mechanic III 31.89
23040 - Aircraft Mechanic Helper 20.98
23050 - Aircraft Painter 23.51
23060 - Aircraft Servicer 24.36
23070 - Aircraft Survival Flight Equipment Technician 23.51
23080 - Aircraft Worker 25.87
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.87
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.07
23110 - Appliance Mechanic 19.97

23120 - Bicycle Repairer	17.23
23125 - Cable Splicer	29.32
23130 - Carpenter Maintenance	17.25
23140 - Carpet Layer	18.56
23160 - Electrician Maintenance	20.94
23181 - Electronics Technician Maintenance I	25.82
23182 - Electronics Technician Maintenance II	27.21
23183 - Electronics Technician Maintenance III	28.68
23260 - Fabric Worker	18.50
23290 - Fire Alarm System Mechanic	21.65
23310 - Fire Extinguisher Repairer	17.23
23311 - Fuel Distribution System Mechanic	21.30
23312 - Fuel Distribution System Operator	16.68
23370 - General Maintenance Worker	17.70
23380 - Ground Support Equipment Mechanic	29.07
23381 - Ground Support Equipment Servicer	24.36
23382 - Ground Support Equipment Worker	25.87
23391 - Gunsmith I	17.23
23392 - Gunsmith II	19.71
23393 - Gunsmith III	22.02
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.08
23430 - Heavy Equipment Mechanic	22.26
23440 - Heavy Equipment Operator	20.02
23460 - Instrument Mechanic	22.51
23465 - Laboratory/Shelter Mechanic	20.87
23470 - Laborer	12.46
23510 - Locksmith	20.87
23530 - Machinery Maintenance Mechanic	25.85
23550 - Machinist Maintenance	19.62
23580 - Maintenance Trades Helper	13.56
23591 - Metrology Technician I	22.51
23592 - Metrology Technician II	23.59
23593 - Metrology Technician III	24.69
23640 - Millwright	26.96
23710 - Office Appliance Repairer	20.87
23760 - Painter Maintenance	16.90
23790 - Pipefitter Maintenance	22.46
23810 - Plumber Maintenance	21.38
23820 - Pneudraulic Systems Mechanic	22.02
23850 - Rigger	22.02
23870 - Scale Mechanic	19.71
23890 - Sheet-Metal Worker Maintenance	22.02
23910 - Small Engine Mechanic	18.86
23931 - Telecommunications Mechanic I	28.36
23932 - Telecommunications Mechanic II	29.81
23950 - Telephone Lineman	28.48
23960 - Welder Combination Maintenance	18.93

23965 - Well Driller		24.29
23970 - Woodcraft Worker		22.02
23980 - Woodworker		17.23
24000 - Personal Needs Occupations		
24550 - Case Manager		15.07
24570 - Child Care Attendant		10.73
24580 - Child Care Center Clerk		13.39
24610 - Chore Aide		9.67
24620 - Family Readiness And Support Services Coordinator		15.07
24630 - Homemaker		17.73
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.97
25040 - Sewage Plant Operator		17.63
25070 - Stationary Engineer		22.97
25190 - Ventilation Equipment Tender		16.63
25210 - Water Treatment Plant Operator		17.63
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.51
27007 - Baggage Inspector		15.51
27008 - Corrections Officer		19.82
27010 - Court Security Officer		23.50
27030 - Detection Dog Handler		18.61
27040 - Detention Officer		21.13
27070 - Firefighter		22.87
27101 - Guard I		15.51
27102 - Guard II		18.61
27131 - Police Officer I		27.08
27132 - Police Officer II		30.10
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.31
28042 - Carnival Equipment Repairer		13.27
28043 - Carnival Worker		9.50
28210 - Gate Attendant/Gate Tender		14.18
28310 - Lifeguard		11.19
28350 - Park Attendant (Aide)		15.86
28510 - Recreation Aide/Health Facility Attendant		11.57
28515 - Recreation Specialist		19.34
28630 - Sports Official		12.63
28690 - Swimming Pool Operator		18.88
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.18
29020 - Hatch Tender		21.18
29030 - Line Handler		21.18
29041 - Stevedore I		19.90
29042 - Stevedore II		22.42
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	43.00
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	29.64
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	32.64

30021 - Archeological Technician I		20.07
30022 - Archeological Technician II		22.40
30023 - Archeological Technician III		27.75
30030 - Cartographic Technician		27.75
30040 - Civil Engineering Technician		24.64
30051 - Cryogenic Technician I		27.39
30052 - Cryogenic Technician II		30.24
30061 - Drafter/CAD Operator I		20.07
30062 - Drafter/CAD Operator II		22.40
30063 - Drafter/CAD Operator III		24.97
30064 - Drafter/CAD Operator IV		30.73
30081 - Engineering Technician I		17.56
30082 - Engineering Technician II		19.70
30083 - Engineering Technician III		22.03
30084 - Engineering Technician IV		27.30
30085 - Engineering Technician V		33.40
30086 - Engineering Technician VI		40.41
30090 - Environmental Technician		24.73
30095 - Evidence Control Specialist		24.73
30210 - Laboratory Technician		28.09
30221 - Latent Fingerprint Technician I		27.39
30222 - Latent Fingerprint Technician II		30.24
30240 - Mathematical Technician		27.75
30361 - Paralegal/Legal Assistant I		18.92
30362 - Paralegal/Legal Assistant II		23.44
30363 - Paralegal/Legal Assistant III		28.67
30364 - Paralegal/Legal Assistant IV		34.70
30375 - Petroleum Supply Specialist		30.24
30390 - Photo-Optics Technician		27.75
30395 - Radiation Control Technician		30.24
30461 - Technical Writer I		25.09
30462 - Technical Writer II		30.68
30463 - Technical Writer III		37.13
30491 - Unexploded Ordnance (UXO) Technician I		27.32
30492 - Unexploded Ordnance (UXO) Technician II		33.06
30493 - Unexploded Ordnance (UXO) Technician III		39.62
30494 - Unexploded (UXO) Safety Escort		27.32
30495 - Unexploded (UXO) Sweep Personnel		27.32
30501 - Weather Forecaster I		27.39
30502 - Weather Forecaster II		33.31
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.97
30621 - Weather Observer Senior	(see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.06
31020 - Bus Aide		13.60
31030 - Bus Driver		18.80
31043 - Driver Courier		16.55
31260 - Parking and Lot Attendant		12.25
31290 - Shuttle Bus Driver		18.09

31310 - Taxi Driver	12.71
31361 - Truckdriver Light	18.09
31362 - Truckdriver Medium	20.50
31363 - Truckdriver Heavy	21.06
31364 - Truckdriver Tractor-Trailer	21.06
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.12
99030 - Cashier	9.76
99050 - Desk Clerk	9.98
99095 - Embalmer	27.16
99130 - Flight Follower	27.32
99251 - Laboratory Animal Caretaker I	13.15
99252 - Laboratory Animal Caretaker II	14.37
99260 - Marketing Analyst	30.18
99310 - Mortician	27.16
99410 - Pest Controller	17.39
99510 - Photofinishing Worker	14.36
99710 - Recycling Laborer	19.20
99711 - Recycling Specialist	22.87
99730 - Refuse Collector	17.30
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	13.28
99830 - Survey Party Chief	28.69
99831 - Surveying Aide	16.63
99832 - Surveying Technician	20.94
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	22.63
99842 - Vending Machine Repairer Helper	18.30

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5276
Revision No.: 16
Date Of Last Revision: 05/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Erath Palo Pinto

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		26.46
01035 - Court Reporter		23.53
01041 - Customer Service Representative I		11.09
01042 - Customer Service Representative II		12.48
01043 - Customer Service Representative III		13.61
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		14.65
01060 - Dispatcher Motor Vehicle		23.32
01070 - Document Preparation Clerk		14.24

01090 - Duplicating Machine Operator 14.24
01111 - General Clerk I 12.43
01112 - General Clerk II 13.56
01113 - General Clerk III 15.95
01120 - Housing Referral Assistant 21.60
01141 - Messenger Courier 12.44
01191 - Order Clerk I 16.71
01192 - Order Clerk II 18.23
01261 - Personnel Assistant (Employment) I 16.75
01262 - Personnel Assistant (Employment) II 18.73
01263 - Personnel Assistant (Employment) III 20.88
01270 - Production Control Clerk 21.36
01290 - Rental Clerk 15.30
01300 - Scheduler Maintenance 17.32
01311 - Secretary I 17.32
01312 - Secretary II 19.38
01313 - Secretary III 21.60
01320 - Service Order Dispatcher 20.70
01410 - Supply Technician 26.46
01420 - Survey Worker 17.29
01460 - Switchboard Operator/Receptionist 13.60
01531 - Travel Clerk I 13.92
01532 - Travel Clerk II 15.00
01533 - Travel Clerk III 16.05
01611 - Word Processor I 12.93
01612 - Word Processor II 16.83
01613 - Word Processor III 19.02
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.31
05010 - Automotive Electrician 21.40
05040 - Automotive Glass Installer 21.40
05070 - Automotive Worker 21.93
05110 - Mobile Equipment Servicer 16.62
05130 - Motor Equipment Metal Mechanic 22.99
05160 - Motor Equipment Metal Worker 21.40
05190 - Motor Vehicle Mechanic 22.99
05220 - Motor Vehicle Mechanic Helper 17.15
05250 - Motor Vehicle Upholstery Worker 20.43
05280 - Motor Vehicle Wrecker 20.43
05310 - Painter Automotive 20.13
05340 - Radiator Repair Specialist 20.43
05370 - Tire Repairer 13.72
05400 - Transmission Repair Specialist 22.99
07000 - Food Preparation And Service Occupations
07010 - Baker 12.38
07041 - Cook I 10.33
07042 - Cook II 11.69
07070 - Dishwasher 9.18
07130 - Food Service Worker 10.14
07210 - Meat Cutter 13.63

07260 - Waiter/Waitress	9.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.79
09040 - Furniture Handler	11.79
09080 - Furniture Refinisher	16.19
09090 - Furniture Refinisher Helper	12.97
09110 - Furniture Repairer Minor	14.23
09130 - Upholsterer	15.72
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.90
11060 - Elevator Operator	10.82
11090 - Gardener	15.93
11122 - Housekeeping Aide	10.82
11150 - Janitor	10.82
11210 - Laborer Grounds Maintenance	12.37
11240 - Maid or Houseman	9.76
11260 - Pruner	11.58
11270 - Tractor Operator	14.74
11330 - Trail Maintenance Worker	12.37
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	16.96
12011 - Breath Alcohol Technician	20.60
12012 - Certified Occupational Therapist Assistant	34.63
12015 - Certified Physical Therapist Assistant	36.11
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.62
12030 - EKG Technician	28.89
12035 - Electroneurodiagnostic Technologist	28.89
12040 - Emergency Medical Technician	16.96
12071 - Licensed Practical Nurse I	18.42
12072 - Licensed Practical Nurse II	20.60
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	14.89
12130 - Medical Laboratory Technician	23.64
12160 - Medical Record Clerk	15.45
12190 - Medical Record Technician	17.26
12195 - Medical Transcriptionist	18.42
12210 - Nuclear Medicine Technologist	42.02
12221 - Nursing Assistant I	11.57
12222 - Nursing Assistant II	13.01
12223 - Nursing Assistant III	14.20
12224 - Nursing Assistant IV	15.94
12235 - Optical Dispenser	17.03
12236 - Optical Technician	17.10
12250 - Pharmacy Technician	15.97
12280 - Phlebotomist	15.80
12305 - Radiologic Technologist	27.02
12311 - Registered Nurse I	25.82
12312 - Registered Nurse II	31.58

12313 - Registered Nurse II Specialist		31.58
12314 - Registered Nurse III		38.19
12315 - Registered Nurse III Anesthetist		38.19
12316 - Registered Nurse IV		45.78
12317 - Scheduler (Drug and Alcohol Testing)		24.53
12320 - Substance Abuse Treatment Counselor		23.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.65
13012 - Exhibits Specialist II		25.77
13013 - Exhibits Specialist III		31.28
13041 - Illustrator I		24.95
13042 - Illustrator II		30.91
13043 - Illustrator III		37.82
13047 - Librarian		31.56
13050 - Library Aide/Clerk		14.33
13054 - Library Information Technology Systems Administrator		27.42
13058 - Library Technician		15.98
13061 - Media Specialist I		19.78
13062 - Media Specialist II		22.13
13063 - Media Specialist III		24.67
13071 - Photographer I		16.50
13072 - Photographer II		18.46
13073 - Photographer III		22.87
13074 - Photographer IV		27.97
13075 - Photographer V		33.85
13090 - Technical Order Library Clerk		18.01
13110 - Video Teleconference Technician		23.75
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.13
14042 - Computer Operator II		19.16
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		24.67
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	
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		17.13
14160 - Personal Computer Support Technician		24.67
14170 - System Support Specialist		25.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		42.54
15030 - Air Crew Training Devices Instructor (Pilot)		50.81
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist		32.83

15070 - Flight Instructor (Pilot) 50.81
15080 - Graphic Artist 24.97
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.12
15086 - Maintenance Test Pilot Rotary Wing 46.12
15088 - Non-Maintenance Test/Co-Pilot 46.12
15090 - Technical Instructor 24.21
15095 - Technical Instructor/Course Developer 29.60
15110 - Test Proctor 19.54
15120 - Tutor 19.54
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.43
16030 - Counter Attendant 10.43
16040 - Dry Cleaner 13.14
16070 - Finisher Flatwork Machine 10.43
16090 - Presser Hand 10.43
16110 - Presser Machine Drycleaning 10.43
16130 - Presser Machine Shirts 10.43
16160 - Presser Machine Wearing Apparel Laundry 10.43
16190 - Sewing Machine Operator 13.77
16220 - Tailor 14.57
16250 - Washer Machine 11.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.91
19040 - Tool And Die Maker 22.87
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.82
21030 - Material Coordinator 19.45
21040 - Material Expediter 19.45
21050 - Material Handling Laborer 12.80
21071 - Order Filler 13.57
21080 - Production Line Worker (Food Processing) 16.82
21110 - Shipping Packer 13.84
21130 - Shipping/Receiving Clerk 13.84
21140 - Store Worker I 12.31
21150 - Stock Clerk 16.85
21210 - Tools And Parts Attendant 16.82
21410 - Warehouse Specialist 16.82
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.47
23019 - Aircraft Logs and Records Technician 24.36
23021 - Aircraft Mechanic I 29.07
23022 - Aircraft Mechanic II 30.47
23023 - Aircraft Mechanic III 31.89
23040 - Aircraft Mechanic Helper 20.98
23050 - Aircraft Painter 23.51
23060 - Aircraft Servicer 24.36
23070 - Aircraft Survival Flight Equipment Technician 23.51
23080 - Aircraft Worker 25.87
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.87

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.07
23110 - Appliance Mechanic 19.97
23120 - Bicycle Repairer 17.23
23125 - Cable Splicer 29.32
23130 - Carpenter Maintenance 17.25
23140 - Carpet Layer 18.56
23160 - Electrician Maintenance 20.94
23181 - Electronics Technician Maintenance I 25.82
23182 - Electronics Technician Maintenance II 27.21
23183 - Electronics Technician Maintenance III 28.68
23260 - Fabric Worker 18.50
23290 - Fire Alarm System Mechanic 21.65
23310 - Fire Extinguisher Repairer 17.23
23311 - Fuel Distribution System Mechanic 21.30
23312 - Fuel Distribution System Operator 16.68
23370 - General Maintenance Worker 17.70
23380 - Ground Support Equipment Mechanic 29.07
23381 - Ground Support Equipment Servicer 24.36
23382 - Ground Support Equipment Worker 25.87
23391 - Gunsmith I 17.23
23392 - Gunsmith II 19.71
23393 - Gunsmith III 22.02
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.08
23430 - Heavy Equipment Mechanic 22.26
23440 - Heavy Equipment Operator 20.02
23460 - Instrument Mechanic 22.51
23465 - Laboratory/Shelter Mechanic 20.87
23470 - Laborer 12.46
23510 - Locksmith 20.87
23530 - Machinery Maintenance Mechanic 25.85
23550 - Machinist Maintenance 19.62
23580 - Maintenance Trades Helper 13.56
23591 - Metrology Technician I 22.51
23592 - Metrology Technician II 23.59
23593 - Metrology Technician III 24.69
23640 - Millwright 26.96
23710 - Office Appliance Repairer 20.87
23760 - Painter Maintenance 16.90
23790 - Pipefitter Maintenance 22.46
23810 - Plumber Maintenance 21.38
23820 - Pneudraulic Systems Mechanic 22.02
23850 - Rigger 22.02
23870 - Scale Mechanic 19.71
23890 - Sheet-Metal Worker Maintenance 22.02
23910 - Small Engine Mechanic 18.86
23931 - Telecommunications Mechanic I 28.36

23932 - Telecommunications Mechanic II	29.81
23950 - Telephone Lineman	28.48
23960 - Welder Combination Maintenance	18.93
23965 - Well Driller	24.29
23970 - Woodcraft Worker	22.02
23980 - Woodworker	17.23
24000 - Personal Needs Occupations	
24550 - Case Manager	15.07
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	9.67
24620 - Family Readiness And Support Services Coordinator	15.07
24630 - Homemaker	17.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.97
25040 - Sewage Plant Operator	17.63
25070 - Stationary Engineer	22.97
25190 - Ventilation Equipment Tender	16.63
25210 - Water Treatment Plant Operator	17.63
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.51
27007 - Baggage Inspector	15.51
27008 - Corrections Officer	19.82
27010 - Court Security Officer	23.50
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	21.13
27070 - Firefighter	22.87
27101 - Guard I	15.51
27102 - Guard II	18.61
27131 - Police Officer I	27.08
27132 - Police Officer II	30.10
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.31
28042 - Carnival Equipment Repairer	13.27
28043 - Carnival Worker	9.50
28210 - Gate Attendant/Gate Tender	14.18
28310 - Lifeguard	11.19
28350 - Park Attendant (Aide)	15.86
28510 - Recreation Aide/Health Facility Attendant	11.57
28515 - Recreation Specialist	19.34
28630 - Sports Official	12.63
28690 - Swimming Pool Operator	18.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.18
29020 - Hatch Tender	21.18
29030 - Line Handler	21.18
29041 - Stevedore I	19.90
29042 - Stevedore II	22.42
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.00
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.64
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.64
30021 - Archeological Technician I 20.07
30022 - Archeological Technician II 22.40
30023 - Archeological Technician III 27.75
30030 - Cartographic Technician 27.75
30040 - Civil Engineering Technician 24.64
30051 - Cryogenic Technician I 27.39
30052 - Cryogenic Technician II 30.24
30061 - Drafter/CAD Operator I 20.07
30062 - Drafter/CAD Operator II 22.40
30063 - Drafter/CAD Operator III 24.97
30064 - Drafter/CAD Operator IV 30.73
30081 - Engineering Technician I 17.56
30082 - Engineering Technician II 19.70
30083 - Engineering Technician III 22.03
30084 - Engineering Technician IV 27.30
30085 - Engineering Technician V 33.40
30086 - Engineering Technician VI 40.41
30090 - Environmental Technician 24.73
30095 - Evidence Control Specialist 24.73
30210 - Laboratory Technician 28.09
30221 - Latent Fingerprint Technician I 27.39
30222 - Latent Fingerprint Technician II 30.24
30240 - Mathematical Technician 27.75
30361 - Paralegal/Legal Assistant I 18.92
30362 - Paralegal/Legal Assistant II 23.44
30363 - Paralegal/Legal Assistant III 28.67
30364 - Paralegal/Legal Assistant IV 34.70
30375 - Petroleum Supply Specialist 30.24
30390 - Photo-Optics Technician 27.75
30395 - Radiation Control Technician 30.24
30461 - Technical Writer I 25.09
30462 - Technical Writer II 30.68
30463 - Technical Writer III 37.13
30491 - Unexploded Ordnance (UXO) Technician I 27.32
30492 - Unexploded Ordnance (UXO) Technician II 33.06
30493 - Unexploded Ordnance (UXO) Technician III 39.62
30494 - Unexploded (UXO) Safety Escort 27.32
30495 - Unexploded (UXO) Sweep Personnel 27.32
30501 - Weather Forecaster I (see 2) 27.39
30502 - Weather Forecaster II (see 2) 33.31
30620 - Weather Observer Combined Upper Air Or 24.97
Surface Programs
30621 - Weather Observer Senior 25.23
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.06
31020 - Bus Aide 13.60
31030 - Bus Driver 18.80

31043 - Driver Courier	16.55
31260 - Parking and Lot Attendant	12.25
31290 - Shuttle Bus Driver	18.09
31310 - Taxi Driver	12.71
31361 - Truckdriver Light	18.09
31362 - Truckdriver Medium	20.50
31363 - Truckdriver Heavy	21.06
31364 - Truckdriver Tractor-Trailer	21.06
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.12
99030 - Cashier	9.76
99050 - Desk Clerk	9.98
99095 - Embalmer	27.16
99130 - Flight Follower	27.32
99251 - Laboratory Animal Caretaker I	13.15
99252 - Laboratory Animal Caretaker II	14.37
99260 - Marketing Analyst	30.18
99310 - Mortician	27.16
99410 - Pest Controller	17.39
99510 - Photofinishing Worker	14.36
99710 - Recycling Laborer	19.20
99711 - Recycling Specialist	22.87
99730 - Refuse Collector	17.30
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	13.28
99830 - Survey Party Chief	28.69
99831 - Surveying Aide	16.63
99832 - Surveying Technician	20.94
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	22.63
99842 - Vending Machine Repairer Helper	18.30

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5277
Revision No.: 16
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Camp Cass Cherokee Franklin Harrison Marion Morris Panola Red River Titus

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.72
01012 - Accounting Clerk II		15.40
01013 - Accounting Clerk III		17.23
01020 - Administrative Assistant		22.59
01035 - Court Reporter		25.61
01041 - Customer Service Representative I		11.66
01042 - Customer Service Representative II		13.12
01043 - Customer Service Representative III		14.31
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		14.65
01060 - Dispatcher Motor Vehicle		18.85
01070 - Document Preparation Clerk		13.81
01090 - Duplicating Machine Operator		13.81
01111 - General Clerk I		12.43

01112 - General Clerk II	13.56
01113 - General Clerk III	15.22
01120 - Housing Referral Assistant	17.62
01141 - Messenger Courier	11.89
01191 - Order Clerk I	16.71
01192 - Order Clerk II	18.23
01261 - Personnel Assistant (Employment) I	15.40
01262 - Personnel Assistant (Employment) II	17.32
01263 - Personnel Assistant (Employment) III	19.21
01270 - Production Control Clerk	19.16
01290 - Rental Clerk	11.57
01300 - Scheduler Maintenance	14.13
01311 - Secretary I	14.13
01312 - Secretary II	15.80
01313 - Secretary III	17.62
01320 - Service Order Dispatcher	16.84
01410 - Supply Technician	22.59
01420 - Survey Worker	14.17
01460 - Switchboard Operator/Receptionist	11.74
01531 - Travel Clerk I	12.98
01532 - Travel Clerk II	13.93
01533 - Travel Clerk III	14.72
01611 - Word Processor I	13.48
01612 - Word Processor II	15.15
01613 - Word Processor III	16.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.25
05010 - Automotive Electrician	20.13
05040 - Automotive Glass Installer	19.01
05070 - Automotive Worker	19.01
05110 - Mobile Equipment Servicer	16.62
05130 - Motor Equipment Metal Mechanic	21.25
05160 - Motor Equipment Metal Worker	19.01
05190 - Motor Vehicle Mechanic	21.25
05220 - Motor Vehicle Mechanic Helper	15.38
05250 - Motor Vehicle Upholstery Worker	17.85
05280 - Motor Vehicle Wrecker	19.01
05310 - Painter Automotive	20.13
05340 - Radiator Repair Specialist	19.01
05370 - Tire Repairer	14.33
05400 - Transmission Repair Specialist	21.25
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.65
07041 - Cook I	9.99
07042 - Cook II	11.43
07070 - Dishwasher	9.18
07130 - Food Service Worker	10.12
07210 - Meat Cutter	14.20
07260 - Waiter/Waitress	9.26
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 18.06
09040 - Furniture Handler 11.41
09080 - Furniture Refinisher 18.06
09090 - Furniture Refinisher Helper 13.88
09110 - Furniture Repairer Minor 15.97
09130 - Upholsterer 18.06
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.80
11060 - Elevator Operator 10.82
11090 - Gardener 15.93
11122 - Housekeeping Aide 10.82
11150 - Janitor 10.82
11210 - Laborer Grounds Maintenance 12.37
11240 - Maid or Houseman 9.76
11260 - Pruner 11.13
11270 - Tractor Operator 14.74
11330 - Trail Maintenance Worker 12.37
11360 - Window Cleaner 12.03
12000 - Health Occupations
12010 - Ambulance Driver 15.15
12011 - Breath Alcohol Technician 19.12
12012 - Certified Occupational Therapist Assistant 32.53
12015 - Certified Physical Therapist Assistant 35.81
12020 - Dental Assistant 16.16
12025 - Dental Hygienist 35.91
12030 - EKG Technician 21.12
12035 - Electroneurodiagnostic Technologist 21.12
12040 - Emergency Medical Technician 15.15
12071 - Licensed Practical Nurse I 17.10
12072 - Licensed Practical Nurse II 19.12
12073 - Licensed Practical Nurse III 21.32
12100 - Medical Assistant 13.97
12130 - Medical Laboratory Technician 23.12
12160 - Medical Record Clerk 13.84
12190 - Medical Record Technician 15.48
12195 - Medical Transcriptionist 14.85
12210 - Nuclear Medicine Technologist 42.02
12221 - Nursing Assistant I 11.57
12222 - Nursing Assistant II 13.01
12223 - Nursing Assistant III 14.20
12224 - Nursing Assistant IV 15.94
12235 - Optical Dispenser 20.89
12236 - Optical Technician 17.10
12250 - Pharmacy Technician 15.97
12280 - Phlebotomist 12.66
12305 - Radiologic Technologist 27.02
12311 - Registered Nurse I 24.51
12312 - Registered Nurse II 29.97
12313 - Registered Nurse II Specialist 29.97
12314 - Registered Nurse III 36.27

12315 - Registered Nurse III Anesthetist		36.27
12316 - Registered Nurse IV		43.46
12317 - Scheduler (Drug and Alcohol Testing)		23.70
12320 - Substance Abuse Treatment Counselor		21.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.55
13012 - Exhibits Specialist II		21.88
13013 - Exhibits Specialist III		26.59
13041 - Illustrator I		17.55
13042 - Illustrator II		21.88
13043 - Illustrator III		26.59
13047 - Librarian		24.08
13050 - Library Aide/Clerk		11.39
13054 - Library Information Technology Systems Administrator		21.74
13058 - Library Technician		13.32
13061 - Media Specialist I		15.69
13062 - Media Specialist II		17.55
13063 - Media Specialist III		19.56
13071 - Photographer I		15.69
13072 - Photographer II		17.55
13073 - Photographer III		21.74
13074 - Photographer IV		26.59
13075 - Photographer V		32.17
13090 - Technical Order Library Clerk		14.30
13110 - Video Teleconference Technician		17.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.13
14042 - Computer Operator II		19.16
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.74
14045 - Computer Operator V		22.26
14071 - Computer Programmer I	(see 1)	23.62
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		17.13
14160 - Personal Computer Support Technician		23.74
14170 - System Support Specialist		26.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.80
15020 - Aircrew Training Devices Instructor (Rated)		38.48
15030 - Air Crew Training Devices Instructor (Pilot)		46.12
15050 - Computer Based Training Specialist / Instructor		31.80
15060 - Educational Technologist		32.16
15070 - Flight Instructor (Pilot)		46.12
15080 - Graphic Artist		18.90

15085 - Maintenance Test Pilot Fixed Jet/Prop 46.12
15086 - Maintenance Test Pilot Rotary Wing 46.12
15088 - Non-Maintenance Test/Co-Pilot 46.12
15090 - Technical Instructor 18.38
15095 - Technical Instructor/Course Developer 22.48
15110 - Test Proctor 14.83
15120 - Tutor 14.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.43
16030 - Counter Attendant 10.43
16040 - Dry Cleaner 13.14
16070 - Finisher Flatwork Machine 10.43
16090 - Presser Hand 10.43
16110 - Presser Machine Drycleaning 10.43
16130 - Presser Machine Shirts 10.43
16160 - Presser Machine Wearing Apparel Laundry 10.43
16190 - Sewing Machine Operator 13.77
16220 - Tailor 14.57
16250 - Washer Machine 11.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.96
19040 - Tool And Die Maker 23.82
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.82
21030 - Material Coordinator 19.16
21040 - Material Expediter 19.16
21050 - Material Handling Laborer 12.46
21071 - Order Filler 12.73
21080 - Production Line Worker (Food Processing) 16.82
21110 - Shipping Packer 13.84
21130 - Shipping/Receiving Clerk 13.84
21140 - Store Worker I 12.31
21150 - Stock Clerk 16.85
21210 - Tools And Parts Attendant 16.82
21410 - Warehouse Specialist 16.82
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.54
23019 - Aircraft Logs and Records Technician 20.97
23021 - Aircraft Mechanic I 25.25
23022 - Aircraft Mechanic II 26.54
23023 - Aircraft Mechanic III 27.89
23040 - Aircraft Mechanic Helper 18.22
23050 - Aircraft Painter 22.78
23060 - Aircraft Servicer 20.97
23070 - Aircraft Survival Flight Equipment Technician 22.78
23080 - Aircraft Worker 22.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.25

23110 - Appliance Mechanic 19.97
23120 - Bicycle Repairer 17.23
23125 - Cable Splicer 29.32
23130 - Carpenter Maintenance 18.11
23140 - Carpet Layer 19.29
23160 - Electrician Maintenance 22.08
23181 - Electronics Technician Maintenance I 25.04
23182 - Electronics Technician Maintenance II 26.50
23183 - Electronics Technician Maintenance III 27.97
23260 - Fabric Worker 18.50
23290 - Fire Alarm System Mechanic 21.65
23310 - Fire Extinguisher Repairer 17.23
23311 - Fuel Distribution System Mechanic 21.30
23312 - Fuel Distribution System Operator 17.06
23370 - General Maintenance Worker 17.18
23380 - Ground Support Equipment Mechanic 25.25
23381 - Ground Support Equipment Servicer 20.97
23382 - Ground Support Equipment Worker 22.20
23391 - Gunsmith I 17.23
23392 - Gunsmith II 19.71
23393 - Gunsmith III 22.02
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.08
23430 - Heavy Equipment Mechanic 22.26
23440 - Heavy Equipment Operator 20.02
23460 - Instrument Mechanic 22.02
23465 - Laboratory/Shelter Mechanic 20.87
23470 - Laborer 12.46
23510 - Locksmith 20.87
23530 - Machinery Maintenance Mechanic 25.85
23550 - Machinist Maintenance 19.62
23580 - Maintenance Trades Helper 15.27
23591 - Metrology Technician I 22.02
23592 - Metrology Technician II 23.15
23593 - Metrology Technician III 24.27
23640 - Millwright 24.84
23710 - Office Appliance Repairer 20.87
23760 - Painter Maintenance 18.11
23790 - Pipefitter Maintenance 22.64
23810 - Plumber Maintenance 21.52
23820 - Pneudraulic Systems Mechanic 22.02
23850 - Rigger 22.02
23870 - Scale Mechanic 19.71
23890 - Sheet-Metal Worker Maintenance 22.02
23910 - Small Engine Mechanic 18.79
23931 - Telecommunications Mechanic I 28.36
23932 - Telecommunications Mechanic II 29.81
23950 - Telephone Lineman 31.61

23960 - Welder Combination Maintenance		19.17
23965 - Well Driller		25.52
23970 - Woodcraft Worker		22.02
23980 - Woodworker		17.23
24000 - Personal Needs Occupations		
24550 - Case Manager		14.83
24570 - Child Care Attendant		9.49
24580 - Child Care Center Clerk		13.02
24610 - Chore Aide		9.67
24620 - Family Readiness And Support Services Coordinator		14.83
24630 - Homemaker		14.83
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.00
25040 - Sewage Plant Operator		19.87
25070 - Stationary Engineer		23.71
25190 - Ventilation Equipment Tender		16.63
25210 - Water Treatment Plant Operator		18.06
27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.89
27007 - Baggage Inspector		14.06
27008 - Corrections Officer		19.82
27010 - Court Security Officer		19.02
27030 - Detection Dog Handler		15.74
27040 - Detention Officer		19.82
27070 - Firefighter		18.39
27101 - Guard I		14.06
27102 - Guard II		15.74
27131 - Police Officer I		21.51
27132 - Police Officer II		23.91
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.28
28042 - Carnival Equipment Repairer		13.27
28043 - Carnival Worker		9.27
28210 - Gate Attendant/Gate Tender		13.96
28310 - Lifeguard		11.70
28350 - Park Attendant (Aide)		15.62
28510 - Recreation Aide/Health Facility Attendant		11.40
28515 - Recreation Specialist		19.31
28630 - Sports Official		12.43
28690 - Swimming Pool Operator		15.18
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.18
29020 - Hatch Tender		21.18
29030 - Line Handler		21.18
29041 - Stevedore I		19.90
29042 - Stevedore II		22.42
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	43.00
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	29.64

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.64
30021 - Archeological Technician I 17.84
30022 - Archeological Technician II 19.96
30023 - Archeological Technician III 24.73
30030 - Cartographic Technician 24.73
30040 - Civil Engineering Technician 23.23
30051 - Cryogenic Technician I 27.39
30052 - Cryogenic Technician II 30.24
30061 - Drafter/CAD Operator I 17.84
30062 - Drafter/CAD Operator II 19.96
30063 - Drafter/CAD Operator III 22.25
30064 - Drafter/CAD Operator IV 27.39
30081 - Engineering Technician I 16.35
30082 - Engineering Technician II 19.60
30083 - Engineering Technician III 21.92
30084 - Engineering Technician IV 27.16
30085 - Engineering Technician V 33.21
30086 - Engineering Technician VI 40.19
30090 - Environmental Technician 23.24
30095 - Evidence Control Specialist 24.73
30210 - Laboratory Technician 28.33
30221 - Latent Fingerprint Technician I 27.39
30222 - Latent Fingerprint Technician II 30.24
30240 - Mathematical Technician 24.73
30361 - Paralegal/Legal Assistant I 18.72
30362 - Paralegal/Legal Assistant II 23.19
30363 - Paralegal/Legal Assistant III 28.36
30364 - Paralegal/Legal Assistant IV 34.31
30375 - Petroleum Supply Specialist 30.24
30390 - Photo-Optics Technician 24.44
30395 - Radiation Control Technician 30.24
30461 - Technical Writer I 24.73
30462 - Technical Writer II 31.19
30463 - Technical Writer III 37.52
30491 - Unexploded Ordnance (UXO) Technician I 27.32
30492 - Unexploded Ordnance (UXO) Technician II 33.06
30493 - Unexploded Ordnance (UXO) Technician III 39.62
30494 - Unexploded (UXO) Safety Escort 27.32
30495 - Unexploded (UXO) Sweep Personnel 27.32
30501 - Weather Forecaster I 27.39
30502 - Weather Forecaster II 33.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.25
30621 - Weather Observer Senior (see 2) 24.73
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.06
31020 - Bus Aide 13.60
31030 - Bus Driver 18.80
31043 - Driver Courier 12.78
31260 - Parking and Lot Attendant 12.25

31290 - Shuttle Bus Driver	13.16
31310 - Taxi Driver	12.71
31361 - Truckdriver Light	13.16
31362 - Truckdriver Medium	15.99
31363 - Truckdriver Heavy	20.02
31364 - Truckdriver Tractor-Trailer	20.02
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.12
99030 - Cashier	9.51
99050 - Desk Clerk	9.98
99095 - Embalmer	27.16
99130 - Flight Follower	27.32
99251 - Laboratory Animal Caretaker I	11.61
99252 - Laboratory Animal Caretaker II	12.51
99260 - Marketing Analyst	28.74
99310 - Mortician	27.16
99410 - Pest Controller	16.27
99510 - Photofinishing Worker	14.36
99710 - Recycling Laborer	19.20
99711 - Recycling Specialist	22.87
99730 - Refuse Collector	17.30
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	13.15
99830 - Survey Party Chief	24.42
99831 - Surveying Aide	14.96
99832 - Surveying Technician	20.50
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	22.63
99842 - Vending Machine Repairer Helper	18.30

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5278
Revision No.: 16
Date Of Last Revision: 05/27/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Camp Cass Cherokee Franklin Harrison Marion Morris Panola Red River Titus

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.72
01012 - Accounting Clerk II		15.40
01013 - Accounting Clerk III		17.23
01020 - Administrative Assistant		22.59
01035 - Court Reporter		25.61
01041 - Customer Service Representative I		11.66
01042 - Customer Service Representative II		13.12
01043 - Customer Service Representative III		14.31
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		14.65
01060 - Dispatcher Motor Vehicle		18.85

01070 - Document Preparation Clerk 13.81
01090 - Duplicating Machine Operator 13.81
01111 - General Clerk I 12.43
01112 - General Clerk II 13.56
01113 - General Clerk III 15.22
01120 - Housing Referral Assistant 17.62
01141 - Messenger Courier 11.89
01191 - Order Clerk I 16.71
01192 - Order Clerk II 18.23
01261 - Personnel Assistant (Employment) I 15.40
01262 - Personnel Assistant (Employment) II 17.32
01263 - Personnel Assistant (Employment) III 19.21
01270 - Production Control Clerk 19.16
01290 - Rental Clerk 11.57
01300 - Scheduler Maintenance 14.13
01311 - Secretary I 14.13
01312 - Secretary II 15.80
01313 - Secretary III 17.62
01320 - Service Order Dispatcher 16.84
01410 - Supply Technician 22.59
01420 - Survey Worker 14.17
01460 - Switchboard Operator/Receptionist 11.74
01531 - Travel Clerk I 12.98
01532 - Travel Clerk II 13.93
01533 - Travel Clerk III 14.72
01611 - Word Processor I 13.48
01612 - Word Processor II 15.15
01613 - Word Processor III 16.93
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.25
05010 - Automotive Electrician 20.13
05040 - Automotive Glass Installer 19.01
05070 - Automotive Worker 19.01
05110 - Mobile Equipment Servicer 16.62
05130 - Motor Equipment Metal Mechanic 21.25
05160 - Motor Equipment Metal Worker 19.01
05190 - Motor Vehicle Mechanic 21.25
05220 - Motor Vehicle Mechanic Helper 15.38
05250 - Motor Vehicle Upholstery Worker 17.85
05280 - Motor Vehicle Wrecker 19.01
05310 - Painter Automotive 20.13
05340 - Radiator Repair Specialist 19.01
05370 - Tire Repairer 14.33
05400 - Transmission Repair Specialist 21.25
07000 - Food Preparation And Service Occupations
07010 - Baker 11.65
07041 - Cook I 9.99
07042 - Cook II 11.43
07070 - Dishwasher 9.18
07130 - Food Service Worker 10.12

07210 - Meat Cutter	14.20
07260 - Waiter/Waitress	9.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.06
09040 - Furniture Handler	11.41
09080 - Furniture Refinisher	18.06
09090 - Furniture Refinisher Helper	13.88
09110 - Furniture Repairer Minor	15.97
09130 - Upholsterer	18.06
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.80
11060 - Elevator Operator	10.82
11090 - Gardener	15.93
11122 - Housekeeping Aide	10.82
11150 - Janitor	10.82
11210 - Laborer Grounds Maintenance	12.37
11240 - Maid or Houseman	9.76
11260 - Pruner	11.13
11270 - Tractor Operator	14.74
11330 - Trail Maintenance Worker	12.37
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	15.15
12011 - Breath Alcohol Technician	19.12
12012 - Certified Occupational Therapist Assistant	32.53
12015 - Certified Physical Therapist Assistant	35.81
12020 - Dental Assistant	16.16
12025 - Dental Hygienist	35.91
12030 - EKG Technician	21.12
12035 - Electroneurodiagnostic Technologist	21.12
12040 - Emergency Medical Technician	15.15
12071 - Licensed Practical Nurse I	17.10
12072 - Licensed Practical Nurse II	19.12
12073 - Licensed Practical Nurse III	21.32
12100 - Medical Assistant	13.97
12130 - Medical Laboratory Technician	23.12
12160 - Medical Record Clerk	13.84
12190 - Medical Record Technician	15.48
12195 - Medical Transcriptionist	14.85
12210 - Nuclear Medicine Technologist	42.02
12221 - Nursing Assistant I	11.57
12222 - Nursing Assistant II	13.01
12223 - Nursing Assistant III	14.20
12224 - Nursing Assistant IV	15.94
12235 - Optical Dispenser	20.89
12236 - Optical Technician	17.10
12250 - Pharmacy Technician	15.97
12280 - Phlebotomist	12.66
12305 - Radiologic Technologist	27.02
12311 - Registered Nurse I	24.51

12312 - Registered Nurse II		29.97
12313 - Registered Nurse II Specialist		29.97
12314 - Registered Nurse III		36.27
12315 - Registered Nurse III Anesthetist		36.27
12316 - Registered Nurse IV		43.46
12317 - Scheduler (Drug and Alcohol Testing)		23.70
12320 - Substance Abuse Treatment Counselor		21.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.55
13012 - Exhibits Specialist II		21.88
13013 - Exhibits Specialist III		26.59
13041 - Illustrator I		17.55
13042 - Illustrator II		21.88
13043 - Illustrator III		26.59
13047 - Librarian		24.08
13050 - Library Aide/Clerk		11.39
13054 - Library Information Technology Systems Administrator		21.74
13058 - Library Technician		13.32
13061 - Media Specialist I		15.69
13062 - Media Specialist II		17.55
13063 - Media Specialist III		19.56
13071 - Photographer I		15.69
13072 - Photographer II		17.55
13073 - Photographer III		21.74
13074 - Photographer IV		26.59
13075 - Photographer V		32.17
13090 - Technical Order Library Clerk		14.30
13110 - Video Teleconference Technician		17.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.13
14042 - Computer Operator II		19.16
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.74
14045 - Computer Operator V		22.26
14071 - Computer Programmer I	(see 1)	23.62
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		17.13
14160 - Personal Computer Support Technician		23.74
14170 - System Support Specialist		26.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.80
15020 - Aircrew Training Devices Instructor (Rated)		38.48
15030 - Air Crew Training Devices Instructor (Pilot)		46.12
15050 - Computer Based Training Specialist / Instructor		31.80

15060 - Educational Technologist 32.16
15070 - Flight Instructor (Pilot) 46.12
15080 - Graphic Artist 18.90
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.12
15086 - Maintenance Test Pilot Rotary Wing 46.12
15088 - Non-Maintenance Test/Co-Pilot 46.12
15090 - Technical Instructor 18.38
15095 - Technical Instructor/Course Developer 22.48
15110 - Test Proctor 14.83
15120 - Tutor 14.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.43
16030 - Counter Attendant 10.43
16040 - Dry Cleaner 13.14
16070 - Finisher Flatwork Machine 10.43
16090 - Presser Hand 10.43
16110 - Presser Machine Drycleaning 10.43
16130 - Presser Machine Shirts 10.43
16160 - Presser Machine Wearing Apparel Laundry 10.43
16190 - Sewing Machine Operator 13.77
16220 - Tailor 14.57
16250 - Washer Machine 11.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.96
19040 - Tool And Die Maker 23.82
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.82
21030 - Material Coordinator 19.16
21040 - Material Expediter 19.16
21050 - Material Handling Laborer 12.46
21071 - Order Filler 12.73
21080 - Production Line Worker (Food Processing) 16.82
21110 - Shipping Packer 13.84
21130 - Shipping/Receiving Clerk 13.84
21140 - Store Worker I 12.31
21150 - Stock Clerk 16.85
21210 - Tools And Parts Attendant 16.82
21410 - Warehouse Specialist 16.82
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.54
23019 - Aircraft Logs and Records Technician 20.97
23021 - Aircraft Mechanic I 25.25
23022 - Aircraft Mechanic II 26.54
23023 - Aircraft Mechanic III 27.89
23040 - Aircraft Mechanic Helper 18.22
23050 - Aircraft Painter 22.78
23060 - Aircraft Servicer 20.97
23070 - Aircraft Survival Flight Equipment Technician 22.78
23080 - Aircraft Worker 22.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 22.20

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 25.25
II
23110 - Appliance Mechanic 19.97
23120 - Bicycle Repairer 17.23
23125 - Cable Splicer 29.32
23130 - Carpenter Maintenance 18.11
23140 - Carpet Layer 19.29
23160 - Electrician Maintenance 22.08
23181 - Electronics Technician Maintenance I 25.04
23182 - Electronics Technician Maintenance II 26.50
23183 - Electronics Technician Maintenance III 27.97
23260 - Fabric Worker 18.50
23290 - Fire Alarm System Mechanic 21.65
23310 - Fire Extinguisher Repairer 17.23
23311 - Fuel Distribution System Mechanic 21.30
23312 - Fuel Distribution System Operator 17.06
23370 - General Maintenance Worker 17.18
23380 - Ground Support Equipment Mechanic 25.25
23381 - Ground Support Equipment Servicer 20.97
23382 - Ground Support Equipment Worker 22.20
23391 - Gunsmith I 17.23
23392 - Gunsmith II 19.71
23393 - Gunsmith III 22.02
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.08
23430 - Heavy Equipment Mechanic 22.26
23440 - Heavy Equipment Operator 20.02
23460 - Instrument Mechanic 22.02
23465 - Laboratory/Shelter Mechanic 20.87
23470 - Laborer 12.46
23510 - Locksmith 20.87
23530 - Machinery Maintenance Mechanic 25.85
23550 - Machinist Maintenance 19.62
23580 - Maintenance Trades Helper 15.27
23591 - Metrology Technician I 22.02
23592 - Metrology Technician II 23.15
23593 - Metrology Technician III 24.27
23640 - Millwright 24.84
23710 - Office Appliance Repairer 20.87
23760 - Painter Maintenance 18.11
23790 - Pipefitter Maintenance 22.64
23810 - Plumber Maintenance 21.52
23820 - Pneudraulic Systems Mechanic 22.02
23850 - Rigger 22.02
23870 - Scale Mechanic 19.71
23890 - Sheet-Metal Worker Maintenance 22.02
23910 - Small Engine Mechanic 18.79

23931 - Telecommunications Mechanic I	28.36
23932 - Telecommunications Mechanic II	29.81
23950 - Telephone Lineman	31.61
23960 - Welder Combination Maintenance	19.17
23965 - Well Driller	25.52
23970 - Woodcraft Worker	22.02
23980 - Woodworker	17.23
24000 - Personal Needs Occupations	
24550 - Case Manager	14.83
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	13.02
24610 - Chore Aide	9.67
24620 - Family Readiness And Support Services Coordinator	14.83
24630 - Homemaker	14.83
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.00
25040 - Sewage Plant Operator	19.87
25070 - Stationary Engineer	23.71
25190 - Ventilation Equipment Tender	16.63
25210 - Water Treatment Plant Operator	18.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.89
27007 - Baggage Inspector	14.06
27008 - Corrections Officer	19.82
27010 - Court Security Officer	19.02
27030 - Detection Dog Handler	15.74
27040 - Detention Officer	19.82
27070 - Firefighter	18.39
27101 - Guard I	14.06
27102 - Guard II	15.74
27131 - Police Officer I	21.51
27132 - Police Officer II	23.91
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.28
28042 - Carnival Equipment Repairer	13.27
28043 - Carnival Worker	9.27
28210 - Gate Attendant/Gate Tender	13.96
28310 - Lifeguard	11.70
28350 - Park Attendant (Aide)	15.62
28510 - Recreation Aide/Health Facility Attendant	11.40
28515 - Recreation Specialist	19.31
28630 - Sports Official	12.43
28690 - Swimming Pool Operator	15.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.18
29020 - Hatch Tender	21.18
29030 - Line Handler	21.18
29041 - Stevedore I	19.90
29042 - Stevedore II	22.42

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	43.00
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	29.64
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	32.64
30021 - Archeological Technician I		17.84
30022 - Archeological Technician II		19.96
30023 - Archeological Technician III		24.73
30030 - Cartographic Technician		24.73
30040 - Civil Engineering Technician		23.23
30051 - Cryogenic Technician I		27.39
30052 - Cryogenic Technician II		30.24
30061 - Drafter/CAD Operator I		17.84
30062 - Drafter/CAD Operator II		19.96
30063 - Drafter/CAD Operator III		22.25
30064 - Drafter/CAD Operator IV		27.39
30081 - Engineering Technician I		16.35
30082 - Engineering Technician II		19.60
30083 - Engineering Technician III		21.92
30084 - Engineering Technician IV		27.16
30085 - Engineering Technician V		33.21
30086 - Engineering Technician VI		40.19
30090 - Environmental Technician		23.24
30095 - Evidence Control Specialist		24.73
30210 - Laboratory Technician		28.33
30221 - Latent Fingerprint Technician I		27.39
30222 - Latent Fingerprint Technician II		30.24
30240 - Mathematical Technician		24.73
30361 - Paralegal/Legal Assistant I		18.72
30362 - Paralegal/Legal Assistant II		23.19
30363 - Paralegal/Legal Assistant III		28.36
30364 - Paralegal/Legal Assistant IV		34.31
30375 - Petroleum Supply Specialist		30.24
30390 - Photo-Optics Technician		24.44
30395 - Radiation Control Technician		30.24
30461 - Technical Writer I		24.73
30462 - Technical Writer II		31.19
30463 - Technical Writer III		37.52
30491 - Unexploded Ordnance (UXO) Technician I		27.32
30492 - Unexploded Ordnance (UXO) Technician II		33.06
30493 - Unexploded Ordnance (UXO) Technician III		39.62
30494 - Unexploded (UXO) Safety Escort		27.32
30495 - Unexploded (UXO) Sweep Personnel		27.32
30501 - Weather Forecaster I		27.39
30502 - Weather Forecaster II		33.31
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.25
30621 - Weather Observer Senior	(see 2)	24.73

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		33.06
31020 - Bus Aide		13.60

31030 - Bus Driver	18.80
31043 - Driver Courier	12.78
31260 - Parking and Lot Attendant	12.25
31290 - Shuttle Bus Driver	13.16
31310 - Taxi Driver	12.71
31361 - Truckdriver Light	13.16
31362 - Truckdriver Medium	15.99
31363 - Truckdriver Heavy	20.02
31364 - Truckdriver Tractor-Trailer	20.02
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.12
99030 - Cashier	9.51
99050 - Desk Clerk	9.98
99095 - Embalmer	27.16
99130 - Flight Follower	27.32
99251 - Laboratory Animal Caretaker I	11.61
99252 - Laboratory Animal Caretaker II	12.51
99260 - Marketing Analyst	28.74
99310 - Mortician	27.16
99410 - Pest Controller	16.27
99510 - Photofinishing Worker	14.36
99710 - Recycling Laborer	19.20
99711 - Recycling Specialist	22.87
99730 - Refuse Collector	17.30
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	13.15
99830 - Survey Party Chief	24.42
99831 - Surveying Aide	14.96
99832 - Surveying Technician	20.50
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	22.63
99842 - Vending Machine Repairer Helper	18.30

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5279
Revision No.: 16
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Angelina Jasper Nacogdoches Polk Sabine San Augustine Shelby Tyler

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.29
01012 - Accounting Clerk II		17.59
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		24.52
01035 - Court Reporter		25.29
01041 - Customer Service Representative I		11.66
01042 - Customer Service Representative II		13.12
01043 - Customer Service Representative III		14.31
01051 - Data Entry Operator I		13.21
01052 - Data Entry Operator II		14.86
01060 - Dispatcher Motor Vehicle		17.35
01070 - Document Preparation Clerk		14.88
01090 - Duplicating Machine Operator		14.88
01111 - General Clerk I		13.67

01112 - General Clerk II	14.92
01113 - General Clerk III	16.74
01120 - Housing Referral Assistant	18.72
01141 - Messenger Courier	12.02
01191 - Order Clerk I	14.04
01192 - Order Clerk II	15.33
01261 - Personnel Assistant (Employment) I	14.90
01262 - Personnel Assistant (Employment) II	17.18
01263 - Personnel Assistant (Employment) III	20.01
01270 - Production Control Clerk	23.27
01290 - Rental Clerk	14.15
01300 - Scheduler Maintenance	14.32
01311 - Secretary I	14.32
01312 - Secretary II	16.07
01313 - Secretary III	18.72
01320 - Service Order Dispatcher	15.16
01410 - Supply Technician	24.52
01420 - Survey Worker	15.42
01460 - Switchboard Operator/Receptionist	11.95
01531 - Travel Clerk I	14.57
01532 - Travel Clerk II	15.68
01533 - Travel Clerk III	16.84
01611 - Word Processor I	14.51
01612 - Word Processor II	16.29
01613 - Word Processor III	18.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.83
05010 - Automotive Electrician	21.80
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	22.83
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	21.43
05220 - Motor Vehicle Mechanic Helper	16.86
05250 - Motor Vehicle Upholstery Worker	20.51
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter Automotive	20.32
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	22.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.43
07041 - Cook I	10.35
07042 - Cook II	12.06
07070 - Dishwasher	9.18
07130 - Food Service Worker	9.39
07210 - Meat Cutter	13.76
07260 - Waiter/Waitress	9.16
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter	25.23
09040 - Furniture Handler	15.88
09080 - Furniture Refinisher	25.23
09090 - Furniture Refinisher Helper	18.96
09110 - Furniture Repairer Minor	21.88
09130 - Upholsterer	25.23
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.67
11060 - Elevator Operator	10.98
11090 - Gardener	17.14
11122 - Housekeeping Aide	10.98
11150 - Janitor	10.98
11210 - Laborer Grounds Maintenance	12.76
11240 - Maid or Houseman	9.67
11260 - Pruner	11.39
11270 - Tractor Operator	15.66
11330 - Trail Maintenance Worker	12.76
11360 - Window Cleaner	12.33
12000 - Health Occupations	
12010 - Ambulance Driver	15.36
12011 - Breath Alcohol Technician	19.60
12012 - Certified Occupational Therapist Assistant	34.68
12015 - Certified Physical Therapist Assistant	34.84
12020 - Dental Assistant	17.22
12025 - Dental Hygienist	40.36
12030 - EKG Technician	28.46
12035 - Electroneurodiagnostic Technologist	28.46
12040 - Emergency Medical Technician	15.36
12071 - Licensed Practical Nurse I	17.51
12072 - Licensed Practical Nurse II	19.60
12073 - Licensed Practical Nurse III	21.84
12100 - Medical Assistant	13.89
12130 - Medical Laboratory Technician	23.42
12160 - Medical Record Clerk	14.56
12190 - Medical Record Technician	16.30
12195 - Medical Transcriptionist	17.81
12210 - Nuclear Medicine Technologist	43.06
12221 - Nursing Assistant I	11.53
12222 - Nursing Assistant II	12.97
12223 - Nursing Assistant III	14.15
12224 - Nursing Assistant IV	15.88
12235 - Optical Dispenser	15.86
12236 - Optical Technician	17.51
12250 - Pharmacy Technician	16.50
12280 - Phlebotomist	14.63
12305 - Radiologic Technologist	24.65
12311 - Registered Nurse I	26.14
12312 - Registered Nurse II	31.98
12313 - Registered Nurse II Specialist	31.98
12314 - Registered Nurse III	38.68

12315 - Registered Nurse III Anesthetist		38.68
12316 - Registered Nurse IV		46.37
12317 - Scheduler (Drug and Alcohol Testing)		24.27
12320 - Substance Abuse Treatment Counselor		24.71
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.41
13012 - Exhibits Specialist II		24.06
13013 - Exhibits Specialist III		28.94
13041 - Illustrator I		20.41
13042 - Illustrator II		24.06
13043 - Illustrator III		28.94
13047 - Librarian		26.20
13050 - Library Aide/Clerk		12.77
13054 - Library Information Technology Systems Administrator		23.66
13058 - Library Technician		12.24
13061 - Media Specialist I		17.07
13062 - Media Specialist II		19.10
13063 - Media Specialist III		21.29
13071 - Photographer I		17.07
13072 - Photographer II		19.10
13073 - Photographer III		23.66
13074 - Photographer IV		28.94
13075 - Photographer V		35.01
13090 - Technical Order Library Clerk		16.04
13110 - Video Teleconference Technician		17.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.03
14042 - Computer Operator II		19.47
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.50
14045 - Computer Operator V		28.31
14071 - Computer Programmer I	(see 1)	22.16
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		17.03
14160 - Personal Computer Support Technician		25.50
14170 - System Support Specialist		29.90
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.78
15020 - Aircrew Training Devices Instructor (Rated)		39.66
15030 - Air Crew Training Devices Instructor (Pilot)		47.54
15050 - Computer Based Training Specialist / Instructor		32.78
15060 - Educational Technologist		32.42
15070 - Flight Instructor (Pilot)		47.54
15080 - Graphic Artist		21.35

15085 - Maintenance Test Pilot Fixed Jet/Prop 47.54
15086 - Maintenance Test Pilot Rotary Wing 47.54
15088 - Non-Maintenance Test/Co-Pilot 47.54
15090 - Technical Instructor 20.42
15095 - Technical Instructor/Course Developer 24.98
15110 - Test Proctor 16.48
15120 - Tutor 16.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.54
16030 - Counter Attendant 10.54
16040 - Dry Cleaner 13.52
16070 - Finisher Flatwork Machine 10.54
16090 - Presser Hand 10.54
16110 - Presser Machine Drycleaning 10.54
16130 - Presser Machine Shirts 10.54
16160 - Presser Machine Wearing Apparel Laundry 10.54
16190 - Sewing Machine Operator 14.30
16220 - Tailor 15.39
16250 - Washer Machine 11.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.18
19040 - Tool And Die Maker 25.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.40
21030 - Material Coordinator 23.27
21040 - Material Expediter 23.27
21050 - Material Handling Laborer 11.89
21071 - Order Filler 11.40
21080 - Production Line Worker (Food Processing) 15.40
21110 - Shipping Packer 15.00
21130 - Shipping/Receiving Clerk 15.00
21140 - Store Worker I 12.87
21150 - Stock Clerk 18.37
21210 - Tools And Parts Attendant 15.40
21410 - Warehouse Specialist 15.40
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.29
23019 - Aircraft Logs and Records Technician 18.35
23021 - Aircraft Mechanic I 22.32
23022 - Aircraft Mechanic II 23.29
23023 - Aircraft Mechanic III 24.28
23040 - Aircraft Mechanic Helper 15.67
23050 - Aircraft Painter 21.15
23060 - Aircraft Servicer 18.35
23070 - Aircraft Survival Flight Equipment Technician 21.15
23080 - Aircraft Worker 19.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.73
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.32

23110 - Appliance Mechanic 22.80
23120 - Bicycle Repairer 16.93
23125 - Cable Splicer 28.10
23130 - Carpenter Maintenance 19.25
23140 - Carpet Layer 19.73
23160 - Electrician Maintenance 24.22
23181 - Electronics Technician Maintenance I 27.81
23182 - Electronics Technician Maintenance II 29.93
23183 - Electronics Technician Maintenance III 31.56
23260 - Fabric Worker 18.35
23290 - Fire Alarm System Mechanic 21.21
23310 - Fire Extinguisher Repairer 16.93
23311 - Fuel Distribution System Mechanic 20.16
23312 - Fuel Distribution System Operator 16.24
23370 - General Maintenance Worker 18.40
23380 - Ground Support Equipment Mechanic 22.32
23381 - Ground Support Equipment Servicer 18.35
23382 - Ground Support Equipment Worker 19.73
23391 - Gunsmith I 16.93
23392 - Gunsmith II 19.73
23393 - Gunsmith III 22.32
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.28
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.38
23430 - Heavy Equipment Mechanic 26.17
23440 - Heavy Equipment Operator 20.16
23460 - Instrument Mechanic 22.32
23465 - Laboratory/Shelter Mechanic 21.15
23470 - Laborer 11.89
23510 - Locksmith 21.15
23530 - Machinery Maintenance Mechanic 23.92
23550 - Machinist Maintenance 21.67
23580 - Maintenance Trades Helper 15.06
23591 - Metrology Technician I 22.32
23592 - Metrology Technician II 23.29
23593 - Metrology Technician III 24.28
23640 - Millwright 24.03
23710 - Office Appliance Repairer 21.15
23760 - Painter Maintenance 19.25
23790 - Pipefitter Maintenance 29.70
23810 - Plumber Maintenance 28.17
23820 - Pneudraulic Systems Mechanic 22.32
23850 - Rigger 22.32
23870 - Scale Mechanic 19.73
23890 - Sheet-Metal Worker Maintenance 22.18
23910 - Small Engine Mechanic 18.76
23931 - Telecommunications Mechanic I 30.63
23932 - Telecommunications Mechanic II 31.96
23950 - Telephone Lineman 32.09

23960 - Welder Combination Maintenance		20.65
23965 - Well Driller		24.40
23970 - Woodcraft Worker		22.32
23980 - Woodworker		17.16
24000 - Personal Needs Occupations		
24550 - Case Manager		16.34
24570 - Child Care Attendant		10.35
24580 - Child Care Center Clerk		12.93
24610 - Chore Aide		9.04
24620 - Family Readiness And Support Services Coordinator		16.34
24630 - Homemaker		16.34
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.95
25040 - Sewage Plant Operator		19.38
25070 - Stationary Engineer		23.95
25190 - Ventilation Equipment Tender		16.60
25210 - Water Treatment Plant Operator		19.25
27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.54
27007 - Baggage Inspector		12.39
27008 - Corrections Officer		18.86
27010 - Court Security Officer		21.58
27030 - Detection Dog Handler		13.94
27040 - Detention Officer		18.86
27070 - Firefighter		22.28
27101 - Guard I		12.39
27102 - Guard II		13.94
27131 - Police Officer I		22.63
27132 - Police Officer II		25.15
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.19
28042 - Carnival Equipment Repairer		13.34
28043 - Carnival Worker		8.85
28210 - Gate Attendant/Gate Tender		15.40
28310 - Lifeguard		12.71
28350 - Park Attendant (Aide)		17.85
28510 - Recreation Aide/Health Facility Attendant		13.43
28515 - Recreation Specialist		19.10
28630 - Sports Official		15.14
28690 - Swimming Pool Operator		16.40
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.73
29020 - Hatch Tender		26.73
29030 - Line Handler		26.73
29041 - Stevedore I		24.73
29042 - Stevedore II		27.56
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	45.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.63

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.83
30021 - Archeological Technician I 17.69
30022 - Archeological Technician II 19.79
30023 - Archeological Technician III 24.51
30030 - Cartographic Technician 25.96
30040 - Civil Engineering Technician 24.06
30051 - Cryogenic Technician I 27.15
30052 - Cryogenic Technician II 29.98
30061 - Drafter/CAD Operator I 17.69
30062 - Drafter/CAD Operator II 19.79
30063 - Drafter/CAD Operator III 22.06
30064 - Drafter/CAD Operator IV 27.15
30081 - Engineering Technician I 16.68
30082 - Engineering Technician II 18.71
30083 - Engineering Technician III 22.66
30084 - Engineering Technician IV 28.07
30085 - Engineering Technician V 34.03
30086 - Engineering Technician VI 38.38
30090 - Environmental Technician 22.60
30095 - Evidence Control Specialist 24.51
30210 - Laboratory Technician 29.43
30221 - Latent Fingerprint Technician I 27.15
30222 - Latent Fingerprint Technician II 29.98
30240 - Mathematical Technician 25.52
30361 - Paralegal/Legal Assistant I 20.64
30362 - Paralegal/Legal Assistant II 25.56
30363 - Paralegal/Legal Assistant III 31.27
30364 - Paralegal/Legal Assistant IV 37.83
30375 - Petroleum Supply Specialist 29.98
30390 - Photo-Optics Technician 24.22
30395 - Radiation Control Technician 29.98
30461 - Technical Writer I 24.51
30462 - Technical Writer II 29.98
30463 - Technical Writer III 36.27
30491 - Unexploded Ordnance (UXO) Technician I 29.15
30492 - Unexploded Ordnance (UXO) Technician II 35.26
30493 - Unexploded Ordnance (UXO) Technician III 42.27
30494 - Unexploded (UXO) Safety Escort 29.15
30495 - Unexploded (UXO) Sweep Personnel 29.15
30501 - Weather Forecaster I 27.15
30502 - Weather Forecaster II 33.02
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.06
30621 - Weather Observer Senior (see 2) 24.51
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.26
31020 - Bus Aide 13.12
31030 - Bus Driver 19.13
31043 - Driver Courier 11.74
31260 - Parking and Lot Attendant 11.46

31290 - Shuttle Bus Driver	12.72
31310 - Taxi Driver	11.98
31361 - Truckdriver Light	12.72
31362 - Truckdriver Medium	13.70
31363 - Truckdriver Heavy	20.57
31364 - Truckdriver Tractor-Trailer	20.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.19
99030 - Cashier	9.53
99050 - Desk Clerk	9.77
99095 - Embalmer	29.15
99130 - Flight Follower	29.15
99251 - Laboratory Animal Caretaker I	18.59
99252 - Laboratory Animal Caretaker II	20.60
99260 - Marketing Analyst	27.14
99310 - Mortician	29.15
99410 - Pest Controller	18.15
99510 - Photofinishing Worker	15.32
99710 - Recycling Laborer	16.81
99711 - Recycling Specialist	20.66
99730 - Refuse Collector	15.00
99810 - Sales Clerk	11.29
99820 - School Crossing Guard	14.65
99830 - Survey Party Chief	24.00
99831 - Surveying Aide	13.65
99832 - Surveying Technician	17.91
99840 - Vending Machine Attendant	19.04
99841 - Vending Machine Repairer	23.91
99842 - Vending Machine Repairer Helper	19.04

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5280
Revision No.: 16
Date Of Last Revision: 05/28/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Angelina Jasper Nacogdoches Polk Sabine San Augustine Shelby Tyler

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.29
01012 - Accounting Clerk II		17.59
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		24.52
01035 - Court Reporter		25.29
01041 - Customer Service Representative I		11.66
01042 - Customer Service Representative II		13.12
01043 - Customer Service Representative III		14.31
01051 - Data Entry Operator I		13.21
01052 - Data Entry Operator II		14.86
01060 - Dispatcher Motor Vehicle		17.35

01070 - Document Preparation Clerk 14.88
01090 - Duplicating Machine Operator 14.88
01111 - General Clerk I 13.67
01112 - General Clerk II 14.92
01113 - General Clerk III 16.74
01120 - Housing Referral Assistant 18.72
01141 - Messenger Courier 12.02
01191 - Order Clerk I 14.04
01192 - Order Clerk II 15.33
01261 - Personnel Assistant (Employment) I 14.90
01262 - Personnel Assistant (Employment) II 17.18
01263 - Personnel Assistant (Employment) III 20.01
01270 - Production Control Clerk 23.27
01290 - Rental Clerk 14.15
01300 - Scheduler Maintenance 14.32
01311 - Secretary I 14.32
01312 - Secretary II 16.07
01313 - Secretary III 18.72
01320 - Service Order Dispatcher 15.16
01410 - Supply Technician 24.52
01420 - Survey Worker 15.42
01460 - Switchboard Operator/Receptionist 11.95
01531 - Travel Clerk I 14.57
01532 - Travel Clerk II 15.68
01533 - Travel Clerk III 16.84
01611 - Word Processor I 14.51
01612 - Word Processor II 16.29
01613 - Word Processor III 18.63
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.83
05010 - Automotive Electrician 21.80
05040 - Automotive Glass Installer 20.84
05070 - Automotive Worker 20.84
05110 - Mobile Equipment Servicer 17.59
05130 - Motor Equipment Metal Mechanic 22.83
05160 - Motor Equipment Metal Worker 20.84
05190 - Motor Vehicle Mechanic 21.43
05220 - Motor Vehicle Mechanic Helper 16.86
05250 - Motor Vehicle Upholstery Worker 20.51
05280 - Motor Vehicle Wrecker 20.84
05310 - Painter Automotive 20.32
05340 - Radiator Repair Specialist 20.84
05370 - Tire Repairer 16.09
05400 - Transmission Repair Specialist 22.83
07000 - Food Preparation And Service Occupations
07010 - Baker 11.43
07041 - Cook I 10.35
07042 - Cook II 12.06
07070 - Dishwasher 9.18
07130 - Food Service Worker 9.39

07210 - Meat Cutter	13.76
07260 - Waiter/Waitress	9.16
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.23
09040 - Furniture Handler	15.88
09080 - Furniture Refinisher	25.23
09090 - Furniture Refinisher Helper	18.96
09110 - Furniture Repairer Minor	21.88
09130 - Upholsterer	25.23
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.67
11060 - Elevator Operator	10.98
11090 - Gardener	17.14
11122 - Housekeeping Aide	10.98
11150 - Janitor	10.98
11210 - Laborer Grounds Maintenance	12.76
11240 - Maid or Houseman	9.67
11260 - Pruner	11.39
11270 - Tractor Operator	15.66
11330 - Trail Maintenance Worker	12.76
11360 - Window Cleaner	12.33
12000 - Health Occupations	
12010 - Ambulance Driver	15.36
12011 - Breath Alcohol Technician	19.60
12012 - Certified Occupational Therapist Assistant	34.68
12015 - Certified Physical Therapist Assistant	34.84
12020 - Dental Assistant	17.22
12025 - Dental Hygienist	40.36
12030 - EKG Technician	28.46
12035 - Electroneurodiagnostic Technologist	28.46
12040 - Emergency Medical Technician	15.36
12071 - Licensed Practical Nurse I	17.51
12072 - Licensed Practical Nurse II	19.60
12073 - Licensed Practical Nurse III	21.84
12100 - Medical Assistant	13.89
12130 - Medical Laboratory Technician	23.42
12160 - Medical Record Clerk	14.56
12190 - Medical Record Technician	16.30
12195 - Medical Transcriptionist	17.81
12210 - Nuclear Medicine Technologist	43.06
12221 - Nursing Assistant I	11.53
12222 - Nursing Assistant II	12.97
12223 - Nursing Assistant III	14.15
12224 - Nursing Assistant IV	15.88
12235 - Optical Dispenser	15.86
12236 - Optical Technician	17.51
12250 - Pharmacy Technician	16.50
12280 - Phlebotomist	14.63
12305 - Radiologic Technologist	24.65
12311 - Registered Nurse I	26.14

12312 - Registered Nurse II		31.98
12313 - Registered Nurse II Specialist		31.98
12314 - Registered Nurse III		38.68
12315 - Registered Nurse III Anesthetist		38.68
12316 - Registered Nurse IV		46.37
12317 - Scheduler (Drug and Alcohol Testing)		24.27
12320 - Substance Abuse Treatment Counselor		24.71
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.41
13012 - Exhibits Specialist II		24.06
13013 - Exhibits Specialist III		28.94
13041 - Illustrator I		20.41
13042 - Illustrator II		24.06
13043 - Illustrator III		28.94
13047 - Librarian		26.20
13050 - Library Aide/Clerk		12.77
13054 - Library Information Technology Systems Administrator		23.66
13058 - Library Technician		12.24
13061 - Media Specialist I		17.07
13062 - Media Specialist II		19.10
13063 - Media Specialist III		21.29
13071 - Photographer I		17.07
13072 - Photographer II		19.10
13073 - Photographer III		23.66
13074 - Photographer IV		28.94
13075 - Photographer V		35.01
13090 - Technical Order Library Clerk		16.04
13110 - Video Teleconference Technician		17.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.03
14042 - Computer Operator II		19.47
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.50
14045 - Computer Operator V		28.31
14071 - Computer Programmer I	(see 1)	22.16
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		17.03
14160 - Personal Computer Support Technician		25.50
14170 - System Support Specialist		29.90
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.78
15020 - Aircrew Training Devices Instructor (Rated)		39.66
15030 - Air Crew Training Devices Instructor (Pilot)		47.54
15050 - Computer Based Training Specialist / Instructor		32.78

15060 - Educational Technologist 32.42
15070 - Flight Instructor (Pilot) 47.54
15080 - Graphic Artist 21.35
15085 - Maintenance Test Pilot Fixed Jet/Prop 47.54
15086 - Maintenance Test Pilot Rotary Wing 47.54
15088 - Non-Maintenance Test/Co-Pilot 47.54
15090 - Technical Instructor 20.42
15095 - Technical Instructor/Course Developer 24.98
15110 - Test Proctor 16.48
15120 - Tutor 16.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.54
16030 - Counter Attendant 10.54
16040 - Dry Cleaner 13.52
16070 - Finisher Flatwork Machine 10.54
16090 - Presser Hand 10.54
16110 - Presser Machine Drycleaning 10.54
16130 - Presser Machine Shirts 10.54
16160 - Presser Machine Wearing Apparel Laundry 10.54
16190 - Sewing Machine Operator 14.30
16220 - Tailor 15.39
16250 - Washer Machine 11.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.18
19040 - Tool And Die Maker 25.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.40
21030 - Material Coordinator 23.27
21040 - Material Expediter 23.27
21050 - Material Handling Laborer 11.89
21071 - Order Filler 11.40
21080 - Production Line Worker (Food Processing) 15.40
21110 - Shipping Packer 15.00
21130 - Shipping/Receiving Clerk 15.00
21140 - Store Worker I 12.87
21150 - Stock Clerk 18.37
21210 - Tools And Parts Attendant 15.40
21410 - Warehouse Specialist 15.40
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.29
23019 - Aircraft Logs and Records Technician 18.35
23021 - Aircraft Mechanic I 22.32
23022 - Aircraft Mechanic II 23.29
23023 - Aircraft Mechanic III 24.28
23040 - Aircraft Mechanic Helper 15.67
23050 - Aircraft Painter 21.15
23060 - Aircraft Servicer 18.35
23070 - Aircraft Survival Flight Equipment Technician 21.15
23080 - Aircraft Worker 19.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 19.73

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 22.32
II
23110 - Appliance Mechanic 22.80
23120 - Bicycle Repairer 16.93
23125 - Cable Splicer 28.10
23130 - Carpenter Maintenance 19.25
23140 - Carpet Layer 19.73
23160 - Electrician Maintenance 24.22
23181 - Electronics Technician Maintenance I 27.81
23182 - Electronics Technician Maintenance II 29.93
23183 - Electronics Technician Maintenance III 31.56
23260 - Fabric Worker 18.35
23290 - Fire Alarm System Mechanic 21.21
23310 - Fire Extinguisher Repairer 16.93
23311 - Fuel Distribution System Mechanic 20.16
23312 - Fuel Distribution System Operator 16.24
23370 - General Maintenance Worker 18.40
23380 - Ground Support Equipment Mechanic 22.32
23381 - Ground Support Equipment Servicer 18.35
23382 - Ground Support Equipment Worker 19.73
23391 - Gunsmith I 16.93
23392 - Gunsmith II 19.73
23393 - Gunsmith III 22.32
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.28
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.38
23430 - Heavy Equipment Mechanic 26.17
23440 - Heavy Equipment Operator 20.16
23460 - Instrument Mechanic 22.32
23465 - Laboratory/Shelter Mechanic 21.15
23470 - Laborer 11.89
23510 - Locksmith 21.15
23530 - Machinery Maintenance Mechanic 23.92
23550 - Machinist Maintenance 21.67
23580 - Maintenance Trades Helper 15.06
23591 - Metrology Technician I 22.32
23592 - Metrology Technician II 23.29
23593 - Metrology Technician III 24.28
23640 - Millwright 24.03
23710 - Office Appliance Repairer 21.15
23760 - Painter Maintenance 19.25
23790 - Pipefitter Maintenance 29.70
23810 - Plumber Maintenance 28.17
23820 - Pneudraulic Systems Mechanic 22.32
23850 - Rigger 22.32
23870 - Scale Mechanic 19.73
23890 - Sheet-Metal Worker Maintenance 22.18
23910 - Small Engine Mechanic 18.76

23931 - Telecommunications Mechanic I	30.63
23932 - Telecommunications Mechanic II	31.96
23950 - Telephone Lineman	32.09
23960 - Welder Combination Maintenance	20.65
23965 - Well Driller	24.40
23970 - Woodcraft Worker	22.32
23980 - Woodworker	17.16
24000 - Personal Needs Occupations	
24550 - Case Manager	16.34
24570 - Child Care Attendant	10.35
24580 - Child Care Center Clerk	12.93
24610 - Chore Aide	9.04
24620 - Family Readiness And Support Services Coordinator	16.34
24630 - Homemaker	16.34
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.95
25040 - Sewage Plant Operator	19.38
25070 - Stationary Engineer	23.95
25190 - Ventilation Equipment Tender	16.60
25210 - Water Treatment Plant Operator	19.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.54
27007 - Baggage Inspector	12.39
27008 - Corrections Officer	18.86
27010 - Court Security Officer	21.58
27030 - Detection Dog Handler	13.94
27040 - Detention Officer	18.86
27070 - Firefighter	22.28
27101 - Guard I	12.39
27102 - Guard II	13.94
27131 - Police Officer I	22.63
27132 - Police Officer II	25.15
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.19
28042 - Carnival Equipment Repairer	13.34
28043 - Carnival Worker	8.85
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	12.71
28350 - Park Attendant (Aide)	17.85
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	19.10
28630 - Sports Official	15.14
28690 - Swimming Pool Operator	16.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.73
29020 - Hatch Tender	26.73
29030 - Line Handler	26.73
29041 - Stevedore I	24.73
29042 - Stevedore II	27.56

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	45.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.83
30021 - Archeological Technician I		17.69
30022 - Archeological Technician II		19.79
30023 - Archeological Technician III		24.51
30030 - Cartographic Technician		25.96
30040 - Civil Engineering Technician		24.06
30051 - Cryogenic Technician I		27.15
30052 - Cryogenic Technician II		29.98
30061 - Drafter/CAD Operator I		17.69
30062 - Drafter/CAD Operator II		19.79
30063 - Drafter/CAD Operator III		22.06
30064 - Drafter/CAD Operator IV		27.15
30081 - Engineering Technician I		16.68
30082 - Engineering Technician II		18.71
30083 - Engineering Technician III		22.66
30084 - Engineering Technician IV		28.07
30085 - Engineering Technician V		34.03
30086 - Engineering Technician VI		38.38
30090 - Environmental Technician		22.60
30095 - Evidence Control Specialist		24.51
30210 - Laboratory Technician		29.43
30221 - Latent Fingerprint Technician I		27.15
30222 - Latent Fingerprint Technician II		29.98
30240 - Mathematical Technician		25.52
30361 - Paralegal/Legal Assistant I		20.64
30362 - Paralegal/Legal Assistant II		25.56
30363 - Paralegal/Legal Assistant III		31.27
30364 - Paralegal/Legal Assistant IV		37.83
30375 - Petroleum Supply Specialist		29.98
30390 - Photo-Optics Technician		24.22
30395 - Radiation Control Technician		29.98
30461 - Technical Writer I		24.51
30462 - Technical Writer II		29.98
30463 - Technical Writer III		36.27
30491 - Unexploded Ordnance (UXO) Technician I		29.15
30492 - Unexploded Ordnance (UXO) Technician II		35.26
30493 - Unexploded Ordnance (UXO) Technician III		42.27
30494 - Unexploded (UXO) Safety Escort		29.15
30495 - Unexploded (UXO) Sweep Personnel		29.15
30501 - Weather Forecaster I		27.15
30502 - Weather Forecaster II		33.02
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.06
30621 - Weather Observer Senior	(see 2)	24.51

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		35.26
31020 - Bus Aide		13.12

31030 - Bus Driver	19.13
31043 - Driver Courier	11.74
31260 - Parking and Lot Attendant	11.46
31290 - Shuttle Bus Driver	12.72
31310 - Taxi Driver	11.98
31361 - Truckdriver Light	12.72
31362 - Truckdriver Medium	13.70
31363 - Truckdriver Heavy	20.57
31364 - Truckdriver Tractor-Trailer	20.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.19
99030 - Cashier	9.53
99050 - Desk Clerk	9.77
99095 - Embalmer	29.15
99130 - Flight Follower	29.15
99251 - Laboratory Animal Caretaker I	18.59
99252 - Laboratory Animal Caretaker II	20.60
99260 - Marketing Analyst	27.14
99310 - Mortician	29.15
99410 - Pest Controller	18.15
99510 - Photofinishing Worker	15.32
99710 - Recycling Laborer	16.81
99711 - Recycling Specialist	20.66
99730 - Refuse Collector	15.00
99810 - Sales Clerk	11.29
99820 - School Crossing Guard	14.65
99830 - Survey Party Chief	24.00
99831 - Surveying Aide	13.65
99832 - Surveying Technician	17.91
99840 - Vending Machine Attendant	19.04
99841 - Vending Machine Repairer	23.91
99842 - Vending Machine Repairer Helper	19.04

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5283
Revision No.: 17
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Houston Trinity

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.68
01012 - Accounting Clerk II		17.59
01013 - Accounting Clerk III		19.69
01020 - Administrative Assistant		25.91
01035 - Court Reporter		22.04
01041 - Customer Service Representative I		11.66
01042 - Customer Service Representative II		13.12
01043 - Customer Service Representative III		14.31
01051 - Data Entry Operator I		13.24
01052 - Data Entry Operator II		14.45
01060 - Dispatcher Motor Vehicle		17.35
01070 - Document Preparation Clerk		16.23
01090 - Duplicating Machine Operator		16.23
01111 - General Clerk I		13.67
01112 - General Clerk II		14.92

01113 - General Clerk III	16.74
01120 - Housing Referral Assistant	20.69
01141 - Messenger Courier	14.21
01191 - Order Clerk I	14.87
01192 - Order Clerk II	16.42
01261 - Personnel Assistant (Employment) I	15.43
01262 - Personnel Assistant (Employment) II	17.27
01263 - Personnel Assistant (Employment) III	19.25
01270 - Production Control Clerk	21.09
01290 - Rental Clerk	15.28
01300 - Scheduler Maintenance	16.59
01311 - Secretary I	16.59
01312 - Secretary II	18.57
01313 - Secretary III	20.69
01320 - Service Order Dispatcher	15.51
01410 - Supply Technician	25.91
01420 - Survey Worker	17.79
01460 - Switchboard Operator/Receptionist	12.02
01531 - Travel Clerk I	15.28
01532 - Travel Clerk II	16.50
01533 - Travel Clerk III	17.64
01611 - Word Processor I	14.51
01612 - Word Processor II	16.29
01613 - Word Processor III	18.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.76
05010 - Automotive Electrician	23.79
05040 - Automotive Glass Installer	21.96
05070 - Automotive Worker	21.96
05110 - Mobile Equipment Servicer	20.23
05130 - Motor Equipment Metal Mechanic	25.76
05160 - Motor Equipment Metal Worker	21.96
05190 - Motor Vehicle Mechanic	25.76
05220 - Motor Vehicle Mechanic Helper	19.40
05250 - Motor Vehicle Upholstery Worker	20.83
05280 - Motor Vehicle Wrecker	21.96
05310 - Painter Automotive	23.79
05340 - Radiator Repair Specialist	22.88
05370 - Tire Repairer	15.35
05400 - Transmission Repair Specialist	25.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.43
07041 - Cook I	10.35
07042 - Cook II	11.97
07070 - Dishwasher	9.18
07130 - Food Service Worker	9.39
07210 - Meat Cutter	14.20
07260 - Waiter/Waitress	9.16
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.39

09040 - Furniture Handler 15.07
09080 - Furniture Refinisher 24.39
09090 - Furniture Refinisher Helper 18.46
09110 - Furniture Repairer Minor 21.88
09130 - Upholsterer 24.39
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.89
11060 - Elevator Operator 10.98
11090 - Gardener 17.14
11122 - Housekeeping Aide 10.98
11150 - Janitor 10.98
11210 - Laborer Grounds Maintenance 12.76
11240 - Maid or Houseman 9.67
11260 - Pruner 11.39
11270 - Tractor Operator 15.66
11330 - Trail Maintenance Worker 12.76
11360 - Window Cleaner 12.33
12000 - Health Occupations
12010 - Ambulance Driver 15.36
12011 - Breath Alcohol Technician 19.60
12012 - Certified Occupational Therapist Assistant 38.16
12015 - Certified Physical Therapist Assistant 39.49
12020 - Dental Assistant 17.22
12025 - Dental Hygienist 40.36
12030 - EKG Technician 28.93
12035 - Electroneurodiagnostic Technologist 28.93
12040 - Emergency Medical Technician 15.36
12071 - Licensed Practical Nurse I 19.05
12072 - Licensed Practical Nurse II 21.32
12073 - Licensed Practical Nurse III 23.76
12100 - Medical Assistant 13.89
12130 - Medical Laboratory Technician 25.24
12160 - Medical Record Clerk 14.56
12190 - Medical Record Technician 16.57
12195 - Medical Transcriptionist 17.81
12210 - Nuclear Medicine Technologist 43.06
12221 - Nursing Assistant I 11.53
12222 - Nursing Assistant II 12.97
12223 - Nursing Assistant III 14.15
12224 - Nursing Assistant IV 15.88
12235 - Optical Dispenser 16.79
12236 - Optical Technician 17.51
12250 - Pharmacy Technician 19.18
12280 - Phlebotomist 14.63
12305 - Radiologic Technologist 26.70
12311 - Registered Nurse I 30.36
12312 - Registered Nurse II 38.37
12313 - Registered Nurse II Specialist 38.37
12314 - Registered Nurse III 44.91
12315 - Registered Nurse III Anesthetist 44.91

12316 - Registered Nurse IV		53.84
12317 - Scheduler (Drug and Alcohol Testing)		24.27
12320 - Substance Abuse Treatment Counselor		24.71
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.30
13012 - Exhibits Specialist II		24.74
13013 - Exhibits Specialist III		28.94
13041 - Illustrator I		19.30
13042 - Illustrator II		23.91
13043 - Illustrator III		30.12
13047 - Librarian		26.69
13050 - Library Aide/Clerk		12.77
13054 - Library Information Technology Systems Administrator		24.09
13058 - Library Technician		16.04
13061 - Media Specialist I		17.39
13062 - Media Specialist II		19.46
13063 - Media Specialist III		21.68
13071 - Photographer I		17.07
13072 - Photographer II		19.10
13073 - Photographer III		23.66
13074 - Photographer IV		28.94
13075 - Photographer V		35.01
13090 - Technical Order Library Clerk		16.04
13110 - Video Teleconference Technician		17.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.40
14042 - Computer Operator II		19.47
14043 - Computer Operator III		21.70
14044 - Computer Operator IV		24.12
14045 - Computer Operator V		26.71
14071 - Computer Programmer I	(see 1)	26.04
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		17.40
14160 - Personal Computer Support Technician		24.12
14170 - System Support Specialist		29.90
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.08
15020 - Aircrew Training Devices Instructor (Rated)		40.02
15030 - Air Crew Training Devices Instructor (Pilot)		47.98
15050 - Computer Based Training Specialist / Instructor		33.08
15060 - Educational Technologist		32.42
15070 - Flight Instructor (Pilot)		47.98
15080 - Graphic Artist		27.43
15085 - Maintenance Test Pilot Fixed Jet/Prop		47.54

15086 - Maintenance Test Pilot Rotary Wing 47.54
15088 - Non-Maintenance Test/Co-Pilot 47.54
15090 - Technical Instructor 22.43
15095 - Technical Instructor/Course Developer 27.43
15110 - Test Proctor 18.43
15120 - Tutor 18.43
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.54
16030 - Counter Attendant 10.54
16040 - Dry Cleaner 13.52
16070 - Finisher Flatwork Machine 10.54
16090 - Presser Hand 10.54
16110 - Presser Machine Drycleaning 10.54
16130 - Presser Machine Shirts 10.54
16160 - Presser Machine Wearing Apparel Laundry 10.54
16190 - Sewing Machine Operator 14.30
16220 - Tailor 15.39
16250 - Washer Machine 11.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.15
19040 - Tool And Die Maker 25.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.39
21030 - Material Coordinator 21.41
21040 - Material Expediter 21.41
21050 - Material Handling Laborer 12.26
21071 - Order Filler 11.47
21080 - Production Line Worker (Food Processing) 14.39
21110 - Shipping Packer 15.00
21130 - Shipping/Receiving Clerk 15.00
21140 - Store Worker I 12.87
21150 - Stock Clerk 18.37
21210 - Tools And Parts Attendant 14.39
21410 - Warehouse Specialist 14.39
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.47
23019 - Aircraft Logs and Records Technician 24.44
23021 - Aircraft Mechanic I 28.07
23022 - Aircraft Mechanic II 29.47
23023 - Aircraft Mechanic III 30.94
23040 - Aircraft Mechanic Helper 21.98
23050 - Aircraft Painter 25.61
23060 - Aircraft Servicer 24.44
23070 - Aircraft Survival Flight Equipment Technician 25.61
23080 - Aircraft Worker 25.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.76
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.07
23110 - Appliance Mechanic 22.80

23120 - Bicycle Repairer	16.93
23125 - Cable Splicer	28.10
23130 - Carpenter Maintenance	19.71
23140 - Carpet Layer	19.73
23160 - Electrician Maintenance	26.51
23181 - Electronics Technician Maintenance I	27.92
23182 - Electronics Technician Maintenance II	29.93
23183 - Electronics Technician Maintenance III	31.56
23260 - Fabric Worker	18.35
23290 - Fire Alarm System Mechanic	21.21
23310 - Fire Extinguisher Repairer	16.93
23311 - Fuel Distribution System Mechanic	20.96
23312 - Fuel Distribution System Operator	16.33
23370 - General Maintenance Worker	18.08
23380 - Ground Support Equipment Mechanic	28.07
23381 - Ground Support Equipment Servicer	24.44
23382 - Ground Support Equipment Worker	25.76
23391 - Gunsmith I	16.93
23392 - Gunsmith II	19.73
23393 - Gunsmith III	22.32
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.04
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.95
23430 - Heavy Equipment Mechanic	26.17
23440 - Heavy Equipment Operator	19.33
23460 - Instrument Mechanic	25.87
23465 - Laboratory/Shelter Mechanic	21.15
23470 - Laborer	11.89
23510 - Locksmith	21.15
23530 - Machinery Maintenance Mechanic	24.33
23550 - Machinist Maintenance	21.51
23580 - Maintenance Trades Helper	14.94
23591 - Metrology Technician I	25.87
23592 - Metrology Technician II	27.14
23593 - Metrology Technician III	28.38
23640 - Millwright	24.03
23710 - Office Appliance Repairer	21.15
23760 - Painter Maintenance	18.99
23790 - Pipefitter Maintenance	29.68
23810 - Plumber Maintenance	28.17
23820 - Pneudraulic Systems Mechanic	22.32
23850 - Rigger	22.32
23870 - Scale Mechanic	19.73
23890 - Sheet-Metal Worker Maintenance	21.95
23910 - Small Engine Mechanic	18.76
23931 - Telecommunications Mechanic I	30.63
23932 - Telecommunications Mechanic II	31.96
23950 - Telephone Lineman	32.09
23960 - Welder Combination Maintenance	20.65

23965 - Well Driller	25.18
23970 - Woodcraft Worker	22.32
23980 - Woodworker	16.93
24000 - Personal Needs Occupations	
24550 - Case Manager	16.34
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	9.04
24620 - Family Readiness And Support Services Coordinator	16.34
24630 - Homemaker	16.84
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.95
25040 - Sewage Plant Operator	18.70
25070 - Stationary Engineer	23.95
25190 - Ventilation Equipment Tender	16.04
25210 - Water Treatment Plant Operator	18.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.14
27007 - Baggage Inspector	12.39
27008 - Corrections Officer	19.62
27010 - Court Security Officer	21.18
27030 - Detection Dog Handler	17.90
27040 - Detention Officer	19.62
27070 - Firefighter	20.41
27101 - Guard I	12.39
27102 - Guard II	17.90
27131 - Police Officer I	24.19
27132 - Police Officer II	26.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.19
28042 - Carnival Equipment Repairer	13.34
28043 - Carnival Worker	8.85
28210 - Gate Attendant/Gate Tender	14.27
28310 - Lifeguard	12.71
28350 - Park Attendant (Aide)	15.96
28510 - Recreation Aide/Health Facility Attendant	11.65
28515 - Recreation Specialist	19.61
28630 - Sports Official	12.71
28690 - Swimming Pool Operator	17.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.31
29020 - Hatch Tender	27.31
29030 - Line Handler	27.31
29041 - Stevedore I	25.64
29042 - Stevedore II	28.93
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	45.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.83

30021 - Archeological Technician I		21.56
30022 - Archeological Technician II		25.47
30023 - Archeological Technician III		30.62
30030 - Cartographic Technician		30.62
30040 - Civil Engineering Technician		30.03
30051 - Cryogenic Technician I		27.15
30052 - Cryogenic Technician II		29.98
30061 - Drafter/CAD Operator I		21.56
30062 - Drafter/CAD Operator II		24.71
30063 - Drafter/CAD Operator III		27.56
30064 - Drafter/CAD Operator IV		33.10
30081 - Engineering Technician I		20.02
30082 - Engineering Technician II		22.48
30083 - Engineering Technician III		25.15
30084 - Engineering Technician IV		31.09
30085 - Engineering Technician V		38.65
30086 - Engineering Technician VI		46.10
30090 - Environmental Technician		29.96
30095 - Evidence Control Specialist		29.96
30210 - Laboratory Technician		25.92
30221 - Latent Fingerprint Technician I		27.15
30222 - Latent Fingerprint Technician II		29.98
30240 - Mathematical Technician		30.62
30361 - Paralegal/Legal Assistant I		22.52
30362 - Paralegal/Legal Assistant II		27.90
30363 - Paralegal/Legal Assistant III		34.12
30364 - Paralegal/Legal Assistant IV		41.27
30375 - Petroleum Supply Specialist		29.98
30390 - Photo-Optics Technician		30.62
30395 - Radiation Control Technician		29.98
30461 - Technical Writer I		24.51
30462 - Technical Writer II		29.98
30463 - Technical Writer III		36.27
30491 - Unexploded Ordnance (UXO) Technician I		29.15
30492 - Unexploded Ordnance (UXO) Technician II		35.26
30493 - Unexploded Ordnance (UXO) Technician III		42.27
30494 - Unexploded (UXO) Safety Escort		29.15
30495 - Unexploded (UXO) Sweep Personnel		29.15
30501 - Weather Forecaster I		28.93
30502 - Weather Forecaster II		35.17
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	27.56
30621 - Weather Observer Senior	(see 2)	30.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.26
31020 - Bus Aide		13.12
31030 - Bus Driver		19.13
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		11.46
31290 - Shuttle Bus Driver		15.28

31310 - Taxi Driver	12.69
31361 - Truckdriver Light	15.28
31362 - Truckdriver Medium	18.98
31363 - Truckdriver Heavy	20.57
31364 - Truckdriver Tractor-Trailer	20.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.19
99030 - Cashier	10.01
99050 - Desk Clerk	11.72
99095 - Embalmer	29.15
99130 - Flight Follower	29.15
99251 - Laboratory Animal Caretaker I	17.41
99252 - Laboratory Animal Caretaker II	18.99
99260 - Marketing Analyst	27.14
99310 - Mortician	29.15
99410 - Pest Controller	19.12
99510 - Photofinishing Worker	15.32
99710 - Recycling Laborer	16.81
99711 - Recycling Specialist	20.66
99730 - Refuse Collector	15.00
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	14.65
99830 - Survey Party Chief	20.96
99831 - Surveying Aide	14.35
99832 - Surveying Technician	18.13
99840 - Vending Machine Attendant	19.26
99841 - Vending Machine Repairer	23.21
99842 - Vending Machine Repairer Helper	19.26

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5284
Revision No.: 17
Date Of Last Revision: 05/28/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Houston Trinity

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.68
01012 - Accounting Clerk II		17.59
01013 - Accounting Clerk III		19.69
01020 - Administrative Assistant		25.91
01035 - Court Reporter		22.04
01041 - Customer Service Representative I		11.66
01042 - Customer Service Representative II		13.12
01043 - Customer Service Representative III		14.31
01051 - Data Entry Operator I		13.24
01052 - Data Entry Operator II		14.45
01060 - Dispatcher Motor Vehicle		17.35
01070 - Document Preparation Clerk		16.23

01090 - Duplicating Machine Operator 16.23
01111 - General Clerk I 13.67
01112 - General Clerk II 14.92
01113 - General Clerk III 16.74
01120 - Housing Referral Assistant 20.69
01141 - Messenger Courier 14.21
01191 - Order Clerk I 14.87
01192 - Order Clerk II 16.42
01261 - Personnel Assistant (Employment) I 15.43
01262 - Personnel Assistant (Employment) II 17.27
01263 - Personnel Assistant (Employment) III 19.25
01270 - Production Control Clerk 21.09
01290 - Rental Clerk 15.28
01300 - Scheduler Maintenance 16.59
01311 - Secretary I 16.59
01312 - Secretary II 18.57
01313 - Secretary III 20.69
01320 - Service Order Dispatcher 15.51
01410 - Supply Technician 25.91
01420 - Survey Worker 17.79
01460 - Switchboard Operator/Receptionist 12.02
01531 - Travel Clerk I 15.28
01532 - Travel Clerk II 16.50
01533 - Travel Clerk III 17.64
01611 - Word Processor I 14.51
01612 - Word Processor II 16.29
01613 - Word Processor III 18.22
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.76
05010 - Automotive Electrician 23.79
05040 - Automotive Glass Installer 21.96
05070 - Automotive Worker 21.96
05110 - Mobile Equipment Servicer 20.23
05130 - Motor Equipment Metal Mechanic 25.76
05160 - Motor Equipment Metal Worker 21.96
05190 - Motor Vehicle Mechanic 25.76
05220 - Motor Vehicle Mechanic Helper 19.40
05250 - Motor Vehicle Upholstery Worker 20.83
05280 - Motor Vehicle Wrecker 21.96
05310 - Painter Automotive 23.79
05340 - Radiator Repair Specialist 22.88
05370 - Tire Repairer 15.35
05400 - Transmission Repair Specialist 25.76
07000 - Food Preparation And Service Occupations
07010 - Baker 11.43
07041 - Cook I 10.35
07042 - Cook II 11.97
07070 - Dishwasher 9.18
07130 - Food Service Worker 9.39
07210 - Meat Cutter 14.20

07260 - Waiter/Waitress	9.16
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.39
09040 - Furniture Handler	15.07
09080 - Furniture Refinisher	24.39
09090 - Furniture Refinisher Helper	18.46
09110 - Furniture Repairer Minor	21.88
09130 - Upholsterer	24.39
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.89
11060 - Elevator Operator	10.98
11090 - Gardener	17.14
11122 - Housekeeping Aide	10.98
11150 - Janitor	10.98
11210 - Laborer Grounds Maintenance	12.76
11240 - Maid or Houseman	9.67
11260 - Pruner	11.39
11270 - Tractor Operator	15.66
11330 - Trail Maintenance Worker	12.76
11360 - Window Cleaner	12.33
12000 - Health Occupations	
12010 - Ambulance Driver	15.36
12011 - Breath Alcohol Technician	19.60
12012 - Certified Occupational Therapist Assistant	38.16
12015 - Certified Physical Therapist Assistant	39.49
12020 - Dental Assistant	17.22
12025 - Dental Hygienist	40.36
12030 - EKG Technician	28.93
12035 - Electroneurodiagnostic Technologist	28.93
12040 - Emergency Medical Technician	15.36
12071 - Licensed Practical Nurse I	19.05
12072 - Licensed Practical Nurse II	21.32
12073 - Licensed Practical Nurse III	23.76
12100 - Medical Assistant	13.89
12130 - Medical Laboratory Technician	25.24
12160 - Medical Record Clerk	14.56
12190 - Medical Record Technician	16.57
12195 - Medical Transcriptionist	17.81
12210 - Nuclear Medicine Technologist	43.06
12221 - Nursing Assistant I	11.53
12222 - Nursing Assistant II	12.97
12223 - Nursing Assistant III	14.15
12224 - Nursing Assistant IV	15.88
12235 - Optical Dispenser	16.79
12236 - Optical Technician	17.51
12250 - Pharmacy Technician	19.18
12280 - Phlebotomist	14.63
12305 - Radiologic Technologist	26.70
12311 - Registered Nurse I	30.36
12312 - Registered Nurse II	38.37

12313 - Registered Nurse II Specialist		38.37
12314 - Registered Nurse III		44.91
12315 - Registered Nurse III Anesthetist		44.91
12316 - Registered Nurse IV		53.84
12317 - Scheduler (Drug and Alcohol Testing)		24.27
12320 - Substance Abuse Treatment Counselor		24.71
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.30
13012 - Exhibits Specialist II		24.74
13013 - Exhibits Specialist III		28.94
13041 - Illustrator I		19.30
13042 - Illustrator II		23.91
13043 - Illustrator III		30.12
13047 - Librarian		26.69
13050 - Library Aide/Clerk		12.77
13054 - Library Information Technology Systems Administrator		24.09
13058 - Library Technician		16.04
13061 - Media Specialist I		17.39
13062 - Media Specialist II		19.46
13063 - Media Specialist III		21.68
13071 - Photographer I		17.07
13072 - Photographer II		19.10
13073 - Photographer III		23.66
13074 - Photographer IV		28.94
13075 - Photographer V		35.01
13090 - Technical Order Library Clerk		16.04
13110 - Video Teleconference Technician		17.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.40
14042 - Computer Operator II		19.47
14043 - Computer Operator III		21.70
14044 - Computer Operator IV		24.12
14045 - Computer Operator V		26.71
14071 - Computer Programmer I	(see 1)	26.04
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		17.40
14160 - Personal Computer Support Technician		24.12
14170 - System Support Specialist		29.90
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.08
15020 - Aircrew Training Devices Instructor (Rated)		40.02
15030 - Air Crew Training Devices Instructor (Pilot)		47.98
15050 - Computer Based Training Specialist / Instructor		33.08
15060 - Educational Technologist		32.42

15070 - Flight Instructor (Pilot) 47.98
15080 - Graphic Artist 27.43
15085 - Maintenance Test Pilot Fixed Jet/Prop 47.54
15086 - Maintenance Test Pilot Rotary Wing 47.54
15088 - Non-Maintenance Test/Co-Pilot 47.54
15090 - Technical Instructor 22.43
15095 - Technical Instructor/Course Developer 27.43
15110 - Test Proctor 18.43
15120 - Tutor 18.43
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.54
16030 - Counter Attendant 10.54
16040 - Dry Cleaner 13.52
16070 - Finisher Flatwork Machine 10.54
16090 - Presser Hand 10.54
16110 - Presser Machine Drycleaning 10.54
16130 - Presser Machine Shirts 10.54
16160 - Presser Machine Wearing Apparel Laundry 10.54
16190 - Sewing Machine Operator 14.30
16220 - Tailor 15.39
16250 - Washer Machine 11.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.15
19040 - Tool And Die Maker 25.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.39
21030 - Material Coordinator 21.41
21040 - Material Expediter 21.41
21050 - Material Handling Laborer 12.26
21071 - Order Filler 11.47
21080 - Production Line Worker (Food Processing) 14.39
21110 - Shipping Packer 15.00
21130 - Shipping/Receiving Clerk 15.00
21140 - Store Worker I 12.87
21150 - Stock Clerk 18.37
21210 - Tools And Parts Attendant 14.39
21410 - Warehouse Specialist 14.39
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.47
23019 - Aircraft Logs and Records Technician 24.44
23021 - Aircraft Mechanic I 28.07
23022 - Aircraft Mechanic II 29.47
23023 - Aircraft Mechanic III 30.94
23040 - Aircraft Mechanic Helper 21.98
23050 - Aircraft Painter 25.61
23060 - Aircraft Servicer 24.44
23070 - Aircraft Survival Flight Equipment Technician 25.61
23080 - Aircraft Worker 25.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.76

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.07
23110 - Appliance Mechanic 22.80
23120 - Bicycle Repairer 16.93
23125 - Cable Splicer 28.10
23130 - Carpenter Maintenance 19.71
23140 - Carpet Layer 19.73
23160 - Electrician Maintenance 26.51
23181 - Electronics Technician Maintenance I 27.92
23182 - Electronics Technician Maintenance II 29.93
23183 - Electronics Technician Maintenance III 31.56
23260 - Fabric Worker 18.35
23290 - Fire Alarm System Mechanic 21.21
23310 - Fire Extinguisher Repairer 16.93
23311 - Fuel Distribution System Mechanic 20.96
23312 - Fuel Distribution System Operator 16.33
23370 - General Maintenance Worker 18.08
23380 - Ground Support Equipment Mechanic 28.07
23381 - Ground Support Equipment Servicer 24.44
23382 - Ground Support Equipment Worker 25.76
23391 - Gunsmith I 16.93
23392 - Gunsmith II 19.73
23393 - Gunsmith III 22.32
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.04
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.95
23430 - Heavy Equipment Mechanic 26.17
23440 - Heavy Equipment Operator 19.33
23460 - Instrument Mechanic 25.87
23465 - Laboratory/Shelter Mechanic 21.15
23470 - Laborer 11.89
23510 - Locksmith 21.15
23530 - Machinery Maintenance Mechanic 24.33
23550 - Machinist Maintenance 21.51
23580 - Maintenance Trades Helper 14.94
23591 - Metrology Technician I 25.87
23592 - Metrology Technician II 27.14
23593 - Metrology Technician III 28.38
23640 - Millwright 24.03
23710 - Office Appliance Repairer 21.15
23760 - Painter Maintenance 18.99
23790 - Pipefitter Maintenance 29.68
23810 - Plumber Maintenance 28.17
23820 - Pneudraulic Systems Mechanic 22.32
23850 - Rigger 22.32
23870 - Scale Mechanic 19.73
23890 - Sheet-Metal Worker Maintenance 21.95
23910 - Small Engine Mechanic 18.76
23931 - Telecommunications Mechanic I 30.63

23932 - Telecommunications Mechanic II 31.96
23950 - Telephone Lineman 32.09
23960 - Welder Combination Maintenance 20.65
23965 - Well Driller 25.18
23970 - Woodcraft Worker 22.32
23980 - Woodworker 16.93
24000 - Personal Needs Occupations
24550 - Case Manager 16.34
24570 - Child Care Attendant 10.65
24580 - Child Care Center Clerk 13.27
24610 - Chore Aide 9.04
24620 - Family Readiness And Support Services Coordinator 16.34
24630 - Homemaker 16.84
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.95
25040 - Sewage Plant Operator 18.70
25070 - Stationary Engineer 23.95
25190 - Ventilation Equipment Tender 16.04
25210 - Water Treatment Plant Operator 18.32
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.14
27007 - Baggage Inspector 12.39
27008 - Corrections Officer 19.62
27010 - Court Security Officer 21.18
27030 - Detection Dog Handler 17.90
27040 - Detention Officer 19.62
27070 - Firefighter 20.41
27101 - Guard I 12.39
27102 - Guard II 17.90
27131 - Police Officer I 24.19
27132 - Police Officer II 26.88
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.19
28042 - Carnival Equipment Repairer 13.34
28043 - Carnival Worker 8.85
28210 - Gate Attendant/Gate Tender 14.27
28310 - Lifeguard 12.71
28350 - Park Attendant (Aide) 15.96
28510 - Recreation Aide/Health Facility Attendant 11.65
28515 - Recreation Specialist 19.61
28630 - Sports Official 12.71
28690 - Swimming Pool Operator 17.44
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.31
29020 - Hatch Tender 27.31
29030 - Line Handler 27.31
29041 - Stevedore I 25.64
29042 - Stevedore II 28.93
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 45.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.83
30021 - Archeological Technician I 21.56
30022 - Archeological Technician II 25.47
30023 - Archeological Technician III 30.62
30030 - Cartographic Technician 30.62
30040 - Civil Engineering Technician 30.03
30051 - Cryogenic Technician I 27.15
30052 - Cryogenic Technician II 29.98
30061 - Drafter/CAD Operator I 21.56
30062 - Drafter/CAD Operator II 24.71
30063 - Drafter/CAD Operator III 27.56
30064 - Drafter/CAD Operator IV 33.10
30081 - Engineering Technician I 20.02
30082 - Engineering Technician II 22.48
30083 - Engineering Technician III 25.15
30084 - Engineering Technician IV 31.09
30085 - Engineering Technician V 38.65
30086 - Engineering Technician VI 46.10
30090 - Environmental Technician 29.96
30095 - Evidence Control Specialist 29.96
30210 - Laboratory Technician 25.92
30221 - Latent Fingerprint Technician I 27.15
30222 - Latent Fingerprint Technician II 29.98
30240 - Mathematical Technician 30.62
30361 - Paralegal/Legal Assistant I 22.52
30362 - Paralegal/Legal Assistant II 27.90
30363 - Paralegal/Legal Assistant III 34.12
30364 - Paralegal/Legal Assistant IV 41.27
30375 - Petroleum Supply Specialist 29.98
30390 - Photo-Optics Technician 30.62
30395 - Radiation Control Technician 29.98
30461 - Technical Writer I 24.51
30462 - Technical Writer II 29.98
30463 - Technical Writer III 36.27
30491 - Unexploded Ordnance (UXO) Technician I 29.15
30492 - Unexploded Ordnance (UXO) Technician II 35.26
30493 - Unexploded Ordnance (UXO) Technician III 42.27
30494 - Unexploded (UXO) Safety Escort 29.15
30495 - Unexploded (UXO) Sweep Personnel 29.15
30501 - Weather Forecaster I 28.93
30502 - Weather Forecaster II 35.17
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 27.56
30621 - Weather Observer Senior (see 2) 30.48
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.26
31020 - Bus Aide 13.12
31030 - Bus Driver 19.13

31043 - Driver Courier	14.03
31260 - Parking and Lot Attendant	11.46
31290 - Shuttle Bus Driver	15.28
31310 - Taxi Driver	12.69
31361 - Truckdriver Light	15.28
31362 - Truckdriver Medium	18.98
31363 - Truckdriver Heavy	20.57
31364 - Truckdriver Tractor-Trailer	20.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.19
99030 - Cashier	10.01
99050 - Desk Clerk	11.72
99095 - Embalmer	29.15
99130 - Flight Follower	29.15
99251 - Laboratory Animal Caretaker I	17.41
99252 - Laboratory Animal Caretaker II	18.99
99260 - Marketing Analyst	27.14
99310 - Mortician	29.15
99410 - Pest Controller	19.12
99510 - Photofinishing Worker	15.32
99710 - Recycling Laborer	16.81
99711 - Recycling Specialist	20.66
99730 - Refuse Collector	15.00
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	14.65
99830 - Survey Party Chief	20.96
99831 - Surveying Aide	14.35
99832 - Surveying Technician	18.13
99840 - Vending Machine Attendant	19.26
99841 - Vending Machine Repairer	23.21
99842 - Vending Machine Repairer Helper	19.26

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5287
Revision No.: 16
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Blanco Burnet Fayette Lee Llano Milam San Saba

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.25
01012 - Accounting Clerk II		17.12
01013 - Accounting Clerk III		19.15
01020 - Administrative Assistant		21.80
01035 - Court Reporter		19.69
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.27
01043 - Customer Service Representative III		15.57
01051 - Data Entry Operator I		12.99
01052 - Data Entry Operator II		14.59
01060 - Dispatcher Motor Vehicle		18.58
01070 - Document Preparation Clerk		13.57
01090 - Duplicating Machine Operator		13.57
01111 - General Clerk I		14.36
01112 - General Clerk II		15.67

01113 - General Clerk III 17.58
01120 - Housing Referral Assistant 22.35
01141 - Messenger Courier 13.58
01191 - Order Clerk I 15.48
01192 - Order Clerk II 16.89
01261 - Personnel Assistant (Employment) I 17.29
01262 - Personnel Assistant (Employment) II 19.34
01263 - Personnel Assistant (Employment) III 21.57
01270 - Production Control Clerk 19.27
01290 - Rental Clerk 14.07
01300 - Scheduler Maintenance 17.78
01311 - Secretary I 17.78
01312 - Secretary II 20.08
01313 - Secretary III 22.35
01320 - Service Order Dispatcher 15.10
01410 - Supply Technician 23.98
01420 - Survey Worker 16.01
01460 - Switchboard Operator/Receptionist 13.03
01531 - Travel Clerk I 13.18
01532 - Travel Clerk II 14.00
01533 - Travel Clerk III 14.49
01611 - Word Processor I 14.86
01612 - Word Processor II 16.67
01613 - Word Processor III 18.65
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.11
05010 - Automotive Electrician 19.89
05040 - Automotive Glass Installer 18.59
05070 - Automotive Worker 18.59
05110 - Mobile Equipment Servicer 16.03
05130 - Motor Equipment Metal Mechanic 21.08
05160 - Motor Equipment Metal Worker 18.59
05190 - Motor Vehicle Mechanic 21.08
05220 - Motor Vehicle Mechanic Helper 14.76
05250 - Motor Vehicle Upholstery Worker 17.29
05280 - Motor Vehicle Wrecker 18.59
05310 - Painter Automotive 19.89
05340 - Radiator Repair Specialist 18.59
05370 - Tire Repairer 13.86
05400 - Transmission Repair Specialist 21.08
07000 - Food Preparation And Service Occupations
07010 - Baker 11.74
07041 - Cook I 10.74
07042 - Cook II 12.45
07070 - Dishwasher 9.26
07130 - Food Service Worker 9.97
07210 - Meat Cutter 15.18
07260 - Waiter/Waitress 9.17
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.58

09040 - Furniture Handler 12.11
09080 - Furniture Refinisher 19.77
09090 - Furniture Refinisher Helper 14.67
09110 - Furniture Repairer Minor 17.19
09130 - Upholsterer 19.62
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.08
11060 - Elevator Operator 10.87
11090 - Gardener 17.81
11122 - Housekeeping Aide 10.87
11150 - Janitor 10.87
11210 - Laborer Grounds Maintenance 13.54
11240 - Maid or Houseman 9.78
11260 - Pruner 12.11
11270 - Tractor Operator 16.39
11330 - Trail Maintenance Worker 13.54
11360 - Window Cleaner 12.15
12000 - Health Occupations
12010 - Ambulance Driver 18.26
12011 - Breath Alcohol Technician 19.55
12012 - Certified Occupational Therapist Assistant 31.35
12015 - Certified Physical Therapist Assistant 29.13
12020 - Dental Assistant 17.34
12025 - Dental Hygienist 41.16
12030 - EKG Technician 29.57
12035 - Electroneurodiagnostic Technologist 29.57
12040 - Emergency Medical Technician 18.26
12071 - Licensed Practical Nurse I 17.79
12072 - Licensed Practical Nurse II 19.90
12073 - Licensed Practical Nurse III 22.20
12100 - Medical Assistant 13.85
12130 - Medical Laboratory Technician 22.48
12160 - Medical Record Clerk 14.65
12190 - Medical Record Technician 16.39
12195 - Medical Transcriptionist 17.32
12210 - Nuclear Medicine Technologist 42.97
12221 - Nursing Assistant I 11.89
12222 - Nursing Assistant II 13.38
12223 - Nursing Assistant III 14.60
12224 - Nursing Assistant IV 16.38
12235 - Optical Dispenser 14.65
12236 - Optical Technician 17.48
12250 - Pharmacy Technician 17.48
12280 - Phlebotomist 17.49
12305 - Radiologic Technologist 26.77
12311 - Registered Nurse I 26.29
12312 - Registered Nurse II 32.16
12313 - Registered Nurse II Specialist 32.16
12314 - Registered Nurse III 38.90
12315 - Registered Nurse III Anesthetist 38.90

12316 - Registered Nurse IV		46.63
12317 - Scheduler (Drug and Alcohol Testing)		24.22
12320 - Substance Abuse Treatment Counselor		20.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.55
13012 - Exhibits Specialist II		25.78
13013 - Exhibits Specialist III		27.60
13041 - Illustrator I		19.55
13042 - Illustrator II		25.78
13043 - Illustrator III		27.60
13047 - Librarian		24.77
13050 - Library Aide/Clerk		13.01
13054 - Library Information Technology Systems Administrator		22.38
13058 - Library Technician		16.88
13061 - Media Specialist I		16.14
13062 - Media Specialist II		18.05
13063 - Media Specialist III		20.14
13071 - Photographer I		16.60
13072 - Photographer II		18.57
13073 - Photographer III		23.01
13074 - Photographer IV		28.15
13075 - Photographer V		34.06
13090 - Technical Order Library Clerk		16.31
13110 - Video Teleconference Technician		16.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.41
14042 - Computer Operator II		19.49
14043 - Computer Operator III		21.72
14044 - Computer Operator IV		24.14
14045 - Computer Operator V		25.97
14071 - Computer Programmer I	(see 1)	25.43
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		17.41
14160 - Personal Computer Support Technician		24.14
14170 - System Support Specialist		22.88
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.11
15020 - Aircrew Training Devices Instructor (Rated)		38.85
15030 - Air Crew Training Devices Instructor (Pilot)		46.57
15050 - Computer Based Training Specialist / Instructor		32.11
15060 - Educational Technologist		33.26
15070 - Flight Instructor (Pilot)		46.57
15080 - Graphic Artist		22.13
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.36

15086 - Maintenance Test Pilot Rotary Wing 41.36
15088 - Non-Maintenance Test/Co-Pilot 41.36
15090 - Technical Instructor 24.04
15095 - Technical Instructor/Course Developer 29.40
15110 - Test Proctor 19.40
15120 - Tutor 19.64
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.71
16030 - Counter Attendant 9.71
16040 - Dry Cleaner 11.79
16070 - Finisher Flatwork Machine 9.71
16090 - Presser Hand 9.71
16110 - Presser Machine Drycleaning 9.71
16130 - Presser Machine Shirts 9.71
16160 - Presser Machine Wearing Apparel Laundry 9.71
16190 - Sewing Machine Operator 12.45
16220 - Tailor 13.05
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.84
19040 - Tool And Die Maker 25.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.63
21030 - Material Coordinator 19.27
21040 - Material Expediter 19.27
21050 - Material Handling Laborer 13.21
21071 - Order Filler 12.01
21080 - Production Line Worker (Food Processing) 15.63
21110 - Shipping Packer 14.36
21130 - Shipping/Receiving Clerk 14.36
21140 - Store Worker I 11.66
21150 - Stock Clerk 16.28
21210 - Tools And Parts Attendant 15.63
21410 - Warehouse Specialist 15.63
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.73
23019 - Aircraft Logs and Records Technician 19.26
23021 - Aircraft Mechanic I 23.47
23022 - Aircraft Mechanic II 24.73
23023 - Aircraft Mechanic III 26.02
23040 - Aircraft Mechanic Helper 16.50
23050 - Aircraft Painter 22.14
23060 - Aircraft Servicer 19.26
23070 - Aircraft Survival Flight Equipment Technician 22.14
23080 - Aircraft Worker 20.70
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.70
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.47
23110 - Appliance Mechanic 20.25

23120 - Bicycle Repairer 16.33
23125 - Cable Splicer 28.48
23130 - Carpenter Maintenance 18.84
23140 - Carpet Layer 18.94
23160 - Electrician Maintenance 24.70
23181 - Electronics Technician Maintenance I 27.85
23182 - Electronics Technician Maintenance II 31.80
23183 - Electronics Technician Maintenance III 33.66
23260 - Fabric Worker 17.62
23290 - Fire Alarm System Mechanic 20.54
23310 - Fire Extinguisher Repairer 16.33
23311 - Fuel Distribution System Mechanic 20.49
23312 - Fuel Distribution System Operator 15.88
23370 - General Maintenance Worker 15.31
23380 - Ground Support Equipment Mechanic 23.47
23381 - Ground Support Equipment Servicer 19.26
23382 - Ground Support Equipment Worker 20.70
23391 - Gunsmith I 16.33
23392 - Gunsmith II 18.94
23393 - Gunsmith III 21.47
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.27
23430 - Heavy Equipment Mechanic 24.43
23440 - Heavy Equipment Operator 18.92
23460 - Instrument Mechanic 21.47
23465 - Laboratory/Shelter Mechanic 20.25
23470 - Laborer 13.21
23510 - Locksmith 20.25
23530 - Machinery Maintenance Mechanic 27.49
23550 - Machinist Maintenance 20.67
23580 - Maintenance Trades Helper 14.08
23591 - Metrology Technician I 21.47
23592 - Metrology Technician II 22.63
23593 - Metrology Technician III 23.80
23640 - Millwright 23.87
23710 - Office Appliance Repairer 20.25
23760 - Painter Maintenance 18.50
23790 - Pipefitter Maintenance 24.61
23810 - Plumber Maintenance 23.21
23820 - Pneudraulic Systems Mechanic 21.47
23850 - Rigger 21.47
23870 - Scale Mechanic 18.94
23890 - Sheet-Metal Worker Maintenance 21.08
23910 - Small Engine Mechanic 19.70
23931 - Telecommunications Mechanic I 26.49
23932 - Telecommunications Mechanic II 27.82
23950 - Telephone Lineman 24.75
23960 - Welder Combination Maintenance 18.89

23965 - Well Driller		20.78
23970 - Woodcraft Worker		21.47
23980 - Woodworker		16.33
24000 - Personal Needs Occupations		
24550 - Case Manager		13.53
24570 - Child Care Attendant		9.71
24580 - Child Care Center Clerk		12.11
24610 - Chore Aide		9.37
24620 - Family Readiness And Support Services Coordinator		13.53
24630 - Homemaker		16.64
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.66
25040 - Sewage Plant Operator		17.91
25070 - Stationary Engineer		24.66
25190 - Ventilation Equipment Tender		17.46
25210 - Water Treatment Plant Operator		17.91
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.56
27007 - Baggage Inspector		14.13
27008 - Corrections Officer		19.41
27010 - Court Security Officer		21.19
27030 - Detection Dog Handler		16.19
27040 - Detention Officer		19.41
27070 - Firefighter		21.54
27101 - Guard I		14.13
27102 - Guard II		16.19
27131 - Police Officer I		22.33
27132 - Police Officer II		24.82
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.75
28042 - Carnival Equipment Repairer		13.85
28043 - Carnival Worker		9.45
28210 - Gate Attendant/Gate Tender		12.83
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		14.35
28510 - Recreation Aide/Health Facility Attendant		10.47
28515 - Recreation Specialist		17.50
28630 - Sports Official		11.43
28690 - Swimming Pool Operator		16.06
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.64
29020 - Hatch Tender		23.64
29030 - Line Handler		23.64
29041 - Stevedore I		22.00
29042 - Stevedore II		25.28
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	45.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.83

30021 - Archeological Technician I		20.39
30022 - Archeological Technician II		22.81
30023 - Archeological Technician III		28.27
30030 - Cartographic Technician		28.27
30040 - Civil Engineering Technician		25.78
30051 - Cryogenic Technician I		28.96
30052 - Cryogenic Technician II		31.99
30061 - Drafter/CAD Operator I		18.95
30062 - Drafter/CAD Operator II		21.20
30063 - Drafter/CAD Operator III		23.64
30064 - Drafter/CAD Operator IV		29.09
30081 - Engineering Technician I		16.57
30082 - Engineering Technician II		18.59
30083 - Engineering Technician III		20.80
30084 - Engineering Technician IV		25.77
30085 - Engineering Technician V		31.53
30086 - Engineering Technician VI		38.15
30090 - Environmental Technician		26.15
30095 - Evidence Control Specialist		26.15
30210 - Laboratory Technician		24.08
30221 - Latent Fingerprint Technician I		28.96
30222 - Latent Fingerprint Technician II		31.99
30240 - Mathematical Technician		26.27
30361 - Paralegal/Legal Assistant I		20.07
30362 - Paralegal/Legal Assistant II		24.87
30363 - Paralegal/Legal Assistant III		30.42
30364 - Paralegal/Legal Assistant IV		36.80
30375 - Petroleum Supply Specialist		31.99
30390 - Photo-Optics Technician		26.21
30395 - Radiation Control Technician		31.99
30461 - Technical Writer I		26.15
30462 - Technical Writer II		31.99
30463 - Technical Writer III		38.70
30491 - Unexploded Ordnance (UXO) Technician I		29.15
30492 - Unexploded Ordnance (UXO) Technician II		35.26
30493 - Unexploded Ordnance (UXO) Technician III		42.27
30494 - Unexploded (UXO) Safety Escort		29.15
30495 - Unexploded (UXO) Sweep Personnel		29.15
30501 - Weather Forecaster I		28.96
30502 - Weather Forecaster II		35.23
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.64
30621 - Weather Observer Senior	(see 2)	26.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.26
31020 - Bus Aide		12.42
31030 - Bus Driver		17.20
31043 - Driver Courier		14.33
31260 - Parking and Lot Attendant		11.13
31290 - Shuttle Bus Driver		15.57

31310 - Taxi Driver	13.26
31361 - Truckdriver Light	15.57
31362 - Truckdriver Medium	16.79
31363 - Truckdriver Heavy	18.94
31364 - Truckdriver Tractor-Trailer	18.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.19
99030 - Cashier	10.64
99050 - Desk Clerk	9.93
99095 - Embalmer	30.45
99130 - Flight Follower	29.15
99251 - Laboratory Animal Caretaker I	12.28
99252 - Laboratory Animal Caretaker II	13.38
99260 - Marketing Analyst	33.05
99310 - Mortician	30.45
99410 - Pest Controller	22.57
99510 - Photofinishing Worker	15.32
99710 - Recycling Laborer	18.36
99711 - Recycling Specialist	22.12
99730 - Refuse Collector	16.68
99810 - Sales Clerk	11.50
99820 - School Crossing Guard	12.73
99830 - Survey Party Chief	24.75
99831 - Surveying Aide	17.01
99832 - Surveying Technician	21.77
99840 - Vending Machine Attendant	17.81
99841 - Vending Machine Repairer	22.43
99842 - Vending Machine Repairer Helper	17.81

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5288
Revision No.: 16
Date Of Last Revision: 05/28/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Blanco Burnet Fayette Lee Llano Milam San Saba

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.25
01012 - Accounting Clerk II		17.12
01013 - Accounting Clerk III		19.15
01020 - Administrative Assistant		21.80
01035 - Court Reporter		19.69
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.27
01043 - Customer Service Representative III		15.57
01051 - Data Entry Operator I		12.99
01052 - Data Entry Operator II		14.59
01060 - Dispatcher Motor Vehicle		18.58
01070 - Document Preparation Clerk		13.57

01090 - Duplicating Machine Operator	13.57
01111 - General Clerk I	14.36
01112 - General Clerk II	15.67
01113 - General Clerk III	17.58
01120 - Housing Referral Assistant	22.35
01141 - Messenger Courier	13.58
01191 - Order Clerk I	15.48
01192 - Order Clerk II	16.89
01261 - Personnel Assistant (Employment) I	17.29
01262 - Personnel Assistant (Employment) II	19.34
01263 - Personnel Assistant (Employment) III	21.57
01270 - Production Control Clerk	19.27
01290 - Rental Clerk	14.07
01300 - Scheduler Maintenance	17.78
01311 - Secretary I	17.78
01312 - Secretary II	20.08
01313 - Secretary III	22.35
01320 - Service Order Dispatcher	15.10
01410 - Supply Technician	23.98
01420 - Survey Worker	16.01
01460 - Switchboard Operator/Receptionist	13.03
01531 - Travel Clerk I	13.18
01532 - Travel Clerk II	14.00
01533 - Travel Clerk III	14.49
01611 - Word Processor I	14.86
01612 - Word Processor II	16.67
01613 - Word Processor III	18.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.11
05010 - Automotive Electrician	19.89
05040 - Automotive Glass Installer	18.59
05070 - Automotive Worker	18.59
05110 - Mobile Equipment Servicer	16.03
05130 - Motor Equipment Metal Mechanic	21.08
05160 - Motor Equipment Metal Worker	18.59
05190 - Motor Vehicle Mechanic	21.08
05220 - Motor Vehicle Mechanic Helper	14.76
05250 - Motor Vehicle Upholstery Worker	17.29
05280 - Motor Vehicle Wrecker	18.59
05310 - Painter Automotive	19.89
05340 - Radiator Repair Specialist	18.59
05370 - Tire Repairer	13.86
05400 - Transmission Repair Specialist	21.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.74
07041 - Cook I	10.74
07042 - Cook II	12.45
07070 - Dishwasher	9.26
07130 - Food Service Worker	9.97
07210 - Meat Cutter	15.18

07260 - Waiter/Waitress	9.17
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.58
09040 - Furniture Handler	12.11
09080 - Furniture Refinisher	19.77
09090 - Furniture Refinisher Helper	14.67
09110 - Furniture Repairer Minor	17.19
09130 - Upholsterer	19.62
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.08
11060 - Elevator Operator	10.87
11090 - Gardener	17.81
11122 - Housekeeping Aide	10.87
11150 - Janitor	10.87
11210 - Laborer Grounds Maintenance	13.54
11240 - Maid or Houseman	9.78
11260 - Pruner	12.11
11270 - Tractor Operator	16.39
11330 - Trail Maintenance Worker	13.54
11360 - Window Cleaner	12.15
12000 - Health Occupations	
12010 - Ambulance Driver	18.26
12011 - Breath Alcohol Technician	19.55
12012 - Certified Occupational Therapist Assistant	31.35
12015 - Certified Physical Therapist Assistant	29.13
12020 - Dental Assistant	17.34
12025 - Dental Hygienist	41.16
12030 - EKG Technician	29.57
12035 - Electroneurodiagnostic Technologist	29.57
12040 - Emergency Medical Technician	18.26
12071 - Licensed Practical Nurse I	17.79
12072 - Licensed Practical Nurse II	19.90
12073 - Licensed Practical Nurse III	22.20
12100 - Medical Assistant	13.85
12130 - Medical Laboratory Technician	22.48
12160 - Medical Record Clerk	14.65
12190 - Medical Record Technician	16.39
12195 - Medical Transcriptionist	17.32
12210 - Nuclear Medicine Technologist	42.97
12221 - Nursing Assistant I	11.89
12222 - Nursing Assistant II	13.38
12223 - Nursing Assistant III	14.60
12224 - Nursing Assistant IV	16.38
12235 - Optical Dispenser	14.65
12236 - Optical Technician	17.48
12250 - Pharmacy Technician	17.48
12280 - Phlebotomist	17.49
12305 - Radiologic Technologist	26.77
12311 - Registered Nurse I	26.29
12312 - Registered Nurse II	32.16

12313 - Registered Nurse II Specialist		32.16
12314 - Registered Nurse III		38.90
12315 - Registered Nurse III Anesthetist		38.90
12316 - Registered Nurse IV		46.63
12317 - Scheduler (Drug and Alcohol Testing)		24.22
12320 - Substance Abuse Treatment Counselor		20.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.55
13012 - Exhibits Specialist II		25.78
13013 - Exhibits Specialist III		27.60
13041 - Illustrator I		19.55
13042 - Illustrator II		25.78
13043 - Illustrator III		27.60
13047 - Librarian		24.77
13050 - Library Aide/Clerk		13.01
13054 - Library Information Technology Systems Administrator		22.38
13058 - Library Technician		16.88
13061 - Media Specialist I		16.14
13062 - Media Specialist II		18.05
13063 - Media Specialist III		20.14
13071 - Photographer I		16.60
13072 - Photographer II		18.57
13073 - Photographer III		23.01
13074 - Photographer IV		28.15
13075 - Photographer V		34.06
13090 - Technical Order Library Clerk		16.31
13110 - Video Teleconference Technician		16.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.41
14042 - Computer Operator II		19.49
14043 - Computer Operator III		21.72
14044 - Computer Operator IV		24.14
14045 - Computer Operator V		25.97
14071 - Computer Programmer I	(see 1)	25.43
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		17.41
14160 - Personal Computer Support Technician		24.14
14170 - System Support Specialist		22.88
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.11
15020 - Aircrew Training Devices Instructor (Rated)		38.85
15030 - Air Crew Training Devices Instructor (Pilot)		46.57
15050 - Computer Based Training Specialist / Instructor		32.11
15060 - Educational Technologist		33.26

15070 - Flight Instructor (Pilot) 46.57
15080 - Graphic Artist 22.13
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.36
15086 - Maintenance Test Pilot Rotary Wing 41.36
15088 - Non-Maintenance Test/Co-Pilot 41.36
15090 - Technical Instructor 24.04
15095 - Technical Instructor/Course Developer 29.40
15110 - Test Proctor 19.40
15120 - Tutor 19.64
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.71
16030 - Counter Attendant 9.71
16040 - Dry Cleaner 11.79
16070 - Finisher Flatwork Machine 9.71
16090 - Presser Hand 9.71
16110 - Presser Machine Drycleaning 9.71
16130 - Presser Machine Shirts 9.71
16160 - Presser Machine Wearing Apparel Laundry 9.71
16190 - Sewing Machine Operator 12.45
16220 - Tailor 13.05
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.84
19040 - Tool And Die Maker 25.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.63
21030 - Material Coordinator 19.27
21040 - Material Expediter 19.27
21050 - Material Handling Laborer 13.21
21071 - Order Filler 12.01
21080 - Production Line Worker (Food Processing) 15.63
21110 - Shipping Packer 14.36
21130 - Shipping/Receiving Clerk 14.36
21140 - Store Worker I 11.66
21150 - Stock Clerk 16.28
21210 - Tools And Parts Attendant 15.63
21410 - Warehouse Specialist 15.63
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.73
23019 - Aircraft Logs and Records Technician 19.26
23021 - Aircraft Mechanic I 23.47
23022 - Aircraft Mechanic II 24.73
23023 - Aircraft Mechanic III 26.02
23040 - Aircraft Mechanic Helper 16.50
23050 - Aircraft Painter 22.14
23060 - Aircraft Servicer 19.26
23070 - Aircraft Survival Flight Equipment Technician 22.14
23080 - Aircraft Worker 20.70
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.70

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.47
23110 - Appliance Mechanic 20.25
23120 - Bicycle Repairer 16.33
23125 - Cable Splicer 28.48
23130 - Carpenter Maintenance 18.84
23140 - Carpet Layer 18.94
23160 - Electrician Maintenance 24.70
23181 - Electronics Technician Maintenance I 27.85
23182 - Electronics Technician Maintenance II 31.80
23183 - Electronics Technician Maintenance III 33.66
23260 - Fabric Worker 17.62
23290 - Fire Alarm System Mechanic 20.54
23310 - Fire Extinguisher Repairer 16.33
23311 - Fuel Distribution System Mechanic 20.49
23312 - Fuel Distribution System Operator 15.88
23370 - General Maintenance Worker 15.31
23380 - Ground Support Equipment Mechanic 23.47
23381 - Ground Support Equipment Servicer 19.26
23382 - Ground Support Equipment Worker 20.70
23391 - Gunsmith I 16.33
23392 - Gunsmith II 18.94
23393 - Gunsmith III 21.47
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.27
23430 - Heavy Equipment Mechanic 24.43
23440 - Heavy Equipment Operator 18.92
23460 - Instrument Mechanic 21.47
23465 - Laboratory/Shelter Mechanic 20.25
23470 - Laborer 13.21
23510 - Locksmith 20.25
23530 - Machinery Maintenance Mechanic 27.49
23550 - Machinist Maintenance 20.67
23580 - Maintenance Trades Helper 14.08
23591 - Metrology Technician I 21.47
23592 - Metrology Technician II 22.63
23593 - Metrology Technician III 23.80
23640 - Millwright 23.87
23710 - Office Appliance Repairer 20.25
23760 - Painter Maintenance 18.50
23790 - Pipefitter Maintenance 24.61
23810 - Plumber Maintenance 23.21
23820 - Pneudraulic Systems Mechanic 21.47
23850 - Rigger 21.47
23870 - Scale Mechanic 18.94
23890 - Sheet-Metal Worker Maintenance 21.08
23910 - Small Engine Mechanic 19.70
23931 - Telecommunications Mechanic I 26.49

23932 - Telecommunications Mechanic II 27.82
23950 - Telephone Lineman 24.75
23960 - Welder Combination Maintenance 18.89
23965 - Well Driller 20.78
23970 - Woodcraft Worker 21.47
23980 - Woodworker 16.33
24000 - Personal Needs Occupations
24550 - Case Manager 13.53
24570 - Child Care Attendant 9.71
24580 - Child Care Center Clerk 12.11
24610 - Chore Aide 9.37
24620 - Family Readiness And Support Services Coordinator 13.53
24630 - Homemaker 16.64
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.66
25040 - Sewage Plant Operator 17.91
25070 - Stationary Engineer 24.66
25190 - Ventilation Equipment Tender 17.46
25210 - Water Treatment Plant Operator 17.91
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.56
27007 - Baggage Inspector 14.13
27008 - Corrections Officer 19.41
27010 - Court Security Officer 21.19
27030 - Detection Dog Handler 16.19
27040 - Detention Officer 19.41
27070 - Firefighter 21.54
27101 - Guard I 14.13
27102 - Guard II 16.19
27131 - Police Officer I 22.33
27132 - Police Officer II 24.82
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.75
28042 - Carnival Equipment Repairer 13.85
28043 - Carnival Worker 9.45
28210 - Gate Attendant/Gate Tender 12.83
28310 - Lifeguard 11.01
28350 - Park Attendant (Aide) 14.35
28510 - Recreation Aide/Health Facility Attendant 10.47
28515 - Recreation Specialist 17.50
28630 - Sports Official 11.43
28690 - Swimming Pool Operator 16.06
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.64
29020 - Hatch Tender 23.64
29030 - Line Handler 23.64
29041 - Stevedore I 22.00
29042 - Stevedore II 25.28
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 45.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.83
30021 - Archeological Technician I 20.39
30022 - Archeological Technician II 22.81
30023 - Archeological Technician III 28.27
30030 - Cartographic Technician 28.27
30040 - Civil Engineering Technician 25.78
30051 - Cryogenic Technician I 28.96
30052 - Cryogenic Technician II 31.99
30061 - Drafter/CAD Operator I 18.95
30062 - Drafter/CAD Operator II 21.20
30063 - Drafter/CAD Operator III 23.64
30064 - Drafter/CAD Operator IV 29.09
30081 - Engineering Technician I 16.57
30082 - Engineering Technician II 18.59
30083 - Engineering Technician III 20.80
30084 - Engineering Technician IV 25.77
30085 - Engineering Technician V 31.53
30086 - Engineering Technician VI 38.15
30090 - Environmental Technician 26.15
30095 - Evidence Control Specialist 26.15
30210 - Laboratory Technician 24.08
30221 - Latent Fingerprint Technician I 28.96
30222 - Latent Fingerprint Technician II 31.99
30240 - Mathematical Technician 26.27
30361 - Paralegal/Legal Assistant I 20.07
30362 - Paralegal/Legal Assistant II 24.87
30363 - Paralegal/Legal Assistant III 30.42
30364 - Paralegal/Legal Assistant IV 36.80
30375 - Petroleum Supply Specialist 31.99
30390 - Photo-Optics Technician 26.21
30395 - Radiation Control Technician 31.99
30461 - Technical Writer I 26.15
30462 - Technical Writer II 31.99
30463 - Technical Writer III 38.70
30491 - Unexploded Ordnance (UXO) Technician I 29.15
30492 - Unexploded Ordnance (UXO) Technician II 35.26
30493 - Unexploded Ordnance (UXO) Technician III 42.27
30494 - Unexploded (UXO) Safety Escort 29.15
30495 - Unexploded (UXO) Sweep Personnel 29.15
30501 - Weather Forecaster I 28.96
30502 - Weather Forecaster II 35.23
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.64
30621 - Weather Observer Senior (see 2) 26.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.26
31020 - Bus Aide 12.42
31030 - Bus Driver 17.20

31043 - Driver Courier	14.33
31260 - Parking and Lot Attendant	11.13
31290 - Shuttle Bus Driver	15.57
31310 - Taxi Driver	13.26
31361 - Truckdriver Light	15.57
31362 - Truckdriver Medium	16.79
31363 - Truckdriver Heavy	18.94
31364 - Truckdriver Tractor-Trailer	18.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.19
99030 - Cashier	10.64
99050 - Desk Clerk	9.93
99095 - Embalmer	30.45
99130 - Flight Follower	29.15
99251 - Laboratory Animal Caretaker I	12.28
99252 - Laboratory Animal Caretaker II	13.38
99260 - Marketing Analyst	33.05
99310 - Mortician	30.45
99410 - Pest Controller	22.57
99510 - Photofinishing Worker	15.32
99710 - Recycling Laborer	18.36
99711 - Recycling Specialist	22.12
99730 - Refuse Collector	16.68
99810 - Sales Clerk	11.50
99820 - School Crossing Guard	12.73
99830 - Survey Party Chief	24.75
99831 - Surveying Aide	17.01
99832 - Surveying Technician	21.77
99840 - Vending Machine Attendant	17.81
99841 - Vending Machine Repairer	22.43
99842 - Vending Machine Repairer Helper	17.81

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5289
Revision No.: 16
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Grimes Madison Walker Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.76
01012 - Accounting Clerk II		17.68
01013 - Accounting Clerk III		19.79
01020 - Administrative Assistant		25.91
01035 - Court Reporter		21.79
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.27
01043 - Customer Service Representative III		15.57
01051 - Data Entry Operator I		13.24
01052 - Data Entry Operator II		14.45
01060 - Dispatcher Motor Vehicle		16.89
01070 - Document Preparation Clerk		13.57
01090 - Duplicating Machine Operator		13.57
01111 - General Clerk I		14.00
01112 - General Clerk II		15.29

01113 - General Clerk III	17.16
01120 - Housing Referral Assistant	20.69
01141 - Messenger Courier	13.58
01191 - Order Clerk I	15.48
01192 - Order Clerk II	16.89
01261 - Personnel Assistant (Employment) I	16.16
01262 - Personnel Assistant (Employment) II	18.09
01263 - Personnel Assistant (Employment) III	20.16
01270 - Production Control Clerk	19.27
01290 - Rental Clerk	14.75
01300 - Scheduler Maintenance	16.59
01311 - Secretary I	16.59
01312 - Secretary II	18.57
01313 - Secretary III	20.69
01320 - Service Order Dispatcher	15.16
01410 - Supply Technician	25.91
01420 - Survey Worker	17.79
01460 - Switchboard Operator/Receptionist	13.03
01531 - Travel Clerk I	13.71
01532 - Travel Clerk II	14.81
01533 - Travel Clerk III	15.83
01611 - Word Processor I	14.29
01612 - Word Processor II	16.04
01613 - Word Processor III	17.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.76
05010 - Automotive Electrician	23.79
05040 - Automotive Glass Installer	21.96
05070 - Automotive Worker	21.96
05110 - Mobile Equipment Servicer	20.23
05130 - Motor Equipment Metal Mechanic	25.76
05160 - Motor Equipment Metal Worker	21.96
05190 - Motor Vehicle Mechanic	25.76
05220 - Motor Vehicle Mechanic Helper	19.40
05250 - Motor Vehicle Upholstery Worker	20.83
05280 - Motor Vehicle Wrecker	21.96
05310 - Painter Automotive	23.79
05340 - Radiator Repair Specialist	22.88
05370 - Tire Repairer	14.40
05400 - Transmission Repair Specialist	25.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.74
07041 - Cook I	10.74
07042 - Cook II	12.45
07070 - Dishwasher	9.26
07130 - Food Service Worker	9.97
07210 - Meat Cutter	15.18
07260 - Waiter/Waitress	9.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.58

09040 - Furniture Handler 12.11
09080 - Furniture Refinisher 19.77
09090 - Furniture Refinisher Helper 14.67
09110 - Furniture Repairer Minor 17.19
09130 - Upholsterer 19.62
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.08
11060 - Elevator Operator 10.87
11090 - Gardener 17.81
11122 - Housekeeping Aide 10.87
11150 - Janitor 10.87
11210 - Laborer Grounds Maintenance 13.54
11240 - Maid or Houseman 9.78
11260 - Pruner 12.11
11270 - Tractor Operator 16.39
11330 - Trail Maintenance Worker 13.54
11360 - Window Cleaner 12.15
12000 - Health Occupations
12010 - Ambulance Driver 17.28
12011 - Breath Alcohol Technician 19.55
12012 - Certified Occupational Therapist Assistant 31.35
12015 - Certified Physical Therapist Assistant 32.64
12020 - Dental Assistant 17.20
12025 - Dental Hygienist 40.65
12030 - EKG Technician 29.57
12035 - Electroneurodiagnostic Technologist 29.57
12040 - Emergency Medical Technician 17.28
12071 - Licensed Practical Nurse I 19.05
12072 - Licensed Practical Nurse II 21.32
12073 - Licensed Practical Nurse III 23.76
12100 - Medical Assistant 13.85
12130 - Medical Laboratory Technician 22.48
12160 - Medical Record Clerk 14.65
12190 - Medical Record Technician 16.57
12195 - Medical Transcriptionist 17.32
12210 - Nuclear Medicine Technologist 42.97
12221 - Nursing Assistant I 11.89
12222 - Nursing Assistant II 13.38
12223 - Nursing Assistant III 14.60
12224 - Nursing Assistant IV 16.38
12235 - Optical Dispenser 16.79
12236 - Optical Technician 17.48
12250 - Pharmacy Technician 19.18
12280 - Phlebotomist 17.27
12305 - Radiologic Technologist 26.77
12311 - Registered Nurse I 30.36
12312 - Registered Nurse II 38.37
12313 - Registered Nurse II Specialist 38.37
12314 - Registered Nurse III 44.91
12315 - Registered Nurse III Anesthetist 44.91

12316 - Registered Nurse IV		53.84
12317 - Scheduler (Drug and Alcohol Testing)		24.22
12320 - Substance Abuse Treatment Counselor		20.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.30
13012 - Exhibits Specialist II		24.74
13013 - Exhibits Specialist III		28.94
13041 - Illustrator I		19.30
13042 - Illustrator II		23.91
13043 - Illustrator III		30.12
13047 - Librarian		26.69
13050 - Library Aide/Clerk		12.99
13054 - Library Information Technology Systems Administrator		24.09
13058 - Library Technician		16.04
13061 - Media Specialist I		17.39
13062 - Media Specialist II		19.46
13063 - Media Specialist III		21.68
13071 - Photographer I		15.32
13072 - Photographer II		18.15
13073 - Photographer III		22.56
13074 - Photographer IV		27.49
13075 - Photographer V		33.07
13090 - Technical Order Library Clerk		16.31
13110 - Video Teleconference Technician		16.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.41
14042 - Computer Operator II		19.49
14043 - Computer Operator III		21.72
14044 - Computer Operator IV		24.14
14045 - Computer Operator V		26.57
14071 - Computer Programmer I	(see 1)	26.04
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		17.41
14160 - Personal Computer Support Technician		24.14
14170 - System Support Specialist		22.88
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.08
15020 - Aircrew Training Devices Instructor (Rated)		40.02
15030 - Air Crew Training Devices Instructor (Pilot)		47.98
15050 - Computer Based Training Specialist / Instructor		33.08
15060 - Educational Technologist		31.90
15070 - Flight Instructor (Pilot)		47.98
15080 - Graphic Artist		26.72
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.36

15086 - Maintenance Test Pilot Rotary Wing 41.36
15088 - Non-Maintenance Test/Co-Pilot 41.36
15090 - Technical Instructor 24.67
15095 - Technical Instructor/Course Developer 30.17
15110 - Test Proctor 20.27
15120 - Tutor 20.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.71
16030 - Counter Attendant 9.71
16040 - Dry Cleaner 12.06
16070 - Finisher Flatwork Machine 9.71
16090 - Presser Hand 9.71
16110 - Presser Machine Drycleaning 9.71
16130 - Presser Machine Shirts 9.71
16160 - Presser Machine Wearing Apparel Laundry 9.71
16190 - Sewing Machine Operator 12.79
16220 - Tailor 13.75
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.84
19040 - Tool And Die Maker 25.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.72
21030 - Material Coordinator 19.46
21040 - Material Expediter 19.46
21050 - Material Handling Laborer 13.21
21071 - Order Filler 12.01
21080 - Production Line Worker (Food Processing) 15.72
21110 - Shipping Packer 14.60
21130 - Shipping/Receiving Clerk 14.60
21140 - Store Worker I 11.66
21150 - Stock Clerk 16.28
21210 - Tools And Parts Attendant 15.72
21410 - Warehouse Specialist 15.72
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.47
23019 - Aircraft Logs and Records Technician 24.44
23021 - Aircraft Mechanic I 28.07
23022 - Aircraft Mechanic II 29.47
23023 - Aircraft Mechanic III 30.94
23040 - Aircraft Mechanic Helper 21.98
23050 - Aircraft Painter 25.61
23060 - Aircraft Servicer 24.44
23070 - Aircraft Survival Flight Equipment Technician 25.61
23080 - Aircraft Worker 25.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.76
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.07
23110 - Appliance Mechanic 20.25

23120 - Bicycle Repairer 16.33
23125 - Cable Splicer 28.48
23130 - Carpenter Maintenance 19.71
23140 - Carpet Layer 18.94
23160 - Electrician Maintenance 26.51
23181 - Electronics Technician Maintenance I 29.73
23182 - Electronics Technician Maintenance II 31.80
23183 - Electronics Technician Maintenance III 33.66
23260 - Fabric Worker 17.62
23290 - Fire Alarm System Mechanic 20.78
23310 - Fire Extinguisher Repairer 16.33
23311 - Fuel Distribution System Mechanic 23.06
23312 - Fuel Distribution System Operator 17.96
23370 - General Maintenance Worker 18.08
23380 - Ground Support Equipment Mechanic 28.07
23381 - Ground Support Equipment Servicer 24.44
23382 - Ground Support Equipment Worker 25.76
23391 - Gunsmith I 16.33
23392 - Gunsmith II 18.94
23393 - Gunsmith III 21.47
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.04
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.95
23430 - Heavy Equipment Mechanic 24.44
23440 - Heavy Equipment Operator 19.26
23460 - Instrument Mechanic 25.87
23465 - Laboratory/Shelter Mechanic 20.25
23470 - Laborer 13.21
23510 - Locksmith 20.25
23530 - Machinery Maintenance Mechanic 27.49
23550 - Machinist Maintenance 20.81
23580 - Maintenance Trades Helper 14.94
23591 - Metrology Technician I 25.87
23592 - Metrology Technician II 26.99
23593 - Metrology Technician III 28.14
23640 - Millwright 23.87
23710 - Office Appliance Repairer 20.25
23760 - Painter Maintenance 18.99
23790 - Pipefitter Maintenance 24.61
23810 - Plumber Maintenance 23.21
23820 - Pneudraulic Systems Mechanic 21.47
23850 - Rigger 21.47
23870 - Scale Mechanic 18.94
23890 - Sheet-Metal Worker Maintenance 21.47
23910 - Small Engine Mechanic 19.82
23931 - Telecommunications Mechanic I 26.29
23932 - Telecommunications Mechanic II 27.71
23950 - Telephone Lineman 25.52
23960 - Welder Combination Maintenance 20.27

23965 - Well Driller		20.81
23970 - Woodcraft Worker		21.47
23980 - Woodworker		16.33
24000 - Personal Needs Occupations		
24550 - Case Manager		13.83
24570 - Child Care Attendant		10.65
24580 - Child Care Center Clerk		13.27
24610 - Chore Aide		9.35
24620 - Family Readiness And Support Services Coordinator		13.83
24630 - Homemaker		16.84
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.66
25040 - Sewage Plant Operator		18.70
25070 - Stationary Engineer		24.66
25190 - Ventilation Equipment Tender		17.26
25210 - Water Treatment Plant Operator		18.32
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.56
27007 - Baggage Inspector		14.13
27008 - Corrections Officer		19.62
27010 - Court Security Officer		21.18
27030 - Detection Dog Handler		17.90
27040 - Detention Officer		19.62
27070 - Firefighter		20.41
27101 - Guard I		14.13
27102 - Guard II		17.90
27131 - Police Officer I		24.19
27132 - Police Officer II		26.88
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.75
28042 - Carnival Equipment Repairer		13.85
28043 - Carnival Worker		9.45
28210 - Gate Attendant/Gate Tender		13.90
28310 - Lifeguard		12.38
28350 - Park Attendant (Aide)		15.55
28510 - Recreation Aide/Health Facility Attendant		11.35
28515 - Recreation Specialist		17.83
28630 - Sports Official		12.38
28690 - Swimming Pool Operator		17.44
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.64
29020 - Hatch Tender		23.64
29030 - Line Handler		23.64
29041 - Stevedore I		22.00
29042 - Stevedore II		25.28
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	45.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.83

30021 - Archeological Technician I		21.56
30022 - Archeological Technician II		25.47
30023 - Archeological Technician III		30.62
30030 - Cartographic Technician		30.62
30040 - Civil Engineering Technician		30.03
30051 - Cryogenic Technician I		28.96
30052 - Cryogenic Technician II		31.99
30061 - Drafter/CAD Operator I		21.56
30062 - Drafter/CAD Operator II		24.71
30063 - Drafter/CAD Operator III		27.56
30064 - Drafter/CAD Operator IV		33.10
30081 - Engineering Technician I		20.02
30082 - Engineering Technician II		22.48
30083 - Engineering Technician III		25.15
30084 - Engineering Technician IV		31.09
30085 - Engineering Technician V		38.65
30086 - Engineering Technician VI		46.10
30090 - Environmental Technician		29.96
30095 - Evidence Control Specialist		26.15
30210 - Laboratory Technician		25.07
30221 - Latent Fingerprint Technician I		28.96
30222 - Latent Fingerprint Technician II		31.99
30240 - Mathematical Technician		30.62
30361 - Paralegal/Legal Assistant I		22.52
30362 - Paralegal/Legal Assistant II		27.90
30363 - Paralegal/Legal Assistant III		34.12
30364 - Paralegal/Legal Assistant IV		41.27
30375 - Petroleum Supply Specialist		31.99
30390 - Photo-Optics Technician		30.62
30395 - Radiation Control Technician		31.99
30461 - Technical Writer I		26.15
30462 - Technical Writer II		31.99
30463 - Technical Writer III		38.70
30491 - Unexploded Ordnance (UXO) Technician I		29.15
30492 - Unexploded Ordnance (UXO) Technician II		35.26
30493 - Unexploded Ordnance (UXO) Technician III		42.27
30494 - Unexploded (UXO) Safety Escort		29.15
30495 - Unexploded (UXO) Sweep Personnel		29.15
30501 - Weather Forecaster I		28.96
30502 - Weather Forecaster II		35.23
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	27.56
30621 - Weather Observer Senior	(see 2)	30.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.26
31020 - Bus Aide		12.42
31030 - Bus Driver		17.62
31043 - Driver Courier		14.33
31260 - Parking and Lot Attendant		11.13
31290 - Shuttle Bus Driver		15.57

31310 - Taxi Driver	12.69
31361 - Truckdriver Light	15.57
31362 - Truckdriver Medium	18.98
31363 - Truckdriver Heavy	20.32
31364 - Truckdriver Tractor-Trailer	20.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.19
99030 - Cashier	10.64
99050 - Desk Clerk	11.72
99095 - Embalmer	30.45
99130 - Flight Follower	29.15
99251 - Laboratory Animal Caretaker I	11.89
99252 - Laboratory Animal Caretaker II	12.96
99260 - Marketing Analyst	33.05
99310 - Mortician	30.45
99410 - Pest Controller	22.57
99510 - Photofinishing Worker	15.32
99710 - Recycling Laborer	19.14
99711 - Recycling Specialist	23.16
99730 - Refuse Collector	17.14
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	12.73
99830 - Survey Party Chief	25.17
99831 - Surveying Aide	17.23
99832 - Surveying Technician	21.77
99840 - Vending Machine Attendant	17.81
99841 - Vending Machine Repairer	22.43
99842 - Vending Machine Repairer Helper	17.81

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5290
Revision No.: 16
Date Of Last Revision: 05/28/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Grimes Madison Walker Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.76
01012 - Accounting Clerk II		17.68
01013 - Accounting Clerk III		19.79
01020 - Administrative Assistant		25.91
01035 - Court Reporter		21.79
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.27
01043 - Customer Service Representative III		15.57
01051 - Data Entry Operator I		13.24
01052 - Data Entry Operator II		14.45
01060 - Dispatcher Motor Vehicle		16.89
01070 - Document Preparation Clerk		13.57

01090 - Duplicating Machine Operator 13.57
01111 - General Clerk I 14.00
01112 - General Clerk II 15.29
01113 - General Clerk III 17.16
01120 - Housing Referral Assistant 20.69
01141 - Messenger Courier 13.58
01191 - Order Clerk I 15.48
01192 - Order Clerk II 16.89
01261 - Personnel Assistant (Employment) I 16.16
01262 - Personnel Assistant (Employment) II 18.09
01263 - Personnel Assistant (Employment) III 20.16
01270 - Production Control Clerk 19.27
01290 - Rental Clerk 14.75
01300 - Scheduler Maintenance 16.59
01311 - Secretary I 16.59
01312 - Secretary II 18.57
01313 - Secretary III 20.69
01320 - Service Order Dispatcher 15.16
01410 - Supply Technician 25.91
01420 - Survey Worker 17.79
01460 - Switchboard Operator/Receptionist 13.03
01531 - Travel Clerk I 13.71
01532 - Travel Clerk II 14.81
01533 - Travel Clerk III 15.83
01611 - Word Processor I 14.29
01612 - Word Processor II 16.04
01613 - Word Processor III 17.95
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.76
05010 - Automotive Electrician 23.79
05040 - Automotive Glass Installer 21.96
05070 - Automotive Worker 21.96
05110 - Mobile Equipment Servicer 20.23
05130 - Motor Equipment Metal Mechanic 25.76
05160 - Motor Equipment Metal Worker 21.96
05190 - Motor Vehicle Mechanic 25.76
05220 - Motor Vehicle Mechanic Helper 19.40
05250 - Motor Vehicle Upholstery Worker 20.83
05280 - Motor Vehicle Wrecker 21.96
05310 - Painter Automotive 23.79
05340 - Radiator Repair Specialist 22.88
05370 - Tire Repairer 14.40
05400 - Transmission Repair Specialist 25.76
07000 - Food Preparation And Service Occupations
07010 - Baker 11.74
07041 - Cook I 10.74
07042 - Cook II 12.45
07070 - Dishwasher 9.26
07130 - Food Service Worker 9.97
07210 - Meat Cutter 15.18

07260 - Waiter/Waitress	9.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.58
09040 - Furniture Handler	12.11
09080 - Furniture Refinisher	19.77
09090 - Furniture Refinisher Helper	14.67
09110 - Furniture Repairer Minor	17.19
09130 - Upholsterer	19.62
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.08
11060 - Elevator Operator	10.87
11090 - Gardener	17.81
11122 - Housekeeping Aide	10.87
11150 - Janitor	10.87
11210 - Laborer Grounds Maintenance	13.54
11240 - Maid or Houseman	9.78
11260 - Pruner	12.11
11270 - Tractor Operator	16.39
11330 - Trail Maintenance Worker	13.54
11360 - Window Cleaner	12.15
12000 - Health Occupations	
12010 - Ambulance Driver	17.28
12011 - Breath Alcohol Technician	19.55
12012 - Certified Occupational Therapist Assistant	31.35
12015 - Certified Physical Therapist Assistant	32.64
12020 - Dental Assistant	17.20
12025 - Dental Hygienist	40.65
12030 - EKG Technician	29.57
12035 - Electroneurodiagnostic Technologist	29.57
12040 - Emergency Medical Technician	17.28
12071 - Licensed Practical Nurse I	19.05
12072 - Licensed Practical Nurse II	21.32
12073 - Licensed Practical Nurse III	23.76
12100 - Medical Assistant	13.85
12130 - Medical Laboratory Technician	22.48
12160 - Medical Record Clerk	14.65
12190 - Medical Record Technician	16.57
12195 - Medical Transcriptionist	17.32
12210 - Nuclear Medicine Technologist	42.97
12221 - Nursing Assistant I	11.89
12222 - Nursing Assistant II	13.38
12223 - Nursing Assistant III	14.60
12224 - Nursing Assistant IV	16.38
12235 - Optical Dispenser	16.79
12236 - Optical Technician	17.48
12250 - Pharmacy Technician	19.18
12280 - Phlebotomist	17.27
12305 - Radiologic Technologist	26.77
12311 - Registered Nurse I	30.36
12312 - Registered Nurse II	38.37

12313 - Registered Nurse II Specialist		38.37
12314 - Registered Nurse III		44.91
12315 - Registered Nurse III Anesthetist		44.91
12316 - Registered Nurse IV		53.84
12317 - Scheduler (Drug and Alcohol Testing)		24.22
12320 - Substance Abuse Treatment Counselor		20.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.30
13012 - Exhibits Specialist II		24.74
13013 - Exhibits Specialist III		28.94
13041 - Illustrator I		19.30
13042 - Illustrator II		23.91
13043 - Illustrator III		30.12
13047 - Librarian		26.69
13050 - Library Aide/Clerk		12.99
13054 - Library Information Technology Systems Administrator		24.09
13058 - Library Technician		16.04
13061 - Media Specialist I		17.39
13062 - Media Specialist II		19.46
13063 - Media Specialist III		21.68
13071 - Photographer I		15.32
13072 - Photographer II		18.15
13073 - Photographer III		22.56
13074 - Photographer IV		27.49
13075 - Photographer V		33.07
13090 - Technical Order Library Clerk		16.31
13110 - Video Teleconference Technician		16.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.41
14042 - Computer Operator II		19.49
14043 - Computer Operator III		21.72
14044 - Computer Operator IV		24.14
14045 - Computer Operator V		26.57
14071 - Computer Programmer I	(see 1)	26.04
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		17.41
14160 - Personal Computer Support Technician		24.14
14170 - System Support Specialist		22.88
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.08
15020 - Aircrew Training Devices Instructor (Rated)		40.02
15030 - Air Crew Training Devices Instructor (Pilot)		47.98
15050 - Computer Based Training Specialist / Instructor		33.08
15060 - Educational Technologist		31.90

15070 - Flight Instructor (Pilot) 47.98
15080 - Graphic Artist 26.72
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.36
15086 - Maintenance Test Pilot Rotary Wing 41.36
15088 - Non-Maintenance Test/Co-Pilot 41.36
15090 - Technical Instructor 24.67
15095 - Technical Instructor/Course Developer 30.17
15110 - Test Proctor 20.27
15120 - Tutor 20.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.71
16030 - Counter Attendant 9.71
16040 - Dry Cleaner 12.06
16070 - Finisher Flatwork Machine 9.71
16090 - Presser Hand 9.71
16110 - Presser Machine Drycleaning 9.71
16130 - Presser Machine Shirts 9.71
16160 - Presser Machine Wearing Apparel Laundry 9.71
16190 - Sewing Machine Operator 12.79
16220 - Tailor 13.75
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.84
19040 - Tool And Die Maker 25.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.72
21030 - Material Coordinator 19.46
21040 - Material Expediter 19.46
21050 - Material Handling Laborer 13.21
21071 - Order Filler 12.01
21080 - Production Line Worker (Food Processing) 15.72
21110 - Shipping Packer 14.60
21130 - Shipping/Receiving Clerk 14.60
21140 - Store Worker I 11.66
21150 - Stock Clerk 16.28
21210 - Tools And Parts Attendant 15.72
21410 - Warehouse Specialist 15.72
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.47
23019 - Aircraft Logs and Records Technician 24.44
23021 - Aircraft Mechanic I 28.07
23022 - Aircraft Mechanic II 29.47
23023 - Aircraft Mechanic III 30.94
23040 - Aircraft Mechanic Helper 21.98
23050 - Aircraft Painter 25.61
23060 - Aircraft Servicer 24.44
23070 - Aircraft Survival Flight Equipment Technician 25.61
23080 - Aircraft Worker 25.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.76

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.07
23110 - Appliance Mechanic 20.25
23120 - Bicycle Repairer 16.33
23125 - Cable Splicer 28.48
23130 - Carpenter Maintenance 19.71
23140 - Carpet Layer 18.94
23160 - Electrician Maintenance 26.51
23181 - Electronics Technician Maintenance I 29.73
23182 - Electronics Technician Maintenance II 31.80
23183 - Electronics Technician Maintenance III 33.66
23260 - Fabric Worker 17.62
23290 - Fire Alarm System Mechanic 20.78
23310 - Fire Extinguisher Repairer 16.33
23311 - Fuel Distribution System Mechanic 23.06
23312 - Fuel Distribution System Operator 17.96
23370 - General Maintenance Worker 18.08
23380 - Ground Support Equipment Mechanic 28.07
23381 - Ground Support Equipment Servicer 24.44
23382 - Ground Support Equipment Worker 25.76
23391 - Gunsmith I 16.33
23392 - Gunsmith II 18.94
23393 - Gunsmith III 21.47
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.04
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.95
23430 - Heavy Equipment Mechanic 24.44
23440 - Heavy Equipment Operator 19.26
23460 - Instrument Mechanic 25.87
23465 - Laboratory/Shelter Mechanic 20.25
23470 - Laborer 13.21
23510 - Locksmith 20.25
23530 - Machinery Maintenance Mechanic 27.49
23550 - Machinist Maintenance 20.81
23580 - Maintenance Trades Helper 14.94
23591 - Metrology Technician I 25.87
23592 - Metrology Technician II 26.99
23593 - Metrology Technician III 28.14
23640 - Millwright 23.87
23710 - Office Appliance Repairer 20.25
23760 - Painter Maintenance 18.99
23790 - Pipefitter Maintenance 24.61
23810 - Plumber Maintenance 23.21
23820 - Pneudraulic Systems Mechanic 21.47
23850 - Rigger 21.47
23870 - Scale Mechanic 18.94
23890 - Sheet-Metal Worker Maintenance 21.47
23910 - Small Engine Mechanic 19.82
23931 - Telecommunications Mechanic I 26.29

23932 - Telecommunications Mechanic II	27.71
23950 - Telephone Lineman	25.52
23960 - Welder Combination Maintenance	20.27
23965 - Well Driller	20.81
23970 - Woodcraft Worker	21.47
23980 - Woodworker	16.33
24000 - Personal Needs Occupations	
24550 - Case Manager	13.83
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	9.35
24620 - Family Readiness And Support Services Coordinator	13.83
24630 - Homemaker	16.84
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.66
25040 - Sewage Plant Operator	18.70
25070 - Stationary Engineer	24.66
25190 - Ventilation Equipment Tender	17.26
25210 - Water Treatment Plant Operator	18.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.56
27007 - Baggage Inspector	14.13
27008 - Corrections Officer	19.62
27010 - Court Security Officer	21.18
27030 - Detection Dog Handler	17.90
27040 - Detention Officer	19.62
27070 - Firefighter	20.41
27101 - Guard I	14.13
27102 - Guard II	17.90
27131 - Police Officer I	24.19
27132 - Police Officer II	26.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.75
28042 - Carnival Equipment Repairer	13.85
28043 - Carnival Worker	9.45
28210 - Gate Attendant/Gate Tender	13.90
28310 - Lifeguard	12.38
28350 - Park Attendant (Aide)	15.55
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	17.83
28630 - Sports Official	12.38
28690 - Swimming Pool Operator	17.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.64
29020 - Hatch Tender	23.64
29030 - Line Handler	23.64
29041 - Stevedore I	22.00
29042 - Stevedore II	25.28
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 45.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.83
30021 - Archeological Technician I 21.56
30022 - Archeological Technician II 25.47
30023 - Archeological Technician III 30.62
30030 - Cartographic Technician 30.62
30040 - Civil Engineering Technician 30.03
30051 - Cryogenic Technician I 28.96
30052 - Cryogenic Technician II 31.99
30061 - Drafter/CAD Operator I 21.56
30062 - Drafter/CAD Operator II 24.71
30063 - Drafter/CAD Operator III 27.56
30064 - Drafter/CAD Operator IV 33.10
30081 - Engineering Technician I 20.02
30082 - Engineering Technician II 22.48
30083 - Engineering Technician III 25.15
30084 - Engineering Technician IV 31.09
30085 - Engineering Technician V 38.65
30086 - Engineering Technician VI 46.10
30090 - Environmental Technician 29.96
30095 - Evidence Control Specialist 26.15
30210 - Laboratory Technician 25.07
30221 - Latent Fingerprint Technician I 28.96
30222 - Latent Fingerprint Technician II 31.99
30240 - Mathematical Technician 30.62
30361 - Paralegal/Legal Assistant I 22.52
30362 - Paralegal/Legal Assistant II 27.90
30363 - Paralegal/Legal Assistant III 34.12
30364 - Paralegal/Legal Assistant IV 41.27
30375 - Petroleum Supply Specialist 31.99
30390 - Photo-Optics Technician 30.62
30395 - Radiation Control Technician 31.99
30461 - Technical Writer I 26.15
30462 - Technical Writer II 31.99
30463 - Technical Writer III 38.70
30491 - Unexploded Ordnance (UXO) Technician I 29.15
30492 - Unexploded Ordnance (UXO) Technician II 35.26
30493 - Unexploded Ordnance (UXO) Technician III 42.27
30494 - Unexploded (UXO) Safety Escort 29.15
30495 - Unexploded (UXO) Sweep Personnel 29.15
30501 - Weather Forecaster I 28.96
30502 - Weather Forecaster II 35.23
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 27.56
30621 - Weather Observer Senior (see 2) 30.48
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.26
31020 - Bus Aide 12.42
31030 - Bus Driver 17.62

31043 - Driver Courier	14.33
31260 - Parking and Lot Attendant	11.13
31290 - Shuttle Bus Driver	15.57
31310 - Taxi Driver	12.69
31361 - Truckdriver Light	15.57
31362 - Truckdriver Medium	18.98
31363 - Truckdriver Heavy	20.32
31364 - Truckdriver Tractor-Trailer	20.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.19
99030 - Cashier	10.64
99050 - Desk Clerk	11.72
99095 - Embalmer	30.45
99130 - Flight Follower	29.15
99251 - Laboratory Animal Caretaker I	11.89
99252 - Laboratory Animal Caretaker II	12.96
99260 - Marketing Analyst	33.05
99310 - Mortician	30.45
99410 - Pest Controller	22.57
99510 - Photofinishing Worker	15.32
99710 - Recycling Laborer	19.14
99711 - Recycling Specialist	23.16
99730 - Refuse Collector	17.14
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	12.73
99830 - Survey Party Chief	25.17
99831 - Surveying Aide	17.23
99832 - Surveying Technician	21.77
99840 - Vending Machine Attendant	17.81
99841 - Vending Machine Repairer	22.43
99842 - Vending Machine Repairer Helper	17.81

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5291
Revision No.: 16
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Frio

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.25
01012 - Accounting Clerk II		17.12
01013 - Accounting Clerk III		19.15
01020 - Administrative Assistant		21.69
01035 - Court Reporter		17.05
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.27
01043 - Customer Service Representative III		15.57
01051 - Data Entry Operator I		12.34
01052 - Data Entry Operator II		13.46
01060 - Dispatcher Motor Vehicle		16.89
01070 - Document Preparation Clerk		13.57
01090 - Duplicating Machine Operator		13.57
01111 - General Clerk I		14.00
01112 - General Clerk II		15.29

01113 - General Clerk III 17.16
01120 - Housing Referral Assistant 19.00
01141 - Messenger Courier 13.18
01191 - Order Clerk I 14.20
01192 - Order Clerk II 15.51
01261 - Personnel Assistant (Employment) I 16.16
01262 - Personnel Assistant (Employment) II 18.09
01263 - Personnel Assistant (Employment) III 20.16
01270 - Production Control Clerk 19.27
01290 - Rental Clerk 13.77
01300 - Scheduler Maintenance 15.23
01311 - Secretary I 15.23
01312 - Secretary II 17.05
01313 - Secretary III 19.00
01320 - Service Order Dispatcher 15.10
01410 - Supply Technician 21.69
01420 - Survey Worker 14.74
01460 - Switchboard Operator/Receptionist 13.03
01531 - Travel Clerk I 13.18
01532 - Travel Clerk II 14.00
01533 - Travel Clerk III 14.49
01611 - Word Processor I 13.57
01612 - Word Processor II 15.23
01613 - Word Processor III 17.05
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.78
05010 - Automotive Electrician 19.89
05040 - Automotive Glass Installer 18.59
05070 - Automotive Worker 18.59
05110 - Mobile Equipment Servicer 16.03
05130 - Motor Equipment Metal Mechanic 21.08
05160 - Motor Equipment Metal Worker 18.59
05190 - Motor Vehicle Mechanic 21.08
05220 - Motor Vehicle Mechanic Helper 14.76
05250 - Motor Vehicle Upholstery Worker 17.29
05280 - Motor Vehicle Wrecker 18.59
05310 - Painter Automotive 19.89
05340 - Radiator Repair Specialist 18.59
05370 - Tire Repairer 13.86
05400 - Transmission Repair Specialist 21.08
07000 - Food Preparation And Service Occupations
07010 - Baker 11.74
07041 - Cook I 10.74
07042 - Cook II 12.45
07070 - Dishwasher 9.26
07130 - Food Service Worker 9.97
07210 - Meat Cutter 15.18
07260 - Waiter/Waitress 9.05
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.25

09040 - Furniture Handler 12.11
09080 - Furniture Refinisher 19.77
09090 - Furniture Refinisher Helper 14.67
09110 - Furniture Repairer Minor 17.19
09130 - Upholsterer 19.59
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.38
11060 - Elevator Operator 10.87
11090 - Gardener 17.81
11122 - Housekeeping Aide 10.87
11150 - Janitor 10.87
11210 - Laborer Grounds Maintenance 13.54
11240 - Maid or Houseman 9.78
11260 - Pruner 12.11
11270 - Tractor Operator 16.39
11330 - Trail Maintenance Worker 13.54
11360 - Window Cleaner 12.15
12000 - Health Occupations
12010 - Ambulance Driver 17.28
12011 - Breath Alcohol Technician 19.55
12012 - Certified Occupational Therapist Assistant 31.35
12015 - Certified Physical Therapist Assistant 30.60
12020 - Dental Assistant 16.48
12025 - Dental Hygienist 40.65
12030 - EKG Technician 29.57
12035 - Electroneurodiagnostic Technologist 29.57
12040 - Emergency Medical Technician 17.28
12071 - Licensed Practical Nurse I 17.48
12072 - Licensed Practical Nurse II 19.55
12073 - Licensed Practical Nurse III 21.80
12100 - Medical Assistant 13.85
12130 - Medical Laboratory Technician 22.48
12160 - Medical Record Clerk 14.65
12190 - Medical Record Technician 16.39
12195 - Medical Transcriptionist 17.32
12210 - Nuclear Medicine Technologist 42.97
12221 - Nursing Assistant I 11.89
12222 - Nursing Assistant II 13.38
12223 - Nursing Assistant III 14.60
12224 - Nursing Assistant IV 16.38
12235 - Optical Dispenser 15.79
12236 - Optical Technician 25.52
12250 - Pharmacy Technician 17.48
12280 - Phlebotomist 17.27
12305 - Radiologic Technologist 26.77
12311 - Registered Nurse I 26.29
12312 - Registered Nurse II 32.16
12313 - Registered Nurse II Specialist 32.16
12314 - Registered Nurse III 38.90
12315 - Registered Nurse III Anesthetist 38.90

12316 - Registered Nurse IV		46.63
12317 - Scheduler (Drug and Alcohol Testing)		24.22
12320 - Substance Abuse Treatment Counselor		20.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.38
13012 - Exhibits Specialist II		21.54
13013 - Exhibits Specialist III		26.37
13041 - Illustrator I		17.38
13042 - Illustrator II		21.54
13043 - Illustrator III		26.37
13047 - Librarian		23.88
13050 - Library Aide/Clerk		18.30
13054 - Library Information Technology Systems Administrator		21.54
13058 - Library Technician		13.82
13061 - Media Specialist I		15.54
13062 - Media Specialist II		17.38
13063 - Media Specialist III		19.39
13071 - Photographer I		14.96
13072 - Photographer II		16.74
13073 - Photographer III		20.73
13074 - Photographer IV		25.36
13075 - Photographer V		30.68
13090 - Technical Order Library Clerk		16.31
13110 - Video Teleconference Technician		15.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.98
14042 - Computer Operator II		16.76
14043 - Computer Operator III		18.73
14044 - Computer Operator IV		20.90
14045 - Computer Operator V		21.80
14071 - Computer Programmer I	(see 1)	20.83
14072 - Computer Programmer II	(see 1)	25.80
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		14.98
14160 - Personal Computer Support Technician		20.90
14170 - System Support Specialist		22.88
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.51
15020 - Aircrew Training Devices Instructor (Rated)		34.51
15030 - Air Crew Training Devices Instructor (Pilot)		41.36
15050 - Computer Based Training Specialist / Instructor		28.51
15060 - Educational Technologist		31.90
15070 - Flight Instructor (Pilot)		41.36
15080 - Graphic Artist		19.83
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.36

15086 - Maintenance Test Pilot Rotary Wing 41.36
15088 - Non-Maintenance Test/Co-Pilot 41.36
15090 - Technical Instructor 19.50
15095 - Technical Instructor/Course Developer 23.62
15110 - Test Proctor 14.20
15120 - Tutor 14.20
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.71
16030 - Counter Attendant 9.71
16040 - Dry Cleaner 11.79
16070 - Finisher Flatwork Machine 9.71
16090 - Presser Hand 9.71
16110 - Presser Machine Drycleaning 9.71
16130 - Presser Machine Shirts 9.71
16160 - Presser Machine Wearing Apparel Laundry 9.71
16190 - Sewing Machine Operator 12.45
16220 - Tailor 13.05
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.84
19040 - Tool And Die Maker 25.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.88
21030 - Material Coordinator 19.27
21040 - Material Expediter 19.27
21050 - Material Handling Laborer 13.21
21071 - Order Filler 12.01
21080 - Production Line Worker (Food Processing) 14.88
21110 - Shipping Packer 14.36
21130 - Shipping/Receiving Clerk 14.36
21140 - Store Worker I 11.66
21150 - Stock Clerk 16.28
21210 - Tools And Parts Attendant 14.88
21410 - Warehouse Specialist 14.88
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.91
23019 - Aircraft Logs and Records Technician 18.62
23021 - Aircraft Mechanic I 22.69
23022 - Aircraft Mechanic II 23.91
23023 - Aircraft Mechanic III 25.15
23040 - Aircraft Mechanic Helper 15.89
23050 - Aircraft Painter 21.40
23060 - Aircraft Servicer 18.62
23070 - Aircraft Survival Flight Equipment Technician 21.40
23080 - Aircraft Worker 20.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.69
23110 - Appliance Mechanic 19.37

23120 - Bicycle Repairer 15.62
23125 - Cable Splicer 28.48
23130 - Carpenter Maintenance 16.91
23140 - Carpet Layer 18.94
23160 - Electrician Maintenance 23.79
23181 - Electronics Technician Maintenance I 22.41
23182 - Electronics Technician Maintenance II 25.76
23183 - Electronics Technician Maintenance III 27.84
23260 - Fabric Worker 17.62
23290 - Fire Alarm System Mechanic 20.54
23310 - Fire Extinguisher Repairer 16.33
23311 - Fuel Distribution System Mechanic 18.21
23312 - Fuel Distribution System Operator 13.85
23370 - General Maintenance Worker 15.31
23380 - Ground Support Equipment Mechanic 22.69
23381 - Ground Support Equipment Servicer 18.62
23382 - Ground Support Equipment Worker 20.01
23391 - Gunsmith I 16.33
23392 - Gunsmith II 18.94
23393 - Gunsmith III 21.47
23410 - Heating Ventilation And Air-Conditioning Mechanic 16.41
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 17.25
23430 - Heavy Equipment Mechanic 23.25
23440 - Heavy Equipment Operator 17.71
23460 - Instrument Mechanic 21.47
23465 - Laboratory/Shelter Mechanic 20.25
23470 - Laborer 13.11
23510 - Locksmith 19.77
23530 - Machinery Maintenance Mechanic 23.43
23550 - Machinist Maintenance 20.67
23580 - Maintenance Trades Helper 14.08
23591 - Metrology Technician I 21.47
23592 - Metrology Technician II 22.63
23593 - Metrology Technician III 23.80
23640 - Millwright 22.36
23710 - Office Appliance Repairer 19.37
23760 - Painter Maintenance 17.87
23790 - Pipefitter Maintenance 21.31
23810 - Plumber Maintenance 20.74
23820 - Pneudraulic Systems Mechanic 21.47
23850 - Rigger 21.47
23870 - Scale Mechanic 18.94
23890 - Sheet-Metal Worker Maintenance 20.54
23910 - Small Engine Mechanic 17.85
23931 - Telecommunications Mechanic I 26.29
23932 - Telecommunications Mechanic II 27.71
23950 - Telephone Lineman 23.26
23960 - Welder Combination Maintenance 18.89

23965 - Well Driller		18.96
23970 - Woodcraft Worker		21.47
23980 - Woodworker		15.94
24000 - Personal Needs Occupations		
24550 - Case Manager		13.50
24570 - Child Care Attendant		9.46
24580 - Child Care Center Clerk		11.80
24610 - Chore Aide		9.37
24620 - Family Readiness And Support Services Coordinator		13.50
24630 - Homemaker		13.50
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.66
25040 - Sewage Plant Operator		17.91
25070 - Stationary Engineer		24.66
25190 - Ventilation Equipment Tender		17.26
25210 - Water Treatment Plant Operator		17.91
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.56
27007 - Baggage Inspector		14.13
27008 - Corrections Officer		19.41
27010 - Court Security Officer		19.73
27030 - Detection Dog Handler		15.82
27040 - Detention Officer		19.41
27070 - Firefighter		17.58
27101 - Guard I		14.13
27102 - Guard II		15.82
27131 - Police Officer I		22.33
27132 - Police Officer II		24.82
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.75
28042 - Carnival Equipment Repairer		13.85
28043 - Carnival Worker		9.45
28210 - Gate Attendant/Gate Tender		12.83
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		14.35
28510 - Recreation Aide/Health Facility Attendant		10.47
28515 - Recreation Specialist		17.50
28630 - Sports Official		11.43
28690 - Swimming Pool Operator		16.06
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.23
29020 - Hatch Tender		20.23
29030 - Line Handler		20.23
29041 - Stevedore I		19.65
29042 - Stevedore II		22.09
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	45.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.83

30021 - Archeological Technician I		18.87
30022 - Archeological Technician II		21.12
30023 - Archeological Technician III		26.15
30030 - Cartographic Technician		26.15
30040 - Civil Engineering Technician		18.63
30051 - Cryogenic Technician I		28.96
30052 - Cryogenic Technician II		31.99
30061 - Drafter/CAD Operator I		18.87
30062 - Drafter/CAD Operator II		21.12
30063 - Drafter/CAD Operator III		23.53
30064 - Drafter/CAD Operator IV		28.96
30081 - Engineering Technician I		16.31
30082 - Engineering Technician II		18.34
30083 - Engineering Technician III		20.47
30084 - Engineering Technician IV		25.40
30085 - Engineering Technician V		31.02
30086 - Engineering Technician VI		37.53
30090 - Environmental Technician		26.13
30095 - Evidence Control Specialist		26.15
30210 - Laboratory Technician		22.80
30221 - Latent Fingerprint Technician I		28.96
30222 - Latent Fingerprint Technician II		31.99
30240 - Mathematical Technician		26.15
30361 - Paralegal/Legal Assistant I		17.97
30362 - Paralegal/Legal Assistant II		22.26
30363 - Paralegal/Legal Assistant III		27.23
30364 - Paralegal/Legal Assistant IV		32.93
30375 - Petroleum Supply Specialist		31.99
30390 - Photo-Optics Technician		21.27
30395 - Radiation Control Technician		31.99
30461 - Technical Writer I		26.15
30462 - Technical Writer II		31.99
30463 - Technical Writer III		38.70
30491 - Unexploded Ordnance (UXO) Technician I		29.15
30492 - Unexploded Ordnance (UXO) Technician II		35.26
30493 - Unexploded Ordnance (UXO) Technician III		42.27
30494 - Unexploded (UXO) Safety Escort		29.15
30495 - Unexploded (UXO) Sweep Personnel		29.15
30501 - Weather Forecaster I		28.96
30502 - Weather Forecaster II		35.23
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.53
30621 - Weather Observer Senior	(see 2)	26.15
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.26
31020 - Bus Aide		11.29
31030 - Bus Driver		16.56
31043 - Driver Courier		14.33
31260 - Parking and Lot Attendant		11.13
31290 - Shuttle Bus Driver		15.57

31310 - Taxi Driver	11.80
31361 - Truckdriver Light	15.57
31362 - Truckdriver Medium	16.79
31363 - Truckdriver Heavy	18.94
31364 - Truckdriver Tractor-Trailer	18.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.19
99030 - Cashier	10.64
99050 - Desk Clerk	9.56
99095 - Embalmer	30.45
99130 - Flight Follower	29.15
99251 - Laboratory Animal Caretaker I	15.08
99252 - Laboratory Animal Caretaker II	15.83
99260 - Marketing Analyst	33.05
99310 - Mortician	30.45
99410 - Pest Controller	22.57
99510 - Photofinishing Worker	15.32
99710 - Recycling Laborer	16.90
99711 - Recycling Specialist	20.19
99730 - Refuse Collector	16.10
99810 - Sales Clerk	11.25
99820 - School Crossing Guard	12.73
99830 - Survey Party Chief	26.03
99831 - Surveying Aide	17.69
99832 - Surveying Technician	21.77
99840 - Vending Machine Attendant	17.25
99841 - Vending Machine Repairer	19.56
99842 - Vending Machine Repairer Helper	17.25

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5292
Revision No.: 16
Date Of Last Revision: 05/28/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Frio

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.25
01012 - Accounting Clerk II		17.12
01013 - Accounting Clerk III		19.15
01020 - Administrative Assistant		21.69
01035 - Court Reporter		17.05
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.27
01043 - Customer Service Representative III		15.57
01051 - Data Entry Operator I		12.34
01052 - Data Entry Operator II		13.46
01060 - Dispatcher Motor Vehicle		16.89
01070 - Document Preparation Clerk		13.57

01090 - Duplicating Machine Operator 13.57
01111 - General Clerk I 14.00
01112 - General Clerk II 15.29
01113 - General Clerk III 17.16
01120 - Housing Referral Assistant 19.00
01141 - Messenger Courier 13.18
01191 - Order Clerk I 14.20
01192 - Order Clerk II 15.51
01261 - Personnel Assistant (Employment) I 16.16
01262 - Personnel Assistant (Employment) II 18.09
01263 - Personnel Assistant (Employment) III 20.16
01270 - Production Control Clerk 19.27
01290 - Rental Clerk 13.77
01300 - Scheduler Maintenance 15.23
01311 - Secretary I 15.23
01312 - Secretary II 17.05
01313 - Secretary III 19.00
01320 - Service Order Dispatcher 15.10
01410 - Supply Technician 21.69
01420 - Survey Worker 14.74
01460 - Switchboard Operator/Receptionist 13.03
01531 - Travel Clerk I 13.18
01532 - Travel Clerk II 14.00
01533 - Travel Clerk III 14.49
01611 - Word Processor I 13.57
01612 - Word Processor II 15.23
01613 - Word Processor III 17.05
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.78
05010 - Automotive Electrician 19.89
05040 - Automotive Glass Installer 18.59
05070 - Automotive Worker 18.59
05110 - Mobile Equipment Servicer 16.03
05130 - Motor Equipment Metal Mechanic 21.08
05160 - Motor Equipment Metal Worker 18.59
05190 - Motor Vehicle Mechanic 21.08
05220 - Motor Vehicle Mechanic Helper 14.76
05250 - Motor Vehicle Upholstery Worker 17.29
05280 - Motor Vehicle Wrecker 18.59
05310 - Painter Automotive 19.89
05340 - Radiator Repair Specialist 18.59
05370 - Tire Repairer 13.86
05400 - Transmission Repair Specialist 21.08
07000 - Food Preparation And Service Occupations
07010 - Baker 11.74
07041 - Cook I 10.74
07042 - Cook II 12.45
07070 - Dishwasher 9.26
07130 - Food Service Worker 9.97
07210 - Meat Cutter 15.18

07260 - Waiter/Waitress	9.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.25
09040 - Furniture Handler	12.11
09080 - Furniture Refinisher	19.77
09090 - Furniture Refinisher Helper	14.67
09110 - Furniture Repairer Minor	17.19
09130 - Upholsterer	19.59
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.38
11060 - Elevator Operator	10.87
11090 - Gardener	17.81
11122 - Housekeeping Aide	10.87
11150 - Janitor	10.87
11210 - Laborer Grounds Maintenance	13.54
11240 - Maid or Houseman	9.78
11260 - Pruner	12.11
11270 - Tractor Operator	16.39
11330 - Trail Maintenance Worker	13.54
11360 - Window Cleaner	12.15
12000 - Health Occupations	
12010 - Ambulance Driver	17.28
12011 - Breath Alcohol Technician	19.55
12012 - Certified Occupational Therapist Assistant	31.35
12015 - Certified Physical Therapist Assistant	30.60
12020 - Dental Assistant	16.48
12025 - Dental Hygienist	40.65
12030 - EKG Technician	29.57
12035 - Electroneurodiagnostic Technologist	29.57
12040 - Emergency Medical Technician	17.28
12071 - Licensed Practical Nurse I	17.48
12072 - Licensed Practical Nurse II	19.55
12073 - Licensed Practical Nurse III	21.80
12100 - Medical Assistant	13.85
12130 - Medical Laboratory Technician	22.48
12160 - Medical Record Clerk	14.65
12190 - Medical Record Technician	16.39
12195 - Medical Transcriptionist	17.32
12210 - Nuclear Medicine Technologist	42.97
12221 - Nursing Assistant I	11.89
12222 - Nursing Assistant II	13.38
12223 - Nursing Assistant III	14.60
12224 - Nursing Assistant IV	16.38
12235 - Optical Dispenser	15.79
12236 - Optical Technician	25.52
12250 - Pharmacy Technician	17.48
12280 - Phlebotomist	17.27
12305 - Radiologic Technologist	26.77
12311 - Registered Nurse I	26.29
12312 - Registered Nurse II	32.16

12313 - Registered Nurse II Specialist		32.16
12314 - Registered Nurse III		38.90
12315 - Registered Nurse III Anesthetist		38.90
12316 - Registered Nurse IV		46.63
12317 - Scheduler (Drug and Alcohol Testing)		24.22
12320 - Substance Abuse Treatment Counselor		20.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.38
13012 - Exhibits Specialist II		21.54
13013 - Exhibits Specialist III		26.37
13041 - Illustrator I		17.38
13042 - Illustrator II		21.54
13043 - Illustrator III		26.37
13047 - Librarian		23.88
13050 - Library Aide/Clerk		18.30
13054 - Library Information Technology Systems Administrator		21.54
13058 - Library Technician		13.82
13061 - Media Specialist I		15.54
13062 - Media Specialist II		17.38
13063 - Media Specialist III		19.39
13071 - Photographer I		14.96
13072 - Photographer II		16.74
13073 - Photographer III		20.73
13074 - Photographer IV		25.36
13075 - Photographer V		30.68
13090 - Technical Order Library Clerk		16.31
13110 - Video Teleconference Technician		15.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.98
14042 - Computer Operator II		16.76
14043 - Computer Operator III		18.73
14044 - Computer Operator IV		20.90
14045 - Computer Operator V		21.80
14071 - Computer Programmer I	(see 1)	20.83
14072 - Computer Programmer II	(see 1)	25.80
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		14.98
14160 - Personal Computer Support Technician		20.90
14170 - System Support Specialist		22.88
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.51
15020 - Aircrew Training Devices Instructor (Rated)		34.51
15030 - Air Crew Training Devices Instructor (Pilot)		41.36
15050 - Computer Based Training Specialist / Instructor		28.51
15060 - Educational Technologist		31.90

15070 - Flight Instructor (Pilot) 41.36
15080 - Graphic Artist 19.83
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.36
15086 - Maintenance Test Pilot Rotary Wing 41.36
15088 - Non-Maintenance Test/Co-Pilot 41.36
15090 - Technical Instructor 19.50
15095 - Technical Instructor/Course Developer 23.62
15110 - Test Proctor 14.20
15120 - Tutor 14.20
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.71
16030 - Counter Attendant 9.71
16040 - Dry Cleaner 11.79
16070 - Finisher Flatwork Machine 9.71
16090 - Presser Hand 9.71
16110 - Presser Machine Drycleaning 9.71
16130 - Presser Machine Shirts 9.71
16160 - Presser Machine Wearing Apparel Laundry 9.71
16190 - Sewing Machine Operator 12.45
16220 - Tailor 13.05
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.84
19040 - Tool And Die Maker 25.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.88
21030 - Material Coordinator 19.27
21040 - Material Expediter 19.27
21050 - Material Handling Laborer 13.21
21071 - Order Filler 12.01
21080 - Production Line Worker (Food Processing) 14.88
21110 - Shipping Packer 14.36
21130 - Shipping/Receiving Clerk 14.36
21140 - Store Worker I 11.66
21150 - Stock Clerk 16.28
21210 - Tools And Parts Attendant 14.88
21410 - Warehouse Specialist 14.88
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.91
23019 - Aircraft Logs and Records Technician 18.62
23021 - Aircraft Mechanic I 22.69
23022 - Aircraft Mechanic II 23.91
23023 - Aircraft Mechanic III 25.15
23040 - Aircraft Mechanic Helper 15.89
23050 - Aircraft Painter 21.40
23060 - Aircraft Servicer 18.62
23070 - Aircraft Survival Flight Equipment Technician 21.40
23080 - Aircraft Worker 20.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.01

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.69
23110 - Appliance Mechanic 19.37
23120 - Bicycle Repairer 15.62
23125 - Cable Splicer 28.48
23130 - Carpenter Maintenance 16.91
23140 - Carpet Layer 18.94
23160 - Electrician Maintenance 23.79
23181 - Electronics Technician Maintenance I 22.41
23182 - Electronics Technician Maintenance II 25.76
23183 - Electronics Technician Maintenance III 27.84
23260 - Fabric Worker 17.62
23290 - Fire Alarm System Mechanic 20.54
23310 - Fire Extinguisher Repairer 16.33
23311 - Fuel Distribution System Mechanic 18.21
23312 - Fuel Distribution System Operator 13.85
23370 - General Maintenance Worker 15.31
23380 - Ground Support Equipment Mechanic 22.69
23381 - Ground Support Equipment Servicer 18.62
23382 - Ground Support Equipment Worker 20.01
23391 - Gunsmith I 16.33
23392 - Gunsmith II 18.94
23393 - Gunsmith III 21.47
23410 - Heating Ventilation And Air-Conditioning Mechanic 16.41
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 17.25
23430 - Heavy Equipment Mechanic 23.25
23440 - Heavy Equipment Operator 17.71
23460 - Instrument Mechanic 21.47
23465 - Laboratory/Shelter Mechanic 20.25
23470 - Laborer 13.11
23510 - Locksmith 19.77
23530 - Machinery Maintenance Mechanic 23.43
23550 - Machinist Maintenance 20.67
23580 - Maintenance Trades Helper 14.08
23591 - Metrology Technician I 21.47
23592 - Metrology Technician II 22.63
23593 - Metrology Technician III 23.80
23640 - Millwright 22.36
23710 - Office Appliance Repairer 19.37
23760 - Painter Maintenance 17.87
23790 - Pipefitter Maintenance 21.31
23810 - Plumber Maintenance 20.74
23820 - Pneudraulic Systems Mechanic 21.47
23850 - Rigger 21.47
23870 - Scale Mechanic 18.94
23890 - Sheet-Metal Worker Maintenance 20.54
23910 - Small Engine Mechanic 17.85
23931 - Telecommunications Mechanic I 26.29

23932 - Telecommunications Mechanic II	27.71
23950 - Telephone Lineman	23.26
23960 - Welder Combination Maintenance	18.89
23965 - Well Driller	18.96
23970 - Woodcraft Worker	21.47
23980 - Woodworker	15.94
24000 - Personal Needs Occupations	
24550 - Case Manager	13.50
24570 - Child Care Attendant	9.46
24580 - Child Care Center Clerk	11.80
24610 - Chore Aide	9.37
24620 - Family Readiness And Support Services Coordinator	13.50
24630 - Homemaker	13.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.66
25040 - Sewage Plant Operator	17.91
25070 - Stationary Engineer	24.66
25190 - Ventilation Equipment Tender	17.26
25210 - Water Treatment Plant Operator	17.91
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.56
27007 - Baggage Inspector	14.13
27008 - Corrections Officer	19.41
27010 - Court Security Officer	19.73
27030 - Detection Dog Handler	15.82
27040 - Detention Officer	19.41
27070 - Firefighter	17.58
27101 - Guard I	14.13
27102 - Guard II	15.82
27131 - Police Officer I	22.33
27132 - Police Officer II	24.82
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.75
28042 - Carnival Equipment Repairer	13.85
28043 - Carnival Worker	9.45
28210 - Gate Attendant/Gate Tender	12.83
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.35
28510 - Recreation Aide/Health Facility Attendant	10.47
28515 - Recreation Specialist	17.50
28630 - Sports Official	11.43
28690 - Swimming Pool Operator	16.06
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.23
29020 - Hatch Tender	20.23
29030 - Line Handler	20.23
29041 - Stevedore I	19.65
29042 - Stevedore II	22.09
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 45.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.83
30021 - Archeological Technician I 18.87
30022 - Archeological Technician II 21.12
30023 - Archeological Technician III 26.15
30030 - Cartographic Technician 26.15
30040 - Civil Engineering Technician 18.63
30051 - Cryogenic Technician I 28.96
30052 - Cryogenic Technician II 31.99
30061 - Drafter/CAD Operator I 18.87
30062 - Drafter/CAD Operator II 21.12
30063 - Drafter/CAD Operator III 23.53
30064 - Drafter/CAD Operator IV 28.96
30081 - Engineering Technician I 16.31
30082 - Engineering Technician II 18.34
30083 - Engineering Technician III 20.47
30084 - Engineering Technician IV 25.40
30085 - Engineering Technician V 31.02
30086 - Engineering Technician VI 37.53
30090 - Environmental Technician 26.13
30095 - Evidence Control Specialist 26.15
30210 - Laboratory Technician 22.80
30221 - Latent Fingerprint Technician I 28.96
30222 - Latent Fingerprint Technician II 31.99
30240 - Mathematical Technician 26.15
30361 - Paralegal/Legal Assistant I 17.97
30362 - Paralegal/Legal Assistant II 22.26
30363 - Paralegal/Legal Assistant III 27.23
30364 - Paralegal/Legal Assistant IV 32.93
30375 - Petroleum Supply Specialist 31.99
30390 - Photo-Optics Technician 21.27
30395 - Radiation Control Technician 31.99
30461 - Technical Writer I 26.15
30462 - Technical Writer II 31.99
30463 - Technical Writer III 38.70
30491 - Unexploded Ordnance (UXO) Technician I 29.15
30492 - Unexploded Ordnance (UXO) Technician II 35.26
30493 - Unexploded Ordnance (UXO) Technician III 42.27
30494 - Unexploded (UXO) Safety Escort 29.15
30495 - Unexploded (UXO) Sweep Personnel 29.15
30501 - Weather Forecaster I 28.96
30502 - Weather Forecaster II 35.23
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.53
30621 - Weather Observer Senior (see 2) 26.15
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.26
31020 - Bus Aide 11.29
31030 - Bus Driver 16.56

31043 - Driver Courier	14.33
31260 - Parking and Lot Attendant	11.13
31290 - Shuttle Bus Driver	15.57
31310 - Taxi Driver	11.80
31361 - Truckdriver Light	15.57
31362 - Truckdriver Medium	16.79
31363 - Truckdriver Heavy	18.94
31364 - Truckdriver Tractor-Trailer	18.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.19
99030 - Cashier	10.64
99050 - Desk Clerk	9.56
99095 - Embalmer	30.45
99130 - Flight Follower	29.15
99251 - Laboratory Animal Caretaker I	15.08
99252 - Laboratory Animal Caretaker II	15.83
99260 - Marketing Analyst	33.05
99310 - Mortician	30.45
99410 - Pest Controller	22.57
99510 - Photofinishing Worker	15.32
99710 - Recycling Laborer	16.90
99711 - Recycling Specialist	20.19
99730 - Refuse Collector	16.10
99810 - Sales Clerk	11.25
99820 - School Crossing Guard	12.73
99830 - Survey Party Chief	26.03
99831 - Surveying Aide	17.69
99832 - Surveying Technician	21.77
99840 - Vending Machine Attendant	17.25
99841 - Vending Machine Repairer	19.56
99842 - Vending Machine Repairer Helper	17.25

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5293
Revision No.: 16
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Gillespie Kerr

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.25
01012 - Accounting Clerk II		17.12
01013 - Accounting Clerk III		19.15
01020 - Administrative Assistant		21.96
01035 - Court Reporter		22.14
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.27
01043 - Customer Service Representative III		15.57
01051 - Data Entry Operator I		12.34
01052 - Data Entry Operator II		13.46
01060 - Dispatcher Motor Vehicle		16.89
01070 - Document Preparation Clerk		13.57
01090 - Duplicating Machine Operator		13.57
01111 - General Clerk I		14.00
01112 - General Clerk II		15.29

01113 - General Clerk III	17.16
01120 - Housing Referral Assistant	19.91
01141 - Messenger Courier	13.58
01191 - Order Clerk I	15.48
01192 - Order Clerk II	16.89
01261 - Personnel Assistant (Employment) I	17.04
01262 - Personnel Assistant (Employment) II	19.23
01263 - Personnel Assistant (Employment) III	21.26
01270 - Production Control Clerk	19.27
01290 - Rental Clerk	14.90
01300 - Scheduler Maintenance	15.96
01311 - Secretary I	15.96
01312 - Secretary II	17.86
01313 - Secretary III	19.91
01320 - Service Order Dispatcher	15.10
01410 - Supply Technician	21.96
01420 - Survey Worker	16.65
01460 - Switchboard Operator/Receptionist	13.03
01531 - Travel Clerk I	13.18
01532 - Travel Clerk II	14.00
01533 - Travel Clerk III	14.49
01611 - Word Processor I	13.57
01612 - Word Processor II	15.23
01613 - Word Processor III	17.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.78
05010 - Automotive Electrician	19.89
05040 - Automotive Glass Installer	18.59
05070 - Automotive Worker	18.59
05110 - Mobile Equipment Servicer	16.03
05130 - Motor Equipment Metal Mechanic	21.08
05160 - Motor Equipment Metal Worker	18.59
05190 - Motor Vehicle Mechanic	21.08
05220 - Motor Vehicle Mechanic Helper	14.76
05250 - Motor Vehicle Upholstery Worker	17.29
05280 - Motor Vehicle Wrecker	18.59
05310 - Painter Automotive	19.89
05340 - Radiator Repair Specialist	18.59
05370 - Tire Repairer	13.86
05400 - Transmission Repair Specialist	21.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.53
07041 - Cook I	10.74
07042 - Cook II	12.45
07070 - Dishwasher	9.26
07130 - Food Service Worker	9.97
07210 - Meat Cutter	15.18
07260 - Waiter/Waitress	9.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.58

09040 - Furniture Handler 12.11
09080 - Furniture Refinisher 19.77
09090 - Furniture Refinisher Helper 14.67
09110 - Furniture Repairer Minor 17.19
09130 - Upholsterer 19.62
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.08
11060 - Elevator Operator 10.87
11090 - Gardener 17.81
11122 - Housekeeping Aide 10.87
11150 - Janitor 10.87
11210 - Laborer Grounds Maintenance 13.54
11240 - Maid or Houseman 9.78
11260 - Pruner 12.11
11270 - Tractor Operator 16.39
11330 - Trail Maintenance Worker 13.54
11360 - Window Cleaner 12.15
12000 - Health Occupations
12010 - Ambulance Driver 17.28
12011 - Breath Alcohol Technician 19.55
12012 - Certified Occupational Therapist Assistant 31.35
12015 - Certified Physical Therapist Assistant 33.96
12020 - Dental Assistant 16.48
12025 - Dental Hygienist 40.65
12030 - EKG Technician 29.57
12035 - Electroneurodiagnostic Technologist 29.57
12040 - Emergency Medical Technician 17.28
12071 - Licensed Practical Nurse I 17.48
12072 - Licensed Practical Nurse II 19.55
12073 - Licensed Practical Nurse III 21.80
12100 - Medical Assistant 13.85
12130 - Medical Laboratory Technician 22.48
12160 - Medical Record Clerk 14.65
12190 - Medical Record Technician 16.39
12195 - Medical Transcriptionist 17.32
12210 - Nuclear Medicine Technologist 42.97
12221 - Nursing Assistant I 11.89
12222 - Nursing Assistant II 13.38
12223 - Nursing Assistant III 14.60
12224 - Nursing Assistant IV 16.38
12235 - Optical Dispenser 14.94
12236 - Optical Technician 17.48
12250 - Pharmacy Technician 17.48
12280 - Phlebotomist 17.37
12305 - Radiologic Technologist 26.77
12311 - Registered Nurse I 26.29
12312 - Registered Nurse II 32.16
12313 - Registered Nurse II Specialist 32.16
12314 - Registered Nurse III 38.90
12315 - Registered Nurse III Anesthetist 38.90

12316 - Registered Nurse IV		46.63
12317 - Scheduler (Drug and Alcohol Testing)		24.22
12320 - Substance Abuse Treatment Counselor		20.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.12
13012 - Exhibits Specialist II		22.45
13013 - Exhibits Specialist III		27.46
13041 - Illustrator I		18.68
13042 - Illustrator II		23.15
13043 - Illustrator III		26.62
13047 - Librarian		25.63
13050 - Library Aide/Clerk		12.99
13054 - Library Information Technology Systems Administrator		23.15
13058 - Library Technician		14.44
13061 - Media Specialist I		15.87
13062 - Media Specialist II		17.79
13063 - Media Specialist III		19.84
13071 - Photographer I		14.96
13072 - Photographer II		16.74
13073 - Photographer III		20.73
13074 - Photographer IV		25.36
13075 - Photographer V		30.68
13090 - Technical Order Library Clerk		16.31
13110 - Video Teleconference Technician		16.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.41
14042 - Computer Operator II		19.49
14043 - Computer Operator III		21.72
14044 - Computer Operator IV		24.14
14045 - Computer Operator V		26.18
14071 - Computer Programmer I	(see 1)	22.29
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		17.41
14160 - Personal Computer Support Technician		24.14
14170 - System Support Specialist		22.88
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.83
15020 - Aircrew Training Devices Instructor (Rated)		38.13
15030 - Air Crew Training Devices Instructor (Pilot)		45.69
15050 - Computer Based Training Specialist / Instructor		31.83
15060 - Educational Technologist		29.55
15070 - Flight Instructor (Pilot)		45.69
15080 - Graphic Artist		22.57
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.36

15086 - Maintenance Test Pilot Rotary Wing 41.36
15088 - Non-Maintenance Test/Co-Pilot 41.36
15090 - Technical Instructor 20.82
15095 - Technical Instructor/Course Developer 25.48
15110 - Test Proctor 16.81
15120 - Tutor 16.81
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.71
16030 - Counter Attendant 9.71
16040 - Dry Cleaner 11.79
16070 - Finisher Flatwork Machine 9.71
16090 - Presser Hand 9.71
16110 - Presser Machine Drycleaning 9.71
16130 - Presser Machine Shirts 9.71
16160 - Presser Machine Wearing Apparel Laundry 9.71
16190 - Sewing Machine Operator 12.45
16220 - Tailor 13.05
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.84
19040 - Tool And Die Maker 25.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.63
21030 - Material Coordinator 19.27
21040 - Material Expediter 19.27
21050 - Material Handling Laborer 13.21
21071 - Order Filler 12.01
21080 - Production Line Worker (Food Processing) 15.63
21110 - Shipping Packer 14.36
21130 - Shipping/Receiving Clerk 14.36
21140 - Store Worker I 11.66
21150 - Stock Clerk 16.28
21210 - Tools And Parts Attendant 15.63
21410 - Warehouse Specialist 15.63
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.11
23019 - Aircraft Logs and Records Technician 18.62
23021 - Aircraft Mechanic I 22.86
23022 - Aircraft Mechanic II 24.11
23023 - Aircraft Mechanic III 25.39
23040 - Aircraft Mechanic Helper 16.05
23050 - Aircraft Painter 21.40
23060 - Aircraft Servicer 18.62
23070 - Aircraft Survival Flight Equipment Technician 21.40
23080 - Aircraft Worker 20.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.86
23110 - Appliance Mechanic 20.25

23120 - Bicycle Repairer	16.28
23125 - Cable Splicer	28.48
23130 - Carpenter Maintenance	16.91
23140 - Carpet Layer	18.94
23160 - Electrician Maintenance	24.70
23181 - Electronics Technician Maintenance I	29.73
23182 - Electronics Technician Maintenance II	31.80
23183 - Electronics Technician Maintenance III	33.70
23260 - Fabric Worker	17.62
23290 - Fire Alarm System Mechanic	20.54
23310 - Fire Extinguisher Repairer	16.33
23311 - Fuel Distribution System Mechanic	19.16
23312 - Fuel Distribution System Operator	15.76
23370 - General Maintenance Worker	15.37
23380 - Ground Support Equipment Mechanic	22.86
23381 - Ground Support Equipment Servicer	18.62
23382 - Ground Support Equipment Worker	20.01
23391 - Gunsmith I	16.33
23392 - Gunsmith II	18.94
23393 - Gunsmith III	21.47
23410 - Heating Ventilation And Air-Conditioning Mechanic	18.35
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	19.36
23430 - Heavy Equipment Mechanic	23.36
23440 - Heavy Equipment Operator	18.92
23460 - Instrument Mechanic	21.47
23465 - Laboratory/Shelter Mechanic	20.25
23470 - Laborer	13.21
23510 - Locksmith	20.25
23530 - Machinery Maintenance Mechanic	25.73
23550 - Machinist Maintenance	20.67
23580 - Maintenance Trades Helper	14.08
23591 - Metrology Technician I	21.47
23592 - Metrology Technician II	22.63
23593 - Metrology Technician III	23.80
23640 - Millwright	23.87
23710 - Office Appliance Repairer	20.25
23760 - Painter Maintenance	18.96
23790 - Pipefitter Maintenance	24.35
23810 - Plumber Maintenance	22.97
23820 - Pneudraulic Systems Mechanic	21.47
23850 - Rigger	21.47
23870 - Scale Mechanic	18.94
23890 - Sheet-Metal Worker Maintenance	20.96
23910 - Small Engine Mechanic	19.70
23931 - Telecommunications Mechanic I	26.29
23932 - Telecommunications Mechanic II	27.71
23950 - Telephone Lineman	24.75
23960 - Welder Combination Maintenance	18.89

23965 - Well Driller	18.96
23970 - Woodcraft Worker	21.47
23980 - Woodworker	16.33
24000 - Personal Needs Occupations	
24550 - Case Manager	13.53
24570 - Child Care Attendant	9.46
24580 - Child Care Center Clerk	12.07
24610 - Chore Aide	10.91
24620 - Family Readiness And Support Services Coordinator	13.53
24630 - Homemaker	13.69
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.66
25040 - Sewage Plant Operator	17.91
25070 - Stationary Engineer	24.66
25190 - Ventilation Equipment Tender	17.26
25210 - Water Treatment Plant Operator	17.91
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.56
27007 - Baggage Inspector	14.13
27008 - Corrections Officer	21.15
27010 - Court Security Officer	21.15
27030 - Detection Dog Handler	15.82
27040 - Detention Officer	21.15
27070 - Firefighter	22.59
27101 - Guard I	14.13
27102 - Guard II	15.82
27131 - Police Officer I	23.14
27132 - Police Officer II	25.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.75
28042 - Carnival Equipment Repairer	13.85
28043 - Carnival Worker	9.45
28210 - Gate Attendant/Gate Tender	12.83
28310 - Lifeguard	11.05
28350 - Park Attendant (Aide)	14.35
28510 - Recreation Aide/Health Facility Attendant	10.47
28515 - Recreation Specialist	17.50
28630 - Sports Official	11.43
28690 - Swimming Pool Operator	16.06
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.64
29020 - Hatch Tender	23.64
29030 - Line Handler	23.64
29041 - Stevedore I	22.00
29042 - Stevedore II	25.28
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	45.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.83

30021 - Archeological Technician I		18.87
30022 - Archeological Technician II		21.12
30023 - Archeological Technician III		26.15
30030 - Cartographic Technician		26.15
30040 - Civil Engineering Technician		20.21
30051 - Cryogenic Technician I		28.96
30052 - Cryogenic Technician II		31.99
30061 - Drafter/CAD Operator I		18.87
30062 - Drafter/CAD Operator II		21.12
30063 - Drafter/CAD Operator III		23.53
30064 - Drafter/CAD Operator IV		28.96
30081 - Engineering Technician I		16.66
30082 - Engineering Technician II		18.71
30083 - Engineering Technician III		20.93
30084 - Engineering Technician IV		25.93
30085 - Engineering Technician V		31.71
30086 - Engineering Technician VI		38.37
30090 - Environmental Technician		26.13
30095 - Evidence Control Specialist		26.15
30210 - Laboratory Technician		23.19
30221 - Latent Fingerprint Technician I		28.96
30222 - Latent Fingerprint Technician II		31.99
30240 - Mathematical Technician		26.15
30361 - Paralegal/Legal Assistant I		17.97
30362 - Paralegal/Legal Assistant II		22.26
30363 - Paralegal/Legal Assistant III		27.23
30364 - Paralegal/Legal Assistant IV		32.93
30375 - Petroleum Supply Specialist		31.99
30390 - Photo-Optics Technician		23.74
30395 - Radiation Control Technician		31.99
30461 - Technical Writer I		26.27
30462 - Technical Writer II		32.13
30463 - Technical Writer III		38.70
30491 - Unexploded Ordnance (UXO) Technician I		29.15
30492 - Unexploded Ordnance (UXO) Technician II		35.26
30493 - Unexploded Ordnance (UXO) Technician III		42.27
30494 - Unexploded (UXO) Safety Escort		29.15
30495 - Unexploded (UXO) Sweep Personnel		29.15
30501 - Weather Forecaster I		28.96
30502 - Weather Forecaster II		35.23
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.53
30621 - Weather Observer Senior	(see 2)	26.15
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.26
31020 - Bus Aide		12.95
31030 - Bus Driver		17.62
31043 - Driver Courier		14.33
31260 - Parking and Lot Attendant		11.13
31290 - Shuttle Bus Driver		15.57

31310 - Taxi Driver	12.49
31361 - Truckdriver Light	15.57
31362 - Truckdriver Medium	16.79
31363 - Truckdriver Heavy	18.94
31364 - Truckdriver Tractor-Trailer	18.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.19
99030 - Cashier	10.64
99050 - Desk Clerk	9.68
99095 - Embalmer	30.45
99130 - Flight Follower	29.15
99251 - Laboratory Animal Caretaker I	12.19
99252 - Laboratory Animal Caretaker II	13.11
99260 - Marketing Analyst	33.05
99310 - Mortician	30.45
99410 - Pest Controller	22.57
99510 - Photofinishing Worker	15.32
99710 - Recycling Laborer	18.36
99711 - Recycling Specialist	21.70
99730 - Refuse Collector	16.49
99810 - Sales Clerk	11.25
99820 - School Crossing Guard	12.73
99830 - Survey Party Chief	26.15
99831 - Surveying Aide	18.22
99832 - Surveying Technician	21.77
99840 - Vending Machine Attendant	17.81
99841 - Vending Machine Repairer	22.43
99842 - Vending Machine Repairer Helper	17.81

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5294
Revision No.: 16
Date Of Last Revision: 05/28/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Gillespie Kerr

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.25
01012 - Accounting Clerk II		17.12
01013 - Accounting Clerk III		19.15
01020 - Administrative Assistant		21.96
01035 - Court Reporter		22.14
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.27
01043 - Customer Service Representative III		15.57
01051 - Data Entry Operator I		12.34
01052 - Data Entry Operator II		13.46
01060 - Dispatcher Motor Vehicle		16.89
01070 - Document Preparation Clerk		13.57

01090 - Duplicating Machine Operator 13.57
01111 - General Clerk I 14.00
01112 - General Clerk II 15.29
01113 - General Clerk III 17.16
01120 - Housing Referral Assistant 19.91
01141 - Messenger Courier 13.58
01191 - Order Clerk I 15.48
01192 - Order Clerk II 16.89
01261 - Personnel Assistant (Employment) I 17.04
01262 - Personnel Assistant (Employment) II 19.23
01263 - Personnel Assistant (Employment) III 21.26
01270 - Production Control Clerk 19.27
01290 - Rental Clerk 14.90
01300 - Scheduler Maintenance 15.96
01311 - Secretary I 15.96
01312 - Secretary II 17.86
01313 - Secretary III 19.91
01320 - Service Order Dispatcher 15.10
01410 - Supply Technician 21.96
01420 - Survey Worker 16.65
01460 - Switchboard Operator/Receptionist 13.03
01531 - Travel Clerk I 13.18
01532 - Travel Clerk II 14.00
01533 - Travel Clerk III 14.49
01611 - Word Processor I 13.57
01612 - Word Processor II 15.23
01613 - Word Processor III 17.05
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.78
05010 - Automotive Electrician 19.89
05040 - Automotive Glass Installer 18.59
05070 - Automotive Worker 18.59
05110 - Mobile Equipment Servicer 16.03
05130 - Motor Equipment Metal Mechanic 21.08
05160 - Motor Equipment Metal Worker 18.59
05190 - Motor Vehicle Mechanic 21.08
05220 - Motor Vehicle Mechanic Helper 14.76
05250 - Motor Vehicle Upholstery Worker 17.29
05280 - Motor Vehicle Wrecker 18.59
05310 - Painter Automotive 19.89
05340 - Radiator Repair Specialist 18.59
05370 - Tire Repairer 13.86
05400 - Transmission Repair Specialist 21.08
07000 - Food Preparation And Service Occupations
07010 - Baker 12.53
07041 - Cook I 10.74
07042 - Cook II 12.45
07070 - Dishwasher 9.26
07130 - Food Service Worker 9.97
07210 - Meat Cutter 15.18

07260 - Waiter/Waitress	9.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.58
09040 - Furniture Handler	12.11
09080 - Furniture Refinisher	19.77
09090 - Furniture Refinisher Helper	14.67
09110 - Furniture Repairer Minor	17.19
09130 - Upholsterer	19.62
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.08
11060 - Elevator Operator	10.87
11090 - Gardener	17.81
11122 - Housekeeping Aide	10.87
11150 - Janitor	10.87
11210 - Laborer Grounds Maintenance	13.54
11240 - Maid or Houseman	9.78
11260 - Pruner	12.11
11270 - Tractor Operator	16.39
11330 - Trail Maintenance Worker	13.54
11360 - Window Cleaner	12.15
12000 - Health Occupations	
12010 - Ambulance Driver	17.28
12011 - Breath Alcohol Technician	19.55
12012 - Certified Occupational Therapist Assistant	31.35
12015 - Certified Physical Therapist Assistant	33.96
12020 - Dental Assistant	16.48
12025 - Dental Hygienist	40.65
12030 - EKG Technician	29.57
12035 - Electroneurodiagnostic Technologist	29.57
12040 - Emergency Medical Technician	17.28
12071 - Licensed Practical Nurse I	17.48
12072 - Licensed Practical Nurse II	19.55
12073 - Licensed Practical Nurse III	21.80
12100 - Medical Assistant	13.85
12130 - Medical Laboratory Technician	22.48
12160 - Medical Record Clerk	14.65
12190 - Medical Record Technician	16.39
12195 - Medical Transcriptionist	17.32
12210 - Nuclear Medicine Technologist	42.97
12221 - Nursing Assistant I	11.89
12222 - Nursing Assistant II	13.38
12223 - Nursing Assistant III	14.60
12224 - Nursing Assistant IV	16.38
12235 - Optical Dispenser	14.94
12236 - Optical Technician	17.48
12250 - Pharmacy Technician	17.48
12280 - Phlebotomist	17.37
12305 - Radiologic Technologist	26.77
12311 - Registered Nurse I	26.29
12312 - Registered Nurse II	32.16

12313 - Registered Nurse II Specialist		32.16
12314 - Registered Nurse III		38.90
12315 - Registered Nurse III Anesthetist		38.90
12316 - Registered Nurse IV		46.63
12317 - Scheduler (Drug and Alcohol Testing)		24.22
12320 - Substance Abuse Treatment Counselor		20.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.12
13012 - Exhibits Specialist II		22.45
13013 - Exhibits Specialist III		27.46
13041 - Illustrator I		18.68
13042 - Illustrator II		23.15
13043 - Illustrator III		26.62
13047 - Librarian		25.63
13050 - Library Aide/Clerk		12.99
13054 - Library Information Technology Systems Administrator		23.15
13058 - Library Technician		14.44
13061 - Media Specialist I		15.87
13062 - Media Specialist II		17.79
13063 - Media Specialist III		19.84
13071 - Photographer I		14.96
13072 - Photographer II		16.74
13073 - Photographer III		20.73
13074 - Photographer IV		25.36
13075 - Photographer V		30.68
13090 - Technical Order Library Clerk		16.31
13110 - Video Teleconference Technician		16.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.41
14042 - Computer Operator II		19.49
14043 - Computer Operator III		21.72
14044 - Computer Operator IV		24.14
14045 - Computer Operator V		26.18
14071 - Computer Programmer I	(see 1)	22.29
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		17.41
14160 - Personal Computer Support Technician		24.14
14170 - System Support Specialist		22.88
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.83
15020 - Aircrew Training Devices Instructor (Rated)		38.13
15030 - Air Crew Training Devices Instructor (Pilot)		45.69
15050 - Computer Based Training Specialist / Instructor		31.83
15060 - Educational Technologist		29.55

15070 - Flight Instructor (Pilot) 45.69
15080 - Graphic Artist 22.57
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.36
15086 - Maintenance Test Pilot Rotary Wing 41.36
15088 - Non-Maintenance Test/Co-Pilot 41.36
15090 - Technical Instructor 20.82
15095 - Technical Instructor/Course Developer 25.48
15110 - Test Proctor 16.81
15120 - Tutor 16.81
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.71
16030 - Counter Attendant 9.71
16040 - Dry Cleaner 11.79
16070 - Finisher Flatwork Machine 9.71
16090 - Presser Hand 9.71
16110 - Presser Machine Drycleaning 9.71
16130 - Presser Machine Shirts 9.71
16160 - Presser Machine Wearing Apparel Laundry 9.71
16190 - Sewing Machine Operator 12.45
16220 - Tailor 13.05
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.84
19040 - Tool And Die Maker 25.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.63
21030 - Material Coordinator 19.27
21040 - Material Expediter 19.27
21050 - Material Handling Laborer 13.21
21071 - Order Filler 12.01
21080 - Production Line Worker (Food Processing) 15.63
21110 - Shipping Packer 14.36
21130 - Shipping/Receiving Clerk 14.36
21140 - Store Worker I 11.66
21150 - Stock Clerk 16.28
21210 - Tools And Parts Attendant 15.63
21410 - Warehouse Specialist 15.63
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.11
23019 - Aircraft Logs and Records Technician 18.62
23021 - Aircraft Mechanic I 22.86
23022 - Aircraft Mechanic II 24.11
23023 - Aircraft Mechanic III 25.39
23040 - Aircraft Mechanic Helper 16.05
23050 - Aircraft Painter 21.40
23060 - Aircraft Servicer 18.62
23070 - Aircraft Survival Flight Equipment Technician 21.40
23080 - Aircraft Worker 20.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.01

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.86
23110 - Appliance Mechanic 20.25
23120 - Bicycle Repairer 16.28
23125 - Cable Splicer 28.48
23130 - Carpenter Maintenance 16.91
23140 - Carpet Layer 18.94
23160 - Electrician Maintenance 24.70
23181 - Electronics Technician Maintenance I 29.73
23182 - Electronics Technician Maintenance II 31.80
23183 - Electronics Technician Maintenance III 33.70
23260 - Fabric Worker 17.62
23290 - Fire Alarm System Mechanic 20.54
23310 - Fire Extinguisher Repairer 16.33
23311 - Fuel Distribution System Mechanic 19.16
23312 - Fuel Distribution System Operator 15.76
23370 - General Maintenance Worker 15.37
23380 - Ground Support Equipment Mechanic 22.86
23381 - Ground Support Equipment Servicer 18.62
23382 - Ground Support Equipment Worker 20.01
23391 - Gunsmith I 16.33
23392 - Gunsmith II 18.94
23393 - Gunsmith III 21.47
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.35
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.36
23430 - Heavy Equipment Mechanic 23.36
23440 - Heavy Equipment Operator 18.92
23460 - Instrument Mechanic 21.47
23465 - Laboratory/Shelter Mechanic 20.25
23470 - Laborer 13.21
23510 - Locksmith 20.25
23530 - Machinery Maintenance Mechanic 25.73
23550 - Machinist Maintenance 20.67
23580 - Maintenance Trades Helper 14.08
23591 - Metrology Technician I 21.47
23592 - Metrology Technician II 22.63
23593 - Metrology Technician III 23.80
23640 - Millwright 23.87
23710 - Office Appliance Repairer 20.25
23760 - Painter Maintenance 18.96
23790 - Pipefitter Maintenance 24.35
23810 - Plumber Maintenance 22.97
23820 - Pneudraulic Systems Mechanic 21.47
23850 - Rigger 21.47
23870 - Scale Mechanic 18.94
23890 - Sheet-Metal Worker Maintenance 20.96
23910 - Small Engine Mechanic 19.70
23931 - Telecommunications Mechanic I 26.29

23932 - Telecommunications Mechanic II 27.71
23950 - Telephone Lineman 24.75
23960 - Welder Combination Maintenance 18.89
23965 - Well Driller 18.96
23970 - Woodcraft Worker 21.47
23980 - Woodworker 16.33
24000 - Personal Needs Occupations
24550 - Case Manager 13.53
24570 - Child Care Attendant 9.46
24580 - Child Care Center Clerk 12.07
24610 - Chore Aide 10.91
24620 - Family Readiness And Support Services Coordinator 13.53
24630 - Homemaker 13.69
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.66
25040 - Sewage Plant Operator 17.91
25070 - Stationary Engineer 24.66
25190 - Ventilation Equipment Tender 17.26
25210 - Water Treatment Plant Operator 17.91
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.56
27007 - Baggage Inspector 14.13
27008 - Corrections Officer 21.15
27010 - Court Security Officer 21.15
27030 - Detection Dog Handler 15.82
27040 - Detention Officer 21.15
27070 - Firefighter 22.59
27101 - Guard I 14.13
27102 - Guard II 15.82
27131 - Police Officer I 23.14
27132 - Police Officer II 25.77
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.75
28042 - Carnival Equipment Repairer 13.85
28043 - Carnival Worker 9.45
28210 - Gate Attendant/Gate Tender 12.83
28310 - Lifeguard 11.05
28350 - Park Attendant (Aide) 14.35
28510 - Recreation Aide/Health Facility Attendant 10.47
28515 - Recreation Specialist 17.50
28630 - Sports Official 11.43
28690 - Swimming Pool Operator 16.06
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.64
29020 - Hatch Tender 23.64
29030 - Line Handler 23.64
29041 - Stevedore I 22.00
29042 - Stevedore II 25.28
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 45.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.83
30021 - Archeological Technician I 18.87
30022 - Archeological Technician II 21.12
30023 - Archeological Technician III 26.15
30030 - Cartographic Technician 26.15
30040 - Civil Engineering Technician 20.21
30051 - Cryogenic Technician I 28.96
30052 - Cryogenic Technician II 31.99
30061 - Drafter/CAD Operator I 18.87
30062 - Drafter/CAD Operator II 21.12
30063 - Drafter/CAD Operator III 23.53
30064 - Drafter/CAD Operator IV 28.96
30081 - Engineering Technician I 16.66
30082 - Engineering Technician II 18.71
30083 - Engineering Technician III 20.93
30084 - Engineering Technician IV 25.93
30085 - Engineering Technician V 31.71
30086 - Engineering Technician VI 38.37
30090 - Environmental Technician 26.13
30095 - Evidence Control Specialist 26.15
30210 - Laboratory Technician 23.19
30221 - Latent Fingerprint Technician I 28.96
30222 - Latent Fingerprint Technician II 31.99
30240 - Mathematical Technician 26.15
30361 - Paralegal/Legal Assistant I 17.97
30362 - Paralegal/Legal Assistant II 22.26
30363 - Paralegal/Legal Assistant III 27.23
30364 - Paralegal/Legal Assistant IV 32.93
30375 - Petroleum Supply Specialist 31.99
30390 - Photo-Optics Technician 23.74
30395 - Radiation Control Technician 31.99
30461 - Technical Writer I 26.27
30462 - Technical Writer II 32.13
30463 - Technical Writer III 38.70
30491 - Unexploded Ordnance (UXO) Technician I 29.15
30492 - Unexploded Ordnance (UXO) Technician II 35.26
30493 - Unexploded Ordnance (UXO) Technician III 42.27
30494 - Unexploded (UXO) Safety Escort 29.15
30495 - Unexploded (UXO) Sweep Personnel 29.15
30501 - Weather Forecaster I 28.96
30502 - Weather Forecaster II 35.23
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.53
30621 - Weather Observer Senior (see 2) 26.15
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.26
31020 - Bus Aide 12.95
31030 - Bus Driver 17.62

31043 - Driver Courier	14.33
31260 - Parking and Lot Attendant	11.13
31290 - Shuttle Bus Driver	15.57
31310 - Taxi Driver	12.49
31361 - Truckdriver Light	15.57
31362 - Truckdriver Medium	16.79
31363 - Truckdriver Heavy	18.94
31364 - Truckdriver Tractor-Trailer	18.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.19
99030 - Cashier	10.64
99050 - Desk Clerk	9.68
99095 - Embalmer	30.45
99130 - Flight Follower	29.15
99251 - Laboratory Animal Caretaker I	12.19
99252 - Laboratory Animal Caretaker II	13.11
99260 - Marketing Analyst	33.05
99310 - Mortician	30.45
99410 - Pest Controller	22.57
99510 - Photofinishing Worker	15.32
99710 - Recycling Laborer	18.36
99711 - Recycling Specialist	21.70
99730 - Refuse Collector	16.49
99810 - Sales Clerk	11.25
99820 - School Crossing Guard	12.73
99830 - Survey Party Chief	26.15
99831 - Surveying Aide	18.22
99832 - Surveying Technician	21.77
99840 - Vending Machine Attendant	17.81
99841 - Vending Machine Repairer	22.43
99842 - Vending Machine Repairer Helper	17.81

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5295
Revision No.: 16
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Bosque Freestone Hamilton Hill Leon Limestone Mills

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.25
01012 - Accounting Clerk II		17.12
01013 - Accounting Clerk III		19.15
01020 - Administrative Assistant		21.69
01035 - Court Reporter		17.05
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.27
01043 - Customer Service Representative III		15.57
01051 - Data Entry Operator I		12.34
01052 - Data Entry Operator II		13.46
01060 - Dispatcher Motor Vehicle		16.89
01070 - Document Preparation Clerk		13.57
01090 - Duplicating Machine Operator		13.57
01111 - General Clerk I		14.00

01112 - General Clerk II	15.29
01113 - General Clerk III	17.16
01120 - Housing Referral Assistant	19.00
01141 - Messenger Courier	13.58
01191 - Order Clerk I	15.48
01192 - Order Clerk II	16.89
01261 - Personnel Assistant (Employment) I	16.16
01262 - Personnel Assistant (Employment) II	18.09
01263 - Personnel Assistant (Employment) III	20.16
01270 - Production Control Clerk	19.27
01290 - Rental Clerk	13.65
01300 - Scheduler Maintenance	15.23
01311 - Secretary I	15.23
01312 - Secretary II	17.05
01313 - Secretary III	19.00
01320 - Service Order Dispatcher	15.10
01410 - Supply Technician	21.69
01420 - Survey Worker	14.36
01460 - Switchboard Operator/Receptionist	13.03
01531 - Travel Clerk I	13.18
01532 - Travel Clerk II	14.00
01533 - Travel Clerk III	14.49
01611 - Word Processor I	13.57
01612 - Word Processor II	15.23
01613 - Word Processor III	17.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.78
05010 - Automotive Electrician	19.89
05040 - Automotive Glass Installer	18.59
05070 - Automotive Worker	18.59
05110 - Mobile Equipment Servicer	16.03
05130 - Motor Equipment Metal Mechanic	21.08
05160 - Motor Equipment Metal Worker	18.59
05190 - Motor Vehicle Mechanic	21.08
05220 - Motor Vehicle Mechanic Helper	14.76
05250 - Motor Vehicle Upholstery Worker	17.29
05280 - Motor Vehicle Wrecker	18.59
05310 - Painter Automotive	19.89
05340 - Radiator Repair Specialist	18.59
05370 - Tire Repairer	13.86
05400 - Transmission Repair Specialist	21.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.74
07041 - Cook I	10.74
07042 - Cook II	12.45
07070 - Dishwasher	9.26
07130 - Food Service Worker	9.97
07210 - Meat Cutter	15.18
07260 - Waiter/Waitress	9.05
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 21.58
09040 - Furniture Handler 12.11
09080 - Furniture Refinisher 19.77
09090 - Furniture Refinisher Helper 14.67
09110 - Furniture Repairer Minor 17.19
09130 - Upholsterer 19.62
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.08
11060 - Elevator Operator 10.87
11090 - Gardener 17.81
11122 - Housekeeping Aide 10.87
11150 - Janitor 10.87
11210 - Laborer Grounds Maintenance 13.54
11240 - Maid or Houseman 9.78
11260 - Pruner 12.11
11270 - Tractor Operator 16.39
11330 - Trail Maintenance Worker 13.54
11360 - Window Cleaner 12.15
12000 - Health Occupations
12010 - Ambulance Driver 17.28
12011 - Breath Alcohol Technician 19.55
12012 - Certified Occupational Therapist Assistant 31.35
12015 - Certified Physical Therapist Assistant 31.11
12020 - Dental Assistant 16.80
12025 - Dental Hygienist 40.65
12030 - EKG Technician 29.57
12035 - Electroneurodiagnostic Technologist 29.57
12040 - Emergency Medical Technician 17.28
12071 - Licensed Practical Nurse I 17.48
12072 - Licensed Practical Nurse II 19.55
12073 - Licensed Practical Nurse III 21.80
12100 - Medical Assistant 13.85
12130 - Medical Laboratory Technician 22.48
12160 - Medical Record Clerk 14.65
12190 - Medical Record Technician 16.39
12195 - Medical Transcriptionist 17.32
12210 - Nuclear Medicine Technologist 42.97
12221 - Nursing Assistant I 11.89
12222 - Nursing Assistant II 13.38
12223 - Nursing Assistant III 14.60
12224 - Nursing Assistant IV 16.38
12235 - Optical Dispenser 14.65
12236 - Optical Technician 17.48
12250 - Pharmacy Technician 17.48
12280 - Phlebotomist 17.28
12305 - Radiologic Technologist 26.77
12311 - Registered Nurse I 26.29
12312 - Registered Nurse II 32.16
12313 - Registered Nurse II Specialist 32.16
12314 - Registered Nurse III 38.90

12315 - Registered Nurse III Anesthetist		38.90
12316 - Registered Nurse IV		46.63
12317 - Scheduler (Drug and Alcohol Testing)		24.22
12320 - Substance Abuse Treatment Counselor		20.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.74
13012 - Exhibits Specialist II		20.73
13013 - Exhibits Specialist III		25.36
13041 - Illustrator I		16.74
13042 - Illustrator II		20.73
13043 - Illustrator III		25.36
13047 - Librarian		22.96
13050 - Library Aide/Clerk		12.99
13054 - Library Information Technology Systems Administrator		20.73
13058 - Library Technician		15.66
13061 - Media Specialist I		14.96
13062 - Media Specialist II		16.74
13063 - Media Specialist III		18.65
13071 - Photographer I		14.96
13072 - Photographer II		16.74
13073 - Photographer III		20.73
13074 - Photographer IV		25.36
13075 - Photographer V		30.68
13090 - Technical Order Library Clerk		16.31
13110 - Video Teleconference Technician		15.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.41
14042 - Computer Operator II		19.49
14043 - Computer Operator III		21.72
14044 - Computer Operator IV		24.14
14045 - Computer Operator V		26.33
14071 - Computer Programmer I	(see 1)	20.83
14072 - Computer Programmer II	(see 1)	25.80
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		17.41
14160 - Personal Computer Support Technician		24.14
14170 - System Support Specialist		22.88
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.92
15020 - Aircrew Training Devices Instructor (Rated)		35.77
15030 - Air Crew Training Devices Instructor (Pilot)		42.87
15050 - Computer Based Training Specialist / Instructor		29.92
15060 - Educational Technologist		29.30
15070 - Flight Instructor (Pilot)		42.87
15080 - Graphic Artist		19.83

15085 - Maintenance Test Pilot Fixed Jet/Prop 41.36
15086 - Maintenance Test Pilot Rotary Wing 41.36
15088 - Non-Maintenance Test/Co-Pilot 41.36
15090 - Technical Instructor 22.83
15095 - Technical Instructor/Course Developer 27.64
15110 - Test Proctor 19.37
15120 - Tutor 19.37
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.71
16030 - Counter Attendant 9.71
16040 - Dry Cleaner 11.79
16070 - Finisher Flatwork Machine 9.71
16090 - Presser Hand 9.71
16110 - Presser Machine Drycleaning 9.71
16130 - Presser Machine Shirts 9.71
16160 - Presser Machine Wearing Apparel Laundry 9.71
16190 - Sewing Machine Operator 12.45
16220 - Tailor 13.05
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.84
19040 - Tool And Die Maker 25.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.63
21030 - Material Coordinator 19.27
21040 - Material Expediter 19.27
21050 - Material Handling Laborer 13.21
21071 - Order Filler 12.01
21080 - Production Line Worker (Food Processing) 15.63
21110 - Shipping Packer 14.36
21130 - Shipping/Receiving Clerk 14.36
21140 - Store Worker I 11.66
21150 - Stock Clerk 16.28
21210 - Tools And Parts Attendant 15.63
21410 - Warehouse Specialist 15.63
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.24
23019 - Aircraft Logs and Records Technician 18.80
23021 - Aircraft Mechanic I 22.86
23022 - Aircraft Mechanic II 24.24
23023 - Aircraft Mechanic III 25.48
23040 - Aircraft Mechanic Helper 16.05
23050 - Aircraft Painter 21.59
23060 - Aircraft Servicer 18.80
23070 - Aircraft Survival Flight Equipment Technician 21.59
23080 - Aircraft Worker 20.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.86

23110 - Appliance Mechanic 20.25
23120 - Bicycle Repairer 16.33
23125 - Cable Splicer 28.48
23130 - Carpenter Maintenance 16.91
23140 - Carpet Layer 18.94
23160 - Electrician Maintenance 24.70
23181 - Electronics Technician Maintenance I 28.26
23182 - Electronics Technician Maintenance II 30.20
23183 - Electronics Technician Maintenance III 32.75
23260 - Fabric Worker 17.62
23290 - Fire Alarm System Mechanic 20.55
23310 - Fire Extinguisher Repairer 16.33
23311 - Fuel Distribution System Mechanic 20.55
23312 - Fuel Distribution System Operator 15.86
23370 - General Maintenance Worker 15.93
23380 - Ground Support Equipment Mechanic 22.86
23381 - Ground Support Equipment Servicer 18.80
23382 - Ground Support Equipment Worker 20.20
23391 - Gunsmith I 16.33
23392 - Gunsmith II 18.94
23393 - Gunsmith III 21.47
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.35
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.36
23430 - Heavy Equipment Mechanic 23.25
23440 - Heavy Equipment Operator 18.92
23460 - Instrument Mechanic 21.47
23465 - Laboratory/Shelter Mechanic 20.25
23470 - Laborer 13.21
23510 - Locksmith 20.25
23530 - Machinery Maintenance Mechanic 27.47
23550 - Machinist Maintenance 20.67
23580 - Maintenance Trades Helper 14.20
23591 - Metrology Technician I 21.47
23592 - Metrology Technician II 22.63
23593 - Metrology Technician III 23.80
23640 - Millwright 23.87
23710 - Office Appliance Repairer 20.25
23760 - Painter Maintenance 18.96
23790 - Pipefitter Maintenance 24.40
23810 - Plumber Maintenance 22.97
23820 - Pneudraulic Systems Mechanic 21.47
23850 - Rigger 21.47
23870 - Scale Mechanic 18.94
23890 - Sheet-Metal Worker Maintenance 20.96
23910 - Small Engine Mechanic 19.82
23931 - Telecommunications Mechanic I 29.02
23932 - Telecommunications Mechanic II 32.26
23950 - Telephone Lineman 24.75

23960 - Welder Combination Maintenance		18.89
23965 - Well Driller		20.78
23970 - Woodcraft Worker		21.47
23980 - Woodworker		16.33
24000 - Personal Needs Occupations		
24550 - Case Manager		13.53
24570 - Child Care Attendant		9.49
24580 - Child Care Center Clerk		11.84
24610 - Chore Aide		9.47
24620 - Family Readiness And Support Services Coordinator		13.53
24630 - Homemaker		13.53
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.66
25040 - Sewage Plant Operator		17.91
25070 - Stationary Engineer		24.66
25190 - Ventilation Equipment Tender		17.26
25210 - Water Treatment Plant Operator		17.91
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.56
27007 - Baggage Inspector		14.13
27008 - Corrections Officer		19.41
27010 - Court Security Officer		19.73
27030 - Detection Dog Handler		15.82
27040 - Detention Officer		19.41
27070 - Firefighter		17.44
27101 - Guard I		14.13
27102 - Guard II		15.82
27131 - Police Officer I		22.33
27132 - Police Officer II		24.82
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.75
28042 - Carnival Equipment Repairer		13.85
28043 - Carnival Worker		9.45
28210 - Gate Attendant/Gate Tender		12.83
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		14.35
28510 - Recreation Aide/Health Facility Attendant		10.47
28515 - Recreation Specialist		17.58
28630 - Sports Official		11.43
28690 - Swimming Pool Operator		16.06
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.64
29020 - Hatch Tender		23.64
29030 - Line Handler		23.64
29041 - Stevedore I		22.00
29042 - Stevedore II		25.28
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	45.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.63

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.83
30021 - Archeological Technician I 18.87
30022 - Archeological Technician II 21.12
30023 - Archeological Technician III 26.15
30030 - Cartographic Technician 26.15
30040 - Civil Engineering Technician 21.12
30051 - Cryogenic Technician I 28.96
30052 - Cryogenic Technician II 31.99
30061 - Drafter/CAD Operator I 18.87
30062 - Drafter/CAD Operator II 21.12
30063 - Drafter/CAD Operator III 23.53
30064 - Drafter/CAD Operator IV 28.96
30081 - Engineering Technician I 14.99
30082 - Engineering Technician II 18.07
30083 - Engineering Technician III 20.24
30084 - Engineering Technician IV 26.53
30085 - Engineering Technician V 31.84
30086 - Engineering Technician VI 36.70
30090 - Environmental Technician 26.15
30095 - Evidence Control Specialist 26.15
30210 - Laboratory Technician 23.53
30221 - Latent Fingerprint Technician I 28.96
30222 - Latent Fingerprint Technician II 31.99
30240 - Mathematical Technician 26.15
30361 - Paralegal/Legal Assistant I 17.97
30362 - Paralegal/Legal Assistant II 22.26
30363 - Paralegal/Legal Assistant III 27.23
30364 - Paralegal/Legal Assistant IV 32.93
30375 - Petroleum Supply Specialist 31.99
30390 - Photo-Optics Technician 24.19
30395 - Radiation Control Technician 31.99
30461 - Technical Writer I 26.15
30462 - Technical Writer II 31.99
30463 - Technical Writer III 38.70
30491 - Unexploded Ordnance (UXO) Technician I 29.15
30492 - Unexploded Ordnance (UXO) Technician II 35.26
30493 - Unexploded Ordnance (UXO) Technician III 42.27
30494 - Unexploded (UXO) Safety Escort 29.15
30495 - Unexploded (UXO) Sweep Personnel 29.15
30501 - Weather Forecaster I 28.96
30502 - Weather Forecaster II 35.23
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.53
30621 - Weather Observer Senior (see 2) 26.15
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.26
31020 - Bus Aide 12.07
31030 - Bus Driver 17.25
31043 - Driver Courier 14.33
31260 - Parking and Lot Attendant 11.13

31290 - Shuttle Bus Driver	15.57
31310 - Taxi Driver	11.96
31361 - Truckdriver Light	15.57
31362 - Truckdriver Medium	16.79
31363 - Truckdriver Heavy	18.94
31364 - Truckdriver Tractor-Trailer	18.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.19
99030 - Cashier	10.64
99050 - Desk Clerk	9.56
99095 - Embalmer	30.45
99130 - Flight Follower	29.15
99251 - Laboratory Animal Caretaker I	12.28
99252 - Laboratory Animal Caretaker II	12.77
99260 - Marketing Analyst	33.05
99310 - Mortician	30.45
99410 - Pest Controller	22.57
99510 - Photofinishing Worker	15.32
99710 - Recycling Laborer	16.82
99711 - Recycling Specialist	20.39
99730 - Refuse Collector	15.58
99810 - Sales Clerk	11.25
99820 - School Crossing Guard	12.73
99830 - Survey Party Chief	25.47
99831 - Surveying Aide	15.90
99832 - Surveying Technician	21.77
99840 - Vending Machine Attendant	17.81
99841 - Vending Machine Repairer	22.43
99842 - Vending Machine Repairer Helper	17.81

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5296
Revision No.: 16
Date Of Last Revision: 05/28/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Bosque Freestone Hamilton Hill Leon Limestone Mills

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.25
01012 - Accounting Clerk II		17.12
01013 - Accounting Clerk III		19.15
01020 - Administrative Assistant		21.69
01035 - Court Reporter		17.05
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.27
01043 - Customer Service Representative III		15.57
01051 - Data Entry Operator I		12.34
01052 - Data Entry Operator II		13.46
01060 - Dispatcher Motor Vehicle		16.89

01070 - Document Preparation Clerk 13.57
01090 - Duplicating Machine Operator 13.57
01111 - General Clerk I 14.00
01112 - General Clerk II 15.29
01113 - General Clerk III 17.16
01120 - Housing Referral Assistant 19.00
01141 - Messenger Courier 13.58
01191 - Order Clerk I 15.48
01192 - Order Clerk II 16.89
01261 - Personnel Assistant (Employment) I 16.16
01262 - Personnel Assistant (Employment) II 18.09
01263 - Personnel Assistant (Employment) III 20.16
01270 - Production Control Clerk 19.27
01290 - Rental Clerk 13.65
01300 - Scheduler Maintenance 15.23
01311 - Secretary I 15.23
01312 - Secretary II 17.05
01313 - Secretary III 19.00
01320 - Service Order Dispatcher 15.10
01410 - Supply Technician 21.69
01420 - Survey Worker 14.36
01460 - Switchboard Operator/Receptionist 13.03
01531 - Travel Clerk I 13.18
01532 - Travel Clerk II 14.00
01533 - Travel Clerk III 14.49
01611 - Word Processor I 13.57
01612 - Word Processor II 15.23
01613 - Word Processor III 17.05
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.78
05010 - Automotive Electrician 19.89
05040 - Automotive Glass Installer 18.59
05070 - Automotive Worker 18.59
05110 - Mobile Equipment Servicer 16.03
05130 - Motor Equipment Metal Mechanic 21.08
05160 - Motor Equipment Metal Worker 18.59
05190 - Motor Vehicle Mechanic 21.08
05220 - Motor Vehicle Mechanic Helper 14.76
05250 - Motor Vehicle Upholstery Worker 17.29
05280 - Motor Vehicle Wrecker 18.59
05310 - Painter Automotive 19.89
05340 - Radiator Repair Specialist 18.59
05370 - Tire Repairer 13.86
05400 - Transmission Repair Specialist 21.08
07000 - Food Preparation And Service Occupations
07010 - Baker 11.74
07041 - Cook I 10.74
07042 - Cook II 12.45
07070 - Dishwasher 9.26
07130 - Food Service Worker 9.97

07210 - Meat Cutter	15.18
07260 - Waiter/Waitress	9.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.58
09040 - Furniture Handler	12.11
09080 - Furniture Refinisher	19.77
09090 - Furniture Refinisher Helper	14.67
09110 - Furniture Repairer Minor	17.19
09130 - Upholsterer	19.62
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.08
11060 - Elevator Operator	10.87
11090 - Gardener	17.81
11122 - Housekeeping Aide	10.87
11150 - Janitor	10.87
11210 - Laborer Grounds Maintenance	13.54
11240 - Maid or Houseman	9.78
11260 - Pruner	12.11
11270 - Tractor Operator	16.39
11330 - Trail Maintenance Worker	13.54
11360 - Window Cleaner	12.15
12000 - Health Occupations	
12010 - Ambulance Driver	17.28
12011 - Breath Alcohol Technician	19.55
12012 - Certified Occupational Therapist Assistant	31.35
12015 - Certified Physical Therapist Assistant	31.11
12020 - Dental Assistant	16.80
12025 - Dental Hygienist	40.65
12030 - EKG Technician	29.57
12035 - Electroneurodiagnostic Technologist	29.57
12040 - Emergency Medical Technician	17.28
12071 - Licensed Practical Nurse I	17.48
12072 - Licensed Practical Nurse II	19.55
12073 - Licensed Practical Nurse III	21.80
12100 - Medical Assistant	13.85
12130 - Medical Laboratory Technician	22.48
12160 - Medical Record Clerk	14.65
12190 - Medical Record Technician	16.39
12195 - Medical Transcriptionist	17.32
12210 - Nuclear Medicine Technologist	42.97
12221 - Nursing Assistant I	11.89
12222 - Nursing Assistant II	13.38
12223 - Nursing Assistant III	14.60
12224 - Nursing Assistant IV	16.38
12235 - Optical Dispenser	14.65
12236 - Optical Technician	17.48
12250 - Pharmacy Technician	17.48
12280 - Phlebotomist	17.28
12305 - Radiologic Technologist	26.77
12311 - Registered Nurse I	26.29

12312 - Registered Nurse II		32.16
12313 - Registered Nurse II Specialist		32.16
12314 - Registered Nurse III		38.90
12315 - Registered Nurse III Anesthetist		38.90
12316 - Registered Nurse IV		46.63
12317 - Scheduler (Drug and Alcohol Testing)		24.22
12320 - Substance Abuse Treatment Counselor		20.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.74
13012 - Exhibits Specialist II		20.73
13013 - Exhibits Specialist III		25.36
13041 - Illustrator I		16.74
13042 - Illustrator II		20.73
13043 - Illustrator III		25.36
13047 - Librarian		22.96
13050 - Library Aide/Clerk		12.99
13054 - Library Information Technology Systems Administrator		20.73
13058 - Library Technician		15.66
13061 - Media Specialist I		14.96
13062 - Media Specialist II		16.74
13063 - Media Specialist III		18.65
13071 - Photographer I		14.96
13072 - Photographer II		16.74
13073 - Photographer III		20.73
13074 - Photographer IV		25.36
13075 - Photographer V		30.68
13090 - Technical Order Library Clerk		16.31
13110 - Video Teleconference Technician		15.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.41
14042 - Computer Operator II		19.49
14043 - Computer Operator III		21.72
14044 - Computer Operator IV		24.14
14045 - Computer Operator V		26.33
14071 - Computer Programmer I	(see 1)	20.83
14072 - Computer Programmer II	(see 1)	25.80
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		17.41
14160 - Personal Computer Support Technician		24.14
14170 - System Support Specialist		22.88
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.92
15020 - Aircrew Training Devices Instructor (Rated)		35.77
15030 - Air Crew Training Devices Instructor (Pilot)		42.87
15050 - Computer Based Training Specialist / Instructor		29.92

15060 - Educational Technologist 29.30
15070 - Flight Instructor (Pilot) 42.87
15080 - Graphic Artist 19.83
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.36
15086 - Maintenance Test Pilot Rotary Wing 41.36
15088 - Non-Maintenance Test/Co-Pilot 41.36
15090 - Technical Instructor 22.83
15095 - Technical Instructor/Course Developer 27.64
15110 - Test Proctor 19.37
15120 - Tutor 19.37
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.71
16030 - Counter Attendant 9.71
16040 - Dry Cleaner 11.79
16070 - Finisher Flatwork Machine 9.71
16090 - Presser Hand 9.71
16110 - Presser Machine Drycleaning 9.71
16130 - Presser Machine Shirts 9.71
16160 - Presser Machine Wearing Apparel Laundry 9.71
16190 - Sewing Machine Operator 12.45
16220 - Tailor 13.05
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.84
19040 - Tool And Die Maker 25.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.63
21030 - Material Coordinator 19.27
21040 - Material Expediter 19.27
21050 - Material Handling Laborer 13.21
21071 - Order Filler 12.01
21080 - Production Line Worker (Food Processing) 15.63
21110 - Shipping Packer 14.36
21130 - Shipping/Receiving Clerk 14.36
21140 - Store Worker I 11.66
21150 - Stock Clerk 16.28
21210 - Tools And Parts Attendant 15.63
21410 - Warehouse Specialist 15.63
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.24
23019 - Aircraft Logs and Records Technician 18.80
23021 - Aircraft Mechanic I 22.86
23022 - Aircraft Mechanic II 24.24
23023 - Aircraft Mechanic III 25.48
23040 - Aircraft Mechanic Helper 16.05
23050 - Aircraft Painter 21.59
23060 - Aircraft Servicer 18.80
23070 - Aircraft Survival Flight Equipment Technician 21.59
23080 - Aircraft Worker 20.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 20.20

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 22.86
II
23110 - Appliance Mechanic 20.25
23120 - Bicycle Repairer 16.33
23125 - Cable Splicer 28.48
23130 - Carpenter Maintenance 16.91
23140 - Carpet Layer 18.94
23160 - Electrician Maintenance 24.70
23181 - Electronics Technician Maintenance I 28.26
23182 - Electronics Technician Maintenance II 30.20
23183 - Electronics Technician Maintenance III 32.75
23260 - Fabric Worker 17.62
23290 - Fire Alarm System Mechanic 20.55
23310 - Fire Extinguisher Repairer 16.33
23311 - Fuel Distribution System Mechanic 20.55
23312 - Fuel Distribution System Operator 15.86
23370 - General Maintenance Worker 15.93
23380 - Ground Support Equipment Mechanic 22.86
23381 - Ground Support Equipment Servicer 18.80
23382 - Ground Support Equipment Worker 20.20
23391 - Gunsmith I 16.33
23392 - Gunsmith II 18.94
23393 - Gunsmith III 21.47
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.35
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.36
23430 - Heavy Equipment Mechanic 23.25
23440 - Heavy Equipment Operator 18.92
23460 - Instrument Mechanic 21.47
23465 - Laboratory/Shelter Mechanic 20.25
23470 - Laborer 13.21
23510 - Locksmith 20.25
23530 - Machinery Maintenance Mechanic 27.47
23550 - Machinist Maintenance 20.67
23580 - Maintenance Trades Helper 14.20
23591 - Metrology Technician I 21.47
23592 - Metrology Technician II 22.63
23593 - Metrology Technician III 23.80
23640 - Millwright 23.87
23710 - Office Appliance Repairer 20.25
23760 - Painter Maintenance 18.96
23790 - Pipefitter Maintenance 24.40
23810 - Plumber Maintenance 22.97
23820 - Pneudraulic Systems Mechanic 21.47
23850 - Rigger 21.47
23870 - Scale Mechanic 18.94
23890 - Sheet-Metal Worker Maintenance 20.96
23910 - Small Engine Mechanic 19.82

23931 - Telecommunications Mechanic I	29.02
23932 - Telecommunications Mechanic II	32.26
23950 - Telephone Lineman	24.75
23960 - Welder Combination Maintenance	18.89
23965 - Well Driller	20.78
23970 - Woodcraft Worker	21.47
23980 - Woodworker	16.33
24000 - Personal Needs Occupations	
24550 - Case Manager	13.53
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	11.84
24610 - Chore Aide	9.47
24620 - Family Readiness And Support Services Coordinator	13.53
24630 - Homemaker	13.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.66
25040 - Sewage Plant Operator	17.91
25070 - Stationary Engineer	24.66
25190 - Ventilation Equipment Tender	17.26
25210 - Water Treatment Plant Operator	17.91
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.56
27007 - Baggage Inspector	14.13
27008 - Corrections Officer	19.41
27010 - Court Security Officer	19.73
27030 - Detection Dog Handler	15.82
27040 - Detention Officer	19.41
27070 - Firefighter	17.44
27101 - Guard I	14.13
27102 - Guard II	15.82
27131 - Police Officer I	22.33
27132 - Police Officer II	24.82
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.75
28042 - Carnival Equipment Repairer	13.85
28043 - Carnival Worker	9.45
28210 - Gate Attendant/Gate Tender	12.83
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.35
28510 - Recreation Aide/Health Facility Attendant	10.47
28515 - Recreation Specialist	17.58
28630 - Sports Official	11.43
28690 - Swimming Pool Operator	16.06
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.64
29020 - Hatch Tender	23.64
29030 - Line Handler	23.64
29041 - Stevedore I	22.00
29042 - Stevedore II	25.28

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	45.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.83
30021 - Archeological Technician I		18.87
30022 - Archeological Technician II		21.12
30023 - Archeological Technician III		26.15
30030 - Cartographic Technician		26.15
30040 - Civil Engineering Technician		21.12
30051 - Cryogenic Technician I		28.96
30052 - Cryogenic Technician II		31.99
30061 - Drafter/CAD Operator I		18.87
30062 - Drafter/CAD Operator II		21.12
30063 - Drafter/CAD Operator III		23.53
30064 - Drafter/CAD Operator IV		28.96
30081 - Engineering Technician I		14.99
30082 - Engineering Technician II		18.07
30083 - Engineering Technician III		20.24
30084 - Engineering Technician IV		26.53
30085 - Engineering Technician V		31.84
30086 - Engineering Technician VI		36.70
30090 - Environmental Technician		26.15
30095 - Evidence Control Specialist		26.15
30210 - Laboratory Technician		23.53
30221 - Latent Fingerprint Technician I		28.96
30222 - Latent Fingerprint Technician II		31.99
30240 - Mathematical Technician		26.15
30361 - Paralegal/Legal Assistant I		17.97
30362 - Paralegal/Legal Assistant II		22.26
30363 - Paralegal/Legal Assistant III		27.23
30364 - Paralegal/Legal Assistant IV		32.93
30375 - Petroleum Supply Specialist		31.99
30390 - Photo-Optics Technician		24.19
30395 - Radiation Control Technician		31.99
30461 - Technical Writer I		26.15
30462 - Technical Writer II		31.99
30463 - Technical Writer III		38.70
30491 - Unexploded Ordnance (UXO) Technician I		29.15
30492 - Unexploded Ordnance (UXO) Technician II		35.26
30493 - Unexploded Ordnance (UXO) Technician III		42.27
30494 - Unexploded (UXO) Safety Escort		29.15
30495 - Unexploded (UXO) Sweep Personnel		29.15
30501 - Weather Forecaster I		28.96
30502 - Weather Forecaster II		35.23
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.53
30621 - Weather Observer Senior	(see 2)	26.15

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		35.26
31020 - Bus Aide		12.07

31030 - Bus Driver	17.25
31043 - Driver Courier	14.33
31260 - Parking and Lot Attendant	11.13
31290 - Shuttle Bus Driver	15.57
31310 - Taxi Driver	11.96
31361 - Truckdriver Light	15.57
31362 - Truckdriver Medium	16.79
31363 - Truckdriver Heavy	18.94
31364 - Truckdriver Tractor-Trailer	18.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.19
99030 - Cashier	10.64
99050 - Desk Clerk	9.56
99095 - Embalmer	30.45
99130 - Flight Follower	29.15
99251 - Laboratory Animal Caretaker I	12.28
99252 - Laboratory Animal Caretaker II	12.77
99260 - Marketing Analyst	33.05
99310 - Mortician	30.45
99410 - Pest Controller	22.57
99510 - Photofinishing Worker	15.32
99710 - Recycling Laborer	16.82
99711 - Recycling Specialist	20.39
99730 - Refuse Collector	15.58
99810 - Sales Clerk	11.25
99820 - School Crossing Guard	12.73
99830 - Survey Party Chief	25.47
99831 - Surveying Aide	15.90
99832 - Surveying Technician	21.77
99840 - Vending Machine Attendant	17.81
99841 - Vending Machine Repairer	22.43
99842 - Vending Machine Repairer Helper	17.81

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5301
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Dimmit La Salle Maverick Zavala

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.20
01012 - Accounting Clerk II		14.82
01013 - Accounting Clerk III		16.58
01020 - Administrative Assistant		24.34
01035 - Court Reporter		15.77
01041 - Customer Service Representative I		10.52
01042 - Customer Service Representative II		11.83
01043 - Customer Service Representative III		12.91
01051 - Data Entry Operator I		13.73
01052 - Data Entry Operator II		14.98
01060 - Dispatcher Motor Vehicle		15.93
01070 - Document Preparation Clerk		12.55
01090 - Duplicating Machine Operator		12.55
01111 - General Clerk I		11.76
01112 - General Clerk II		12.83

01113 - General Clerk III 14.40
01120 - Housing Referral Assistant 17.58
01141 - Messenger Courier 10.24
01191 - Order Clerk I 13.43
01192 - Order Clerk II 14.65
01261 - Personnel Assistant (Employment) I 14.04
01262 - Personnel Assistant (Employment) II 15.73
01263 - Personnel Assistant (Employment) III 17.53
01270 - Production Control Clerk 18.95
01290 - Rental Clerk 13.43
01300 - Scheduler Maintenance 14.09
01311 - Secretary I 14.09
01312 - Secretary II 15.77
01313 - Secretary III 17.58
01320 - Service Order Dispatcher 14.10
01410 - Supply Technician 24.34
01420 - Survey Worker 14.38
01460 - Switchboard Operator/Receptionist 11.29
01531 - Travel Clerk I 12.96
01532 - Travel Clerk II 13.73
01533 - Travel Clerk III 14.43
01611 - Word Processor I 12.55
01612 - Word Processor II 14.09
01613 - Word Processor III 15.77
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 15.09
05010 - Automotive Electrician 14.96
05040 - Automotive Glass Installer 14.03
05070 - Automotive Worker 14.03
05110 - Mobile Equipment Servicer 12.16
05130 - Motor Equipment Metal Mechanic 15.91
05160 - Motor Equipment Metal Worker 14.03
05190 - Motor Vehicle Mechanic 15.91
05220 - Motor Vehicle Mechanic Helper 11.32
05250 - Motor Vehicle Upholstery Worker 13.08
05280 - Motor Vehicle Wrecker 14.03
05310 - Painter Automotive 14.96
05340 - Radiator Repair Specialist 14.03
05370 - Tire Repairer 12.22
05400 - Transmission Repair Specialist 15.91
07000 - Food Preparation And Service Occupations
07010 - Baker 10.99
07041 - Cook I 11.38
07042 - Cook II 13.14
07070 - Dishwasher 8.85
07130 - Food Service Worker 9.74
07210 - Meat Cutter 12.89
07260 - Waiter/Waitress 9.04
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 14.71

09040 - Furniture Handler 9.99
09080 - Furniture Refinisher 14.72
09090 - Furniture Refinisher Helper 11.24
09110 - Furniture Repairer Minor 12.96
09130 - Upholsterer 14.72
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.99
11060 - Elevator Operator 11.51
11090 - Gardener 14.96
11122 - Housekeeping Aide 10.46
11150 - Janitor 10.46
11210 - Laborer Grounds Maintenance 11.86
11240 - Maid or Houseman 10.02
11260 - Pruner 10.62
11270 - Tractor Operator 14.11
11330 - Trail Maintenance Worker 11.86
11360 - Window Cleaner 11.61
12000 - Health Occupations
12010 - Ambulance Driver 16.78
12011 - Breath Alcohol Technician 19.48
12012 - Certified Occupational Therapist Assistant 26.73
12015 - Certified Physical Therapist Assistant 30.60
12020 - Dental Assistant 14.34
12025 - Dental Hygienist 40.67
12030 - EKG Technician 29.52
12035 - Electroneurodiagnostic Technologist 29.52
12040 - Emergency Medical Technician 16.78
12071 - Licensed Practical Nurse I 17.41
12072 - Licensed Practical Nurse II 19.48
12073 - Licensed Practical Nurse III 21.71
12100 - Medical Assistant 14.59
12130 - Medical Laboratory Technician 25.44
12160 - Medical Record Clerk 14.83
12190 - Medical Record Technician 16.59
12195 - Medical Transcriptionist 17.41
12210 - Nuclear Medicine Technologist 42.80
12221 - Nursing Assistant I 11.09
12222 - Nursing Assistant II 12.47
12223 - Nursing Assistant III 13.61
12224 - Nursing Assistant IV 15.28
12235 - Optical Dispenser 17.83
12236 - Optical Technician 25.52
12250 - Pharmacy Technician 16.71
12280 - Phlebotomist 14.53
12305 - Radiologic Technologist 29.02
12311 - Registered Nurse I 25.88
12312 - Registered Nurse II 31.68
12313 - Registered Nurse II Specialist 31.68
12314 - Registered Nurse III 38.30
12315 - Registered Nurse III Anesthetist 38.30

12316 - Registered Nurse IV		45.94
12317 - Scheduler (Drug and Alcohol Testing)		24.13
12320 - Substance Abuse Treatment Counselor		23.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.83
13012 - Exhibits Specialist II		24.56
13013 - Exhibits Specialist III		30.05
13041 - Illustrator I		19.83
13042 - Illustrator II		24.56
13043 - Illustrator III		30.05
13047 - Librarian		27.21
13050 - Library Aide/Clerk		18.30
13054 - Library Information Technology Systems Administrator		24.56
13058 - Library Technician		15.99
13061 - Media Specialist I		17.73
13062 - Media Specialist II		19.83
13063 - Media Specialist III		22.10
13071 - Photographer I		17.73
13072 - Photographer II		19.83
13073 - Photographer III		24.56
13074 - Photographer IV		30.05
13075 - Photographer V		36.35
13090 - Technical Order Library Clerk		14.97
13110 - Video Teleconference Technician		17.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		12.38
14042 - Computer Operator II		13.85
14043 - Computer Operator III		15.48
14044 - Computer Operator IV		17.27
14045 - Computer Operator V		19.18
14071 - Computer Programmer I	(see 1)	19.12
14072 - Computer Programmer II	(see 1)	22.69
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		12.68
14160 - Personal Computer Support Technician		17.27
14170 - System Support Specialist		25.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.24
15020 - Aircrew Training Devices Instructor (Rated)		31.75
15030 - Air Crew Training Devices Instructor (Pilot)		38.05
15050 - Computer Based Training Specialist / Instructor		26.24
15060 - Educational Technologist		35.07
15070 - Flight Instructor (Pilot)		38.05
15080 - Graphic Artist		25.98
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.05

15086 - Maintenance Test Pilot Rotary Wing 38.05
15088 - Non-Maintenance Test/Co-Pilot 38.05
15090 - Technical Instructor 22.40
15095 - Technical Instructor/Course Developer 25.98
15110 - Test Proctor 14.88
15120 - Tutor 14.88
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.71
16030 - Counter Attendant 9.71
16040 - Dry Cleaner 11.79
16070 - Finisher Flatwork Machine 9.71
16090 - Presser Hand 9.71
16110 - Presser Machine Drycleaning 9.71
16130 - Presser Machine Shirts 9.71
16160 - Presser Machine Wearing Apparel Laundry 9.71
16190 - Sewing Machine Operator 12.45
16220 - Tailor 13.05
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.86
19040 - Tool And Die Maker 24.80
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 11.75
21030 - Material Coordinator 18.95
21040 - Material Expediter 18.95
21050 - Material Handling Laborer 12.92
21071 - Order Filler 13.16
21080 - Production Line Worker (Food Processing) 11.75
21110 - Shipping Packer 11.85
21130 - Shipping/Receiving Clerk 11.85
21140 - Store Worker I 11.33
21150 - Stock Clerk 15.33
21210 - Tools And Parts Attendant 11.75
21410 - Warehouse Specialist 11.75
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.36
23019 - Aircraft Logs and Records Technician 21.20
23021 - Aircraft Mechanic I 25.87
23022 - Aircraft Mechanic II 27.36
23023 - Aircraft Mechanic III 28.84
23040 - Aircraft Mechanic Helper 18.29
23050 - Aircraft Painter 24.35
23060 - Aircraft Servicer 21.20
23070 - Aircraft Survival Flight Equipment Technician 24.35
23080 - Aircraft Worker 22.74
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.74
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.87
23110 - Appliance Mechanic 19.86

23120 - Bicycle Repairer	16.06
23125 - Cable Splicer	30.11
23130 - Carpenter Maintenance	20.06
23140 - Carpet Layer	18.55
23160 - Electrician Maintenance	22.51
23181 - Electronics Technician Maintenance I	22.41
23182 - Electronics Technician Maintenance II	25.75
23183 - Electronics Technician Maintenance III	27.36
23260 - Fabric Worker	17.29
23290 - Fire Alarm System Mechanic	21.10
23310 - Fire Extinguisher Repairer	16.06
23311 - Fuel Distribution System Mechanic	20.05
23312 - Fuel Distribution System Operator	14.64
23370 - General Maintenance Worker	13.13
23380 - Ground Support Equipment Mechanic	25.87
23381 - Ground Support Equipment Servicer	21.20
23382 - Ground Support Equipment Worker	22.74
23391 - Gunsmith I	16.06
23392 - Gunsmith II	18.55
23393 - Gunsmith III	21.10
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.31
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.42
23430 - Heavy Equipment Mechanic	21.11
23440 - Heavy Equipment Operator	19.46
23460 - Instrument Mechanic	21.10
23465 - Laboratory/Shelter Mechanic	19.86
23470 - Laborer	12.92
23510 - Locksmith	19.86
23530 - Machinery Maintenance Mechanic	20.02
23550 - Machinist Maintenance	21.56
23580 - Maintenance Trades Helper	13.01
23591 - Metrology Technician I	21.10
23592 - Metrology Technician II	22.31
23593 - Metrology Technician III	23.53
23640 - Millwright	21.10
23710 - Office Appliance Repairer	19.86
23760 - Painter Maintenance	19.86
23790 - Pipefitter Maintenance	17.21
23810 - Plumber Maintenance	16.20
23820 - Pneudraulic Systems Mechanic	21.10
23850 - Rigger	21.10
23870 - Scale Mechanic	18.55
23890 - Sheet-Metal Worker Maintenance	21.10
23910 - Small Engine Mechanic	18.55
23931 - Telecommunications Mechanic I	21.10
23932 - Telecommunications Mechanic II	22.31
23950 - Telephone Lineman	20.17
23960 - Welder Combination Maintenance	19.44

23965 - Well Driller	21.10
23970 - Woodcraft Worker	21.10
23980 - Woodworker	16.06
24000 - Personal Needs Occupations	
24550 - Case Manager	16.31
24570 - Child Care Attendant	10.00
24580 - Child Care Center Clerk	12.46
24610 - Chore Aide	8.96
24620 - Family Readiness And Support Services Coordinator	16.31
24630 - Homemaker	16.31
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.52
25040 - Sewage Plant Operator	14.45
25070 - Stationary Engineer	21.52
25190 - Ventilation Equipment Tender	15.23
25210 - Water Treatment Plant Operator	14.45
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.58
27007 - Baggage Inspector	13.48
27008 - Corrections Officer	18.43
27010 - Court Security Officer	20.06
27030 - Detection Dog Handler	15.08
27040 - Detention Officer	18.43
27070 - Firefighter	23.17
27101 - Guard I	13.48
27102 - Guard II	15.08
27131 - Police Officer I	20.99
27132 - Police Officer II	24.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.27
28042 - Carnival Equipment Repairer	13.21
28043 - Carnival Worker	9.35
28210 - Gate Attendant/Gate Tender	13.98
28310 - Lifeguard	12.45
28350 - Park Attendant (Aide)	15.64
28510 - Recreation Aide/Health Facility Attendant	11.41
28515 - Recreation Specialist	19.11
28630 - Sports Official	12.45
28690 - Swimming Pool Operator	19.10
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.55
29020 - Hatch Tender	18.55
29030 - Line Handler	18.55
29041 - Stevedore I	17.29
29042 - Stevedore II	19.86
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		13.92
30022 - Archeological Technician II		14.74
30023 - Archeological Technician III		17.07
30030 - Cartographic Technician		17.08
30040 - Civil Engineering Technician		18.14
30051 - Cryogenic Technician I		21.59
30052 - Cryogenic Technician II		23.85
30061 - Drafter/CAD Operator I		13.11
30062 - Drafter/CAD Operator II		14.64
30063 - Drafter/CAD Operator III		16.36
30064 - Drafter/CAD Operator IV		18.60
30081 - Engineering Technician I		12.25
30082 - Engineering Technician II		13.77
30083 - Engineering Technician III		15.38
30084 - Engineering Technician IV		19.08
30085 - Engineering Technician V		22.36
30086 - Engineering Technician VI		27.40
30090 - Environmental Technician		19.00
30095 - Evidence Control Specialist		18.96
30210 - Laboratory Technician		16.36
30221 - Latent Fingerprint Technician I		21.59
30222 - Latent Fingerprint Technician II		23.85
30240 - Mathematical Technician		18.17
30361 - Paralegal/Legal Assistant I		17.68
30362 - Paralegal/Legal Assistant II		21.44
30363 - Paralegal/Legal Assistant III		26.24
30364 - Paralegal/Legal Assistant IV		31.74
30375 - Petroleum Supply Specialist		23.19
30390 - Photo-Optics Technician		18.17
30395 - Radiation Control Technician		23.19
30461 - Technical Writer I		18.17
30462 - Technical Writer II		20.91
30463 - Technical Writer III		24.95
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		21.59
30502 - Weather Forecaster II		26.26
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	16.36
30621 - Weather Observer Senior	(see 2)	18.17
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.15
31030 - Bus Driver		18.08
31043 - Driver Courier		12.58
31260 - Parking and Lot Attendant		11.84
31290 - Shuttle Bus Driver		13.55

31310 - Taxi Driver	11.25
31361 - Truckdriver Light	13.55
31362 - Truckdriver Medium	14.61
31363 - Truckdriver Heavy	19.32
31364 - Truckdriver Tractor-Trailer	19.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.34
99050 - Desk Clerk	10.64
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.61
99252 - Laboratory Animal Caretaker II	17.88
99260 - Marketing Analyst	35.87
99310 - Mortician	25.35
99410 - Pest Controller	17.09
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.42
99711 - Recycling Specialist	17.11
99730 - Refuse Collector	12.99
99810 - Sales Clerk	10.71
99820 - School Crossing Guard	12.61
99830 - Survey Party Chief	20.00
99831 - Surveying Aide	13.60
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	16.61
99841 - Vending Machine Repairer	20.65
99842 - Vending Machine Repairer Helper	16.61

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5302
Revision No.: 15
Date Of Last Revision: 06/03/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Dimmit La Salle Maverick Zavala

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.20
01012 - Accounting Clerk II		14.82
01013 - Accounting Clerk III		16.58
01020 - Administrative Assistant		24.34
01035 - Court Reporter		15.77
01041 - Customer Service Representative I		10.52
01042 - Customer Service Representative II		11.83
01043 - Customer Service Representative III		12.91
01051 - Data Entry Operator I		13.73
01052 - Data Entry Operator II		14.98
01060 - Dispatcher Motor Vehicle		15.93
01070 - Document Preparation Clerk		12.55

01090 - Duplicating Machine Operator 12.55
01111 - General Clerk I 11.76
01112 - General Clerk II 12.83
01113 - General Clerk III 14.40
01120 - Housing Referral Assistant 17.58
01141 - Messenger Courier 10.24
01191 - Order Clerk I 13.43
01192 - Order Clerk II 14.65
01261 - Personnel Assistant (Employment) I 14.04
01262 - Personnel Assistant (Employment) II 15.73
01263 - Personnel Assistant (Employment) III 17.53
01270 - Production Control Clerk 18.95
01290 - Rental Clerk 13.43
01300 - Scheduler Maintenance 14.09
01311 - Secretary I 14.09
01312 - Secretary II 15.77
01313 - Secretary III 17.58
01320 - Service Order Dispatcher 14.10
01410 - Supply Technician 24.34
01420 - Survey Worker 14.38
01460 - Switchboard Operator/Receptionist 11.29
01531 - Travel Clerk I 12.96
01532 - Travel Clerk II 13.73
01533 - Travel Clerk III 14.43
01611 - Word Processor I 12.55
01612 - Word Processor II 14.09
01613 - Word Processor III 15.77
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 15.09
05010 - Automotive Electrician 14.96
05040 - Automotive Glass Installer 14.03
05070 - Automotive Worker 14.03
05110 - Mobile Equipment Servicer 12.16
05130 - Motor Equipment Metal Mechanic 15.91
05160 - Motor Equipment Metal Worker 14.03
05190 - Motor Vehicle Mechanic 15.91
05220 - Motor Vehicle Mechanic Helper 11.32
05250 - Motor Vehicle Upholstery Worker 13.08
05280 - Motor Vehicle Wrecker 14.03
05310 - Painter Automotive 14.96
05340 - Radiator Repair Specialist 14.03
05370 - Tire Repairer 12.22
05400 - Transmission Repair Specialist 15.91
07000 - Food Preparation And Service Occupations
07010 - Baker 10.99
07041 - Cook I 11.38
07042 - Cook II 13.14
07070 - Dishwasher 8.85
07130 - Food Service Worker 9.74
07210 - Meat Cutter 12.89

07260 - Waiter/Waitress	9.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.71
09040 - Furniture Handler	9.99
09080 - Furniture Refinisher	14.72
09090 - Furniture Refinisher Helper	11.24
09110 - Furniture Repairer Minor	12.96
09130 - Upholsterer	14.72
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.99
11060 - Elevator Operator	11.51
11090 - Gardener	14.96
11122 - Housekeeping Aide	10.46
11150 - Janitor	10.46
11210 - Laborer Grounds Maintenance	11.86
11240 - Maid or Houseman	10.02
11260 - Pruner	10.62
11270 - Tractor Operator	14.11
11330 - Trail Maintenance Worker	11.86
11360 - Window Cleaner	11.61
12000 - Health Occupations	
12010 - Ambulance Driver	16.78
12011 - Breath Alcohol Technician	19.48
12012 - Certified Occupational Therapist Assistant	26.73
12015 - Certified Physical Therapist Assistant	30.60
12020 - Dental Assistant	14.34
12025 - Dental Hygienist	40.67
12030 - EKG Technician	29.52
12035 - Electroneurodiagnostic Technologist	29.52
12040 - Emergency Medical Technician	16.78
12071 - Licensed Practical Nurse I	17.41
12072 - Licensed Practical Nurse II	19.48
12073 - Licensed Practical Nurse III	21.71
12100 - Medical Assistant	14.59
12130 - Medical Laboratory Technician	25.44
12160 - Medical Record Clerk	14.83
12190 - Medical Record Technician	16.59
12195 - Medical Transcriptionist	17.41
12210 - Nuclear Medicine Technologist	42.80
12221 - Nursing Assistant I	11.09
12222 - Nursing Assistant II	12.47
12223 - Nursing Assistant III	13.61
12224 - Nursing Assistant IV	15.28
12235 - Optical Dispenser	17.83
12236 - Optical Technician	25.52
12250 - Pharmacy Technician	16.71
12280 - Phlebotomist	14.53
12305 - Radiologic Technologist	29.02
12311 - Registered Nurse I	25.88
12312 - Registered Nurse II	31.68

12313 - Registered Nurse II Specialist		31.68
12314 - Registered Nurse III		38.30
12315 - Registered Nurse III Anesthetist		38.30
12316 - Registered Nurse IV		45.94
12317 - Scheduler (Drug and Alcohol Testing)		24.13
12320 - Substance Abuse Treatment Counselor		23.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.83
13012 - Exhibits Specialist II		24.56
13013 - Exhibits Specialist III		30.05
13041 - Illustrator I		19.83
13042 - Illustrator II		24.56
13043 - Illustrator III		30.05
13047 - Librarian		27.21
13050 - Library Aide/Clerk		18.30
13054 - Library Information Technology Systems Administrator		24.56
13058 - Library Technician		15.99
13061 - Media Specialist I		17.73
13062 - Media Specialist II		19.83
13063 - Media Specialist III		22.10
13071 - Photographer I		17.73
13072 - Photographer II		19.83
13073 - Photographer III		24.56
13074 - Photographer IV		30.05
13075 - Photographer V		36.35
13090 - Technical Order Library Clerk		14.97
13110 - Video Teleconference Technician		17.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		12.38
14042 - Computer Operator II		13.85
14043 - Computer Operator III		15.48
14044 - Computer Operator IV		17.27
14045 - Computer Operator V		19.18
14071 - Computer Programmer I	(see 1)	19.12
14072 - Computer Programmer II	(see 1)	22.69
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		12.68
14160 - Personal Computer Support Technician		17.27
14170 - System Support Specialist		25.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.24
15020 - Aircrew Training Devices Instructor (Rated)		31.75
15030 - Air Crew Training Devices Instructor (Pilot)		38.05
15050 - Computer Based Training Specialist / Instructor		26.24
15060 - Educational Technologist		35.07

15070 - Flight Instructor (Pilot) 38.05
15080 - Graphic Artist 25.98
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.05
15086 - Maintenance Test Pilot Rotary Wing 38.05
15088 - Non-Maintenance Test/Co-Pilot 38.05
15090 - Technical Instructor 22.40
15095 - Technical Instructor/Course Developer 25.98
15110 - Test Proctor 14.88
15120 - Tutor 14.88
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.71
16030 - Counter Attendant 9.71
16040 - Dry Cleaner 11.79
16070 - Finisher Flatwork Machine 9.71
16090 - Presser Hand 9.71
16110 - Presser Machine Drycleaning 9.71
16130 - Presser Machine Shirts 9.71
16160 - Presser Machine Wearing Apparel Laundry 9.71
16190 - Sewing Machine Operator 12.45
16220 - Tailor 13.05
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.86
19040 - Tool And Die Maker 24.80
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 11.75
21030 - Material Coordinator 18.95
21040 - Material Expediter 18.95
21050 - Material Handling Laborer 12.92
21071 - Order Filler 13.16
21080 - Production Line Worker (Food Processing) 11.75
21110 - Shipping Packer 11.85
21130 - Shipping/Receiving Clerk 11.85
21140 - Store Worker I 11.33
21150 - Stock Clerk 15.33
21210 - Tools And Parts Attendant 11.75
21410 - Warehouse Specialist 11.75
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.36
23019 - Aircraft Logs and Records Technician 21.20
23021 - Aircraft Mechanic I 25.87
23022 - Aircraft Mechanic II 27.36
23023 - Aircraft Mechanic III 28.84
23040 - Aircraft Mechanic Helper 18.29
23050 - Aircraft Painter 24.35
23060 - Aircraft Servicer 21.20
23070 - Aircraft Survival Flight Equipment Technician 24.35
23080 - Aircraft Worker 22.74
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.74

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.87
23110 - Appliance Mechanic 19.86
23120 - Bicycle Repairer 16.06
23125 - Cable Splicer 30.11
23130 - Carpenter Maintenance 20.06
23140 - Carpet Layer 18.55
23160 - Electrician Maintenance 22.51
23181 - Electronics Technician Maintenance I 22.41
23182 - Electronics Technician Maintenance II 25.75
23183 - Electronics Technician Maintenance III 27.36
23260 - Fabric Worker 17.29
23290 - Fire Alarm System Mechanic 21.10
23310 - Fire Extinguisher Repairer 16.06
23311 - Fuel Distribution System Mechanic 20.05
23312 - Fuel Distribution System Operator 14.64
23370 - General Maintenance Worker 13.13
23380 - Ground Support Equipment Mechanic 25.87
23381 - Ground Support Equipment Servicer 21.20
23382 - Ground Support Equipment Worker 22.74
23391 - Gunsmith I 16.06
23392 - Gunsmith II 18.55
23393 - Gunsmith III 21.10
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.31
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.42
23430 - Heavy Equipment Mechanic 21.11
23440 - Heavy Equipment Operator 19.46
23460 - Instrument Mechanic 21.10
23465 - Laboratory/Shelter Mechanic 19.86
23470 - Laborer 12.92
23510 - Locksmith 19.86
23530 - Machinery Maintenance Mechanic 20.02
23550 - Machinist Maintenance 21.56
23580 - Maintenance Trades Helper 13.01
23591 - Metrology Technician I 21.10
23592 - Metrology Technician II 22.31
23593 - Metrology Technician III 23.53
23640 - Millwright 21.10
23710 - Office Appliance Repairer 19.86
23760 - Painter Maintenance 19.86
23790 - Pipefitter Maintenance 17.21
23810 - Plumber Maintenance 16.20
23820 - Pneudraulic Systems Mechanic 21.10
23850 - Rigger 21.10
23870 - Scale Mechanic 18.55
23890 - Sheet-Metal Worker Maintenance 21.10
23910 - Small Engine Mechanic 18.55
23931 - Telecommunications Mechanic I 21.10

23932 - Telecommunications Mechanic II 22.31
23950 - Telephone Lineman 20.17
23960 - Welder Combination Maintenance 19.44
23965 - Well Driller 21.10
23970 - Woodcraft Worker 21.10
23980 - Woodworker 16.06
24000 - Personal Needs Occupations
24550 - Case Manager 16.31
24570 - Child Care Attendant 10.00
24580 - Child Care Center Clerk 12.46
24610 - Chore Aide 8.96
24620 - Family Readiness And Support Services Coordinator 16.31
24630 - Homemaker 16.31
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.52
25040 - Sewage Plant Operator 14.45
25070 - Stationary Engineer 21.52
25190 - Ventilation Equipment Tender 15.23
25210 - Water Treatment Plant Operator 14.45
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.58
27007 - Baggage Inspector 13.48
27008 - Corrections Officer 18.43
27010 - Court Security Officer 20.06
27030 - Detection Dog Handler 15.08
27040 - Detention Officer 18.43
27070 - Firefighter 23.17
27101 - Guard I 13.48
27102 - Guard II 15.08
27131 - Police Officer I 20.99
27132 - Police Officer II 24.06
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.27
28042 - Carnival Equipment Repairer 13.21
28043 - Carnival Worker 9.35
28210 - Gate Attendant/Gate Tender 13.98
28310 - Lifeguard 12.45
28350 - Park Attendant (Aide) 15.64
28510 - Recreation Aide/Health Facility Attendant 11.41
28515 - Recreation Specialist 19.11
28630 - Sports Official 12.45
28690 - Swimming Pool Operator 19.10
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 18.55
29020 - Hatch Tender 18.55
29030 - Line Handler 18.55
29041 - Stevedore I 17.29
29042 - Stevedore II 19.86
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 13.92
30022 - Archeological Technician II 14.74
30023 - Archeological Technician III 17.07
30030 - Cartographic Technician 17.08
30040 - Civil Engineering Technician 18.14
30051 - Cryogenic Technician I 21.59
30052 - Cryogenic Technician II 23.85
30061 - Drafter/CAD Operator I 13.11
30062 - Drafter/CAD Operator II 14.64
30063 - Drafter/CAD Operator III 16.36
30064 - Drafter/CAD Operator IV 18.60
30081 - Engineering Technician I 12.25
30082 - Engineering Technician II 13.77
30083 - Engineering Technician III 15.38
30084 - Engineering Technician IV 19.08
30085 - Engineering Technician V 22.36
30086 - Engineering Technician VI 27.40
30090 - Environmental Technician 19.00
30095 - Evidence Control Specialist 18.96
30210 - Laboratory Technician 16.36
30221 - Latent Fingerprint Technician I 21.59
30222 - Latent Fingerprint Technician II 23.85
30240 - Mathematical Technician 18.17
30361 - Paralegal/Legal Assistant I 17.68
30362 - Paralegal/Legal Assistant II 21.44
30363 - Paralegal/Legal Assistant III 26.24
30364 - Paralegal/Legal Assistant IV 31.74
30375 - Petroleum Supply Specialist 23.19
30390 - Photo-Optics Technician 18.17
30395 - Radiation Control Technician 23.19
30461 - Technical Writer I 18.17
30462 - Technical Writer II 20.91
30463 - Technical Writer III 24.95
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 21.59
30502 - Weather Forecaster II 26.26
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 16.36
30621 - Weather Observer Senior (see 2) 18.17
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.15
31030 - Bus Driver 18.08

31043 - Driver Courier	12.58
31260 - Parking and Lot Attendant	11.84
31290 - Shuttle Bus Driver	13.55
31310 - Taxi Driver	11.25
31361 - Truckdriver Light	13.55
31362 - Truckdriver Medium	14.61
31363 - Truckdriver Heavy	19.32
31364 - Truckdriver Tractor-Trailer	19.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.34
99050 - Desk Clerk	10.64
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.61
99252 - Laboratory Animal Caretaker II	17.88
99260 - Marketing Analyst	35.87
99310 - Mortician	25.35
99410 - Pest Controller	17.09
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.42
99711 - Recycling Specialist	17.11
99730 - Refuse Collector	12.99
99810 - Sales Clerk	10.71
99820 - School Crossing Guard	12.61
99830 - Survey Party Chief	20.00
99831 - Surveying Aide	13.60
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	16.61
99841 - Vending Machine Repairer	20.65
99842 - Vending Machine Repairer Helper	16.61

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5303
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Edwards Kinney Real Uvalde Val Verde

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.82
01012 - Accounting Clerk II		15.51
01013 - Accounting Clerk III		17.35
01020 - Administrative Assistant		24.34
01035 - Court Reporter		22.14
01041 - Customer Service Representative I		10.52
01042 - Customer Service Representative II		11.83
01043 - Customer Service Representative III		12.91
01051 - Data Entry Operator I		13.73
01052 - Data Entry Operator II		14.98
01060 - Dispatcher Motor Vehicle		17.86
01070 - Document Preparation Clerk		13.27
01090 - Duplicating Machine Operator		13.27
01111 - General Clerk I		11.76
01112 - General Clerk II		13.21

01113 - General Clerk III 15.45
01120 - Housing Referral Assistant 19.91
01141 - Messenger Courier 11.03
01191 - Order Clerk I 13.75
01192 - Order Clerk II 15.01
01261 - Personnel Assistant (Employment) I 17.04
01262 - Personnel Assistant (Employment) II 19.23
01263 - Personnel Assistant (Employment) III 21.26
01270 - Production Control Clerk 19.91
01290 - Rental Clerk 14.90
01300 - Scheduler Maintenance 15.96
01311 - Secretary I 15.96
01312 - Secretary II 17.86
01313 - Secretary III 19.91
01320 - Service Order Dispatcher 15.96
01410 - Supply Technician 24.34
01420 - Survey Worker 16.65
01460 - Switchboard Operator/Receptionist 11.89
01531 - Travel Clerk I 12.96
01532 - Travel Clerk II 13.73
01533 - Travel Clerk III 14.43
01611 - Word Processor I 13.33
01612 - Word Processor II 15.96
01613 - Word Processor III 17.86
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.41
05010 - Automotive Electrician 17.75
05040 - Automotive Glass Installer 16.77
05070 - Automotive Worker 16.77
05110 - Mobile Equipment Servicer 14.96
05130 - Motor Equipment Metal Mechanic 18.68
05160 - Motor Equipment Metal Worker 16.77
05190 - Motor Vehicle Mechanic 18.41
05220 - Motor Vehicle Mechanic Helper 14.17
05250 - Motor Vehicle Upholstery Worker 15.83
05280 - Motor Vehicle Wrecker 16.77
05310 - Painter Automotive 17.75
05340 - Radiator Repair Specialist 16.77
05370 - Tire Repairer 12.26
05400 - Transmission Repair Specialist 18.68
07000 - Food Preparation And Service Occupations
07010 - Baker 12.53
07041 - Cook I 11.38
07042 - Cook II 13.14
07070 - Dishwasher 8.85
07130 - Food Service Worker 9.74
07210 - Meat Cutter 13.89
07260 - Waiter/Waitress 9.04
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.53

09040 - Furniture Handler 11.51
09080 - Furniture Refinisher 16.53
09090 - Furniture Refinisher Helper 13.20
09110 - Furniture Repairer Minor 14.76
09130 - Upholsterer 16.53
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.99
11060 - Elevator Operator 11.51
11090 - Gardener 15.18
11122 - Housekeeping Aide 10.53
11150 - Janitor 10.53
11210 - Laborer Grounds Maintenance 11.93
11240 - Maid or Houseman 10.02
11260 - Pruner 10.82
11270 - Tractor Operator 14.11
11330 - Trail Maintenance Worker 11.93
11360 - Window Cleaner 11.61
12000 - Health Occupations
12010 - Ambulance Driver 16.78
12011 - Breath Alcohol Technician 19.48
12012 - Certified Occupational Therapist Assistant 28.34
12015 - Certified Physical Therapist Assistant 34.93
12020 - Dental Assistant 14.50
12025 - Dental Hygienist 40.67
12030 - EKG Technician 29.52
12035 - Electroneurodiagnostic Technologist 29.52
12040 - Emergency Medical Technician 16.78
12071 - Licensed Practical Nurse I 17.41
12072 - Licensed Practical Nurse II 19.48
12073 - Licensed Practical Nurse III 21.71
12100 - Medical Assistant 15.70
12130 - Medical Laboratory Technician 26.24
12160 - Medical Record Clerk 14.97
12190 - Medical Record Technician 16.59
12195 - Medical Transcriptionist 17.41
12210 - Nuclear Medicine Technologist 42.80
12221 - Nursing Assistant I 11.46
12222 - Nursing Assistant II 12.88
12223 - Nursing Assistant III 14.06
12224 - Nursing Assistant IV 15.79
12235 - Optical Dispenser 17.83
12236 - Optical Technician 17.41
12250 - Pharmacy Technician 16.71
12280 - Phlebotomist 15.79
12305 - Radiologic Technologist 29.02
12311 - Registered Nurse I 24.40
12312 - Registered Nurse II 29.85
12313 - Registered Nurse II Specialist 29.85
12314 - Registered Nurse III 36.11
12315 - Registered Nurse III Anesthetist 36.11

12316 - Registered Nurse IV		43.28
12317 - Scheduler (Drug and Alcohol Testing)		24.13
12320 - Substance Abuse Treatment Counselor		23.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.83
13012 - Exhibits Specialist II		24.56
13013 - Exhibits Specialist III		30.05
13041 - Illustrator I		19.83
13042 - Illustrator II		24.56
13043 - Illustrator III		30.05
13047 - Librarian		27.21
13050 - Library Aide/Clerk		12.13
13054 - Library Information Technology Systems Administrator		24.56
13058 - Library Technician		17.47
13061 - Media Specialist I		17.73
13062 - Media Specialist II		19.83
13063 - Media Specialist III		22.10
13071 - Photographer I		17.73
13072 - Photographer II		19.83
13073 - Photographer III		24.56
13074 - Photographer IV		30.05
13075 - Photographer V		36.35
13090 - Technical Order Library Clerk		14.97
13110 - Video Teleconference Technician		17.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.51
14042 - Computer Operator II		17.35
14043 - Computer Operator III		19.35
14044 - Computer Operator IV		21.50
14045 - Computer Operator V		23.80
14071 - Computer Programmer I	(see 1)	22.29
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.51
14160 - Personal Computer Support Technician		21.50
14170 - System Support Specialist		26.18
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.31
15020 - Aircrew Training Devices Instructor (Rated)		31.75
15030 - Air Crew Training Devices Instructor (Pilot)		38.05
15050 - Computer Based Training Specialist / Instructor		26.31
15060 - Educational Technologist		35.07
15070 - Flight Instructor (Pilot)		38.05
15080 - Graphic Artist		28.17
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.05

15086 - Maintenance Test Pilot Rotary Wing 38.05
15088 - Non-Maintenance Test/Co-Pilot 38.05
15090 - Technical Instructor 23.02
15095 - Technical Instructor/Course Developer 28.17
15110 - Test Proctor 18.59
15120 - Tutor 18.59
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.71
16030 - Counter Attendant 9.71
16040 - Dry Cleaner 11.79
16070 - Finisher Flatwork Machine 9.71
16090 - Presser Hand 9.71
16110 - Presser Machine Drycleaning 9.71
16130 - Presser Machine Shirts 9.71
16160 - Presser Machine Wearing Apparel Laundry 9.71
16190 - Sewing Machine Operator 12.45
16220 - Tailor 13.05
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.26
19040 - Tool And Die Maker 25.31
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 12.22
21030 - Material Coordinator 18.95
21040 - Material Expediter 18.95
21050 - Material Handling Laborer 12.92
21071 - Order Filler 13.16
21080 - Production Line Worker (Food Processing) 12.22
21110 - Shipping Packer 12.67
21130 - Shipping/Receiving Clerk 12.67
21140 - Store Worker I 11.33
21150 - Stock Clerk 15.33
21210 - Tools And Parts Attendant 12.22
21410 - Warehouse Specialist 12.22
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.36
23019 - Aircraft Logs and Records Technician 21.20
23021 - Aircraft Mechanic I 25.87
23022 - Aircraft Mechanic II 27.36
23023 - Aircraft Mechanic III 28.84
23040 - Aircraft Mechanic Helper 18.29
23050 - Aircraft Painter 24.35
23060 - Aircraft Servicer 21.20
23070 - Aircraft Survival Flight Equipment Technician 24.35
23080 - Aircraft Worker 22.74
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.74
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.87
23110 - Appliance Mechanic 20.26

23120 - Bicycle Repairer	16.06
23125 - Cable Splicer	30.11
23130 - Carpenter Maintenance	20.06
23140 - Carpet Layer	18.92
23160 - Electrician Maintenance	22.77
23181 - Electronics Technician Maintenance I	24.05
23182 - Electronics Technician Maintenance II	25.75
23183 - Electronics Technician Maintenance III	27.36
23260 - Fabric Worker	17.65
23290 - Fire Alarm System Mechanic	21.52
23310 - Fire Extinguisher Repairer	16.39
23311 - Fuel Distribution System Mechanic	20.05
23312 - Fuel Distribution System Operator	15.26
23370 - General Maintenance Worker	15.37
23380 - Ground Support Equipment Mechanic	25.87
23381 - Ground Support Equipment Servicer	21.20
23382 - Ground Support Equipment Worker	22.74
23391 - Gunsmith I	16.39
23392 - Gunsmith II	18.92
23393 - Gunsmith III	21.52
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.90
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.04
23430 - Heavy Equipment Mechanic	21.11
23440 - Heavy Equipment Operator	19.72
23460 - Instrument Mechanic	21.52
23465 - Laboratory/Shelter Mechanic	20.26
23470 - Laborer	12.92
23510 - Locksmith	20.26
23530 - Machinery Maintenance Mechanic	20.02
23550 - Machinist Maintenance	23.47
23580 - Maintenance Trades Helper	13.01
23591 - Metrology Technician I	21.52
23592 - Metrology Technician II	22.76
23593 - Metrology Technician III	24.00
23640 - Millwright	21.52
23710 - Office Appliance Repairer	20.19
23760 - Painter Maintenance	19.86
23790 - Pipefitter Maintenance	20.99
23810 - Plumber Maintenance	19.76
23820 - Pneudraulic Systems Mechanic	21.52
23850 - Rigger	21.52
23870 - Scale Mechanic	18.92
23890 - Sheet-Metal Worker Maintenance	21.52
23910 - Small Engine Mechanic	18.55
23931 - Telecommunications Mechanic I	23.02
23932 - Telecommunications Mechanic II	24.35
23950 - Telephone Lineman	21.52
23960 - Welder Combination Maintenance	24.16

23965 - Well Driller	21.52
23970 - Woodcraft Worker	21.52
23980 - Woodworker	16.39
24000 - Personal Needs Occupations	
24550 - Case Manager	16.31
24570 - Child Care Attendant	10.40
24580 - Child Care Center Clerk	13.28
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	16.31
24630 - Homemaker	16.31
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.52
25040 - Sewage Plant Operator	16.47
25070 - Stationary Engineer	21.52
25190 - Ventilation Equipment Tender	15.23
25210 - Water Treatment Plant Operator	16.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.58
27007 - Baggage Inspector	13.48
27008 - Corrections Officer	21.15
27010 - Court Security Officer	21.15
27030 - Detection Dog Handler	15.08
27040 - Detention Officer	21.15
27070 - Firefighter	23.17
27101 - Guard I	13.48
27102 - Guard II	15.08
27131 - Police Officer I	23.14
27132 - Police Officer II	25.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.27
28042 - Carnival Equipment Repairer	13.21
28043 - Carnival Worker	9.35
28210 - Gate Attendant/Gate Tender	13.98
28310 - Lifeguard	12.45
28350 - Park Attendant (Aide)	15.64
28510 - Recreation Aide/Health Facility Attendant	11.41
28515 - Recreation Specialist	19.11
28630 - Sports Official	12.45
28690 - Swimming Pool Operator	18.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.92
29020 - Hatch Tender	18.92
29030 - Line Handler	18.92
29041 - Stevedore I	17.65
29042 - Stevedore II	20.26
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.13
30022 - Archeological Technician II		19.16
30023 - Archeological Technician III		23.40
30030 - Cartographic Technician		23.74
30040 - Civil Engineering Technician		20.21
30051 - Cryogenic Technician I		21.59
30052 - Cryogenic Technician II		23.85
30061 - Drafter/CAD Operator I		17.13
30062 - Drafter/CAD Operator II		19.16
30063 - Drafter/CAD Operator III		21.37
30064 - Drafter/CAD Operator IV		26.29
30081 - Engineering Technician I		15.91
30082 - Engineering Technician II		17.86
30083 - Engineering Technician III		19.98
30084 - Engineering Technician IV		24.75
30085 - Engineering Technician V		30.27
30086 - Engineering Technician VI		36.63
30090 - Environmental Technician		19.43
30095 - Evidence Control Specialist		21.82
30210 - Laboratory Technician		19.16
30221 - Latent Fingerprint Technician I		21.59
30222 - Latent Fingerprint Technician II		23.85
30240 - Mathematical Technician		23.74
30361 - Paralegal/Legal Assistant I		18.37
30362 - Paralegal/Legal Assistant II		23.36
30363 - Paralegal/Legal Assistant III		28.57
30364 - Paralegal/Legal Assistant IV		34.57
30375 - Petroleum Supply Specialist		23.19
30390 - Photo-Optics Technician		23.74
30395 - Radiation Control Technician		23.19
30461 - Technical Writer I		24.59
30462 - Technical Writer II		30.08
30463 - Technical Writer III		34.17
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.29
30502 - Weather Forecaster II		28.09
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.37
30621 - Weather Observer Senior	(see 2)	23.74
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.15
31030 - Bus Driver		18.08
31043 - Driver Courier		15.38
31260 - Parking and Lot Attendant		11.84
31290 - Shuttle Bus Driver		16.54

31310 - Taxi Driver	14.67
31361 - Truckdriver Light	16.54
31362 - Truckdriver Medium	17.82
31363 - Truckdriver Heavy	19.32
31364 - Truckdriver Tractor-Trailer	19.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.34
99050 - Desk Clerk	10.65
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.61
99252 - Laboratory Animal Caretaker II	17.88
99260 - Marketing Analyst	35.87
99310 - Mortician	25.35
99410 - Pest Controller	18.66
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.42
99711 - Recycling Specialist	17.11
99730 - Refuse Collector	12.99
99810 - Sales Clerk	10.86
99820 - School Crossing Guard	12.61
99830 - Survey Party Chief	20.08
99831 - Surveying Aide	14.01
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	16.61
99841 - Vending Machine Repairer	20.65
99842 - Vending Machine Repairer Helper	16.61

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5304
Revision No.: 15
Date Of Last Revision: 06/03/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Edwards Kinney Real Uvalde Val Verde

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.82
01012 - Accounting Clerk II		15.51
01013 - Accounting Clerk III		17.35
01020 - Administrative Assistant		24.34
01035 - Court Reporter		22.14
01041 - Customer Service Representative I		10.52
01042 - Customer Service Representative II		11.83
01043 - Customer Service Representative III		12.91
01051 - Data Entry Operator I		13.73
01052 - Data Entry Operator II		14.98
01060 - Dispatcher Motor Vehicle		17.86
01070 - Document Preparation Clerk		13.27

01090 - Duplicating Machine Operator 13.27
01111 - General Clerk I 11.76
01112 - General Clerk II 13.21
01113 - General Clerk III 15.45
01120 - Housing Referral Assistant 19.91
01141 - Messenger Courier 11.03
01191 - Order Clerk I 13.75
01192 - Order Clerk II 15.01
01261 - Personnel Assistant (Employment) I 17.04
01262 - Personnel Assistant (Employment) II 19.23
01263 - Personnel Assistant (Employment) III 21.26
01270 - Production Control Clerk 19.91
01290 - Rental Clerk 14.90
01300 - Scheduler Maintenance 15.96
01311 - Secretary I 15.96
01312 - Secretary II 17.86
01313 - Secretary III 19.91
01320 - Service Order Dispatcher 15.96
01410 - Supply Technician 24.34
01420 - Survey Worker 16.65
01460 - Switchboard Operator/Receptionist 11.89
01531 - Travel Clerk I 12.96
01532 - Travel Clerk II 13.73
01533 - Travel Clerk III 14.43
01611 - Word Processor I 13.33
01612 - Word Processor II 15.96
01613 - Word Processor III 17.86
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.41
05010 - Automotive Electrician 17.75
05040 - Automotive Glass Installer 16.77
05070 - Automotive Worker 16.77
05110 - Mobile Equipment Servicer 14.96
05130 - Motor Equipment Metal Mechanic 18.68
05160 - Motor Equipment Metal Worker 16.77
05190 - Motor Vehicle Mechanic 18.41
05220 - Motor Vehicle Mechanic Helper 14.17
05250 - Motor Vehicle Upholstery Worker 15.83
05280 - Motor Vehicle Wrecker 16.77
05310 - Painter Automotive 17.75
05340 - Radiator Repair Specialist 16.77
05370 - Tire Repairer 12.26
05400 - Transmission Repair Specialist 18.68
07000 - Food Preparation And Service Occupations
07010 - Baker 12.53
07041 - Cook I 11.38
07042 - Cook II 13.14
07070 - Dishwasher 8.85
07130 - Food Service Worker 9.74
07210 - Meat Cutter 13.89

07260 - Waiter/Waitress	9.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.53
09040 - Furniture Handler	11.51
09080 - Furniture Refinisher	16.53
09090 - Furniture Refinisher Helper	13.20
09110 - Furniture Repairer Minor	14.76
09130 - Upholsterer	16.53
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.99
11060 - Elevator Operator	11.51
11090 - Gardener	15.18
11122 - Housekeeping Aide	10.53
11150 - Janitor	10.53
11210 - Laborer Grounds Maintenance	11.93
11240 - Maid or Houseman	10.02
11260 - Pruner	10.82
11270 - Tractor Operator	14.11
11330 - Trail Maintenance Worker	11.93
11360 - Window Cleaner	11.61
12000 - Health Occupations	
12010 - Ambulance Driver	16.78
12011 - Breath Alcohol Technician	19.48
12012 - Certified Occupational Therapist Assistant	28.34
12015 - Certified Physical Therapist Assistant	34.93
12020 - Dental Assistant	14.50
12025 - Dental Hygienist	40.67
12030 - EKG Technician	29.52
12035 - Electroneurodiagnostic Technologist	29.52
12040 - Emergency Medical Technician	16.78
12071 - Licensed Practical Nurse I	17.41
12072 - Licensed Practical Nurse II	19.48
12073 - Licensed Practical Nurse III	21.71
12100 - Medical Assistant	15.70
12130 - Medical Laboratory Technician	26.24
12160 - Medical Record Clerk	14.97
12190 - Medical Record Technician	16.59
12195 - Medical Transcriptionist	17.41
12210 - Nuclear Medicine Technologist	42.80
12221 - Nursing Assistant I	11.46
12222 - Nursing Assistant II	12.88
12223 - Nursing Assistant III	14.06
12224 - Nursing Assistant IV	15.79
12235 - Optical Dispenser	17.83
12236 - Optical Technician	17.41
12250 - Pharmacy Technician	16.71
12280 - Phlebotomist	15.79
12305 - Radiologic Technologist	29.02
12311 - Registered Nurse I	24.40
12312 - Registered Nurse II	29.85

12313 - Registered Nurse II Specialist		29.85
12314 - Registered Nurse III		36.11
12315 - Registered Nurse III Anesthetist		36.11
12316 - Registered Nurse IV		43.28
12317 - Scheduler (Drug and Alcohol Testing)		24.13
12320 - Substance Abuse Treatment Counselor		23.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.83
13012 - Exhibits Specialist II		24.56
13013 - Exhibits Specialist III		30.05
13041 - Illustrator I		19.83
13042 - Illustrator II		24.56
13043 - Illustrator III		30.05
13047 - Librarian		27.21
13050 - Library Aide/Clerk		12.13
13054 - Library Information Technology Systems Administrator		24.56
13058 - Library Technician		17.47
13061 - Media Specialist I		17.73
13062 - Media Specialist II		19.83
13063 - Media Specialist III		22.10
13071 - Photographer I		17.73
13072 - Photographer II		19.83
13073 - Photographer III		24.56
13074 - Photographer IV		30.05
13075 - Photographer V		36.35
13090 - Technical Order Library Clerk		14.97
13110 - Video Teleconference Technician		17.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.51
14042 - Computer Operator II		17.35
14043 - Computer Operator III		19.35
14044 - Computer Operator IV		21.50
14045 - Computer Operator V		23.80
14071 - Computer Programmer I	(see 1)	22.29
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.51
14160 - Personal Computer Support Technician		21.50
14170 - System Support Specialist		26.18
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.31
15020 - Aircrew Training Devices Instructor (Rated)		31.75
15030 - Air Crew Training Devices Instructor (Pilot)		38.05
15050 - Computer Based Training Specialist / Instructor		26.31
15060 - Educational Technologist		35.07

15070 - Flight Instructor (Pilot) 38.05
15080 - Graphic Artist 28.17
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.05
15086 - Maintenance Test Pilot Rotary Wing 38.05
15088 - Non-Maintenance Test/Co-Pilot 38.05
15090 - Technical Instructor 23.02
15095 - Technical Instructor/Course Developer 28.17
15110 - Test Proctor 18.59
15120 - Tutor 18.59
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.71
16030 - Counter Attendant 9.71
16040 - Dry Cleaner 11.79
16070 - Finisher Flatwork Machine 9.71
16090 - Presser Hand 9.71
16110 - Presser Machine Drycleaning 9.71
16130 - Presser Machine Shirts 9.71
16160 - Presser Machine Wearing Apparel Laundry 9.71
16190 - Sewing Machine Operator 12.45
16220 - Tailor 13.05
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.26
19040 - Tool And Die Maker 25.31
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 12.22
21030 - Material Coordinator 18.95
21040 - Material Expediter 18.95
21050 - Material Handling Laborer 12.92
21071 - Order Filler 13.16
21080 - Production Line Worker (Food Processing) 12.22
21110 - Shipping Packer 12.67
21130 - Shipping/Receiving Clerk 12.67
21140 - Store Worker I 11.33
21150 - Stock Clerk 15.33
21210 - Tools And Parts Attendant 12.22
21410 - Warehouse Specialist 12.22
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.36
23019 - Aircraft Logs and Records Technician 21.20
23021 - Aircraft Mechanic I 25.87
23022 - Aircraft Mechanic II 27.36
23023 - Aircraft Mechanic III 28.84
23040 - Aircraft Mechanic Helper 18.29
23050 - Aircraft Painter 24.35
23060 - Aircraft Servicer 21.20
23070 - Aircraft Survival Flight Equipment Technician 24.35
23080 - Aircraft Worker 22.74
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.74

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.87
23110 - Appliance Mechanic 20.26
23120 - Bicycle Repairer 16.06
23125 - Cable Splicer 30.11
23130 - Carpenter Maintenance 20.06
23140 - Carpet Layer 18.92
23160 - Electrician Maintenance 22.77
23181 - Electronics Technician Maintenance I 24.05
23182 - Electronics Technician Maintenance II 25.75
23183 - Electronics Technician Maintenance III 27.36
23260 - Fabric Worker 17.65
23290 - Fire Alarm System Mechanic 21.52
23310 - Fire Extinguisher Repairer 16.39
23311 - Fuel Distribution System Mechanic 20.05
23312 - Fuel Distribution System Operator 15.26
23370 - General Maintenance Worker 15.37
23380 - Ground Support Equipment Mechanic 25.87
23381 - Ground Support Equipment Servicer 21.20
23382 - Ground Support Equipment Worker 22.74
23391 - Gunsmith I 16.39
23392 - Gunsmith II 18.92
23393 - Gunsmith III 21.52
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.90
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.04
23430 - Heavy Equipment Mechanic 21.11
23440 - Heavy Equipment Operator 19.72
23460 - Instrument Mechanic 21.52
23465 - Laboratory/Shelter Mechanic 20.26
23470 - Laborer 12.92
23510 - Locksmith 20.26
23530 - Machinery Maintenance Mechanic 20.02
23550 - Machinist Maintenance 23.47
23580 - Maintenance Trades Helper 13.01
23591 - Metrology Technician I 21.52
23592 - Metrology Technician II 22.76
23593 - Metrology Technician III 24.00
23640 - Millwright 21.52
23710 - Office Appliance Repairer 20.19
23760 - Painter Maintenance 19.86
23790 - Pipefitter Maintenance 20.99
23810 - Plumber Maintenance 19.76
23820 - Pneudraulic Systems Mechanic 21.52
23850 - Rigger 21.52
23870 - Scale Mechanic 18.92
23890 - Sheet-Metal Worker Maintenance 21.52
23910 - Small Engine Mechanic 18.55
23931 - Telecommunications Mechanic I 23.02

23932 - Telecommunications Mechanic II 24.35
23950 - Telephone Lineman 21.52
23960 - Welder Combination Maintenance 24.16
23965 - Well Driller 21.52
23970 - Woodcraft Worker 21.52
23980 - Woodworker 16.39
24000 - Personal Needs Occupations
24550 - Case Manager 16.31
24570 - Child Care Attendant 10.40
24580 - Child Care Center Clerk 13.28
24610 - Chore Aide 10.57
24620 - Family Readiness And Support Services Coordinator 16.31
24630 - Homemaker 16.31
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.52
25040 - Sewage Plant Operator 16.47
25070 - Stationary Engineer 21.52
25190 - Ventilation Equipment Tender 15.23
25210 - Water Treatment Plant Operator 16.43
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.58
27007 - Baggage Inspector 13.48
27008 - Corrections Officer 21.15
27010 - Court Security Officer 21.15
27030 - Detection Dog Handler 15.08
27040 - Detention Officer 21.15
27070 - Firefighter 23.17
27101 - Guard I 13.48
27102 - Guard II 15.08
27131 - Police Officer I 23.14
27132 - Police Officer II 25.77
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.27
28042 - Carnival Equipment Repairer 13.21
28043 - Carnival Worker 9.35
28210 - Gate Attendant/Gate Tender 13.98
28310 - Lifeguard 12.45
28350 - Park Attendant (Aide) 15.64
28510 - Recreation Aide/Health Facility Attendant 11.41
28515 - Recreation Specialist 19.11
28630 - Sports Official 12.45
28690 - Swimming Pool Operator 18.46
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 18.92
29020 - Hatch Tender 18.92
29030 - Line Handler 18.92
29041 - Stevedore I 17.65
29042 - Stevedore II 20.26
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.13
30022 - Archeological Technician II 19.16
30023 - Archeological Technician III 23.40
30030 - Cartographic Technician 23.74
30040 - Civil Engineering Technician 20.21
30051 - Cryogenic Technician I 21.59
30052 - Cryogenic Technician II 23.85
30061 - Drafter/CAD Operator I 17.13
30062 - Drafter/CAD Operator II 19.16
30063 - Drafter/CAD Operator III 21.37
30064 - Drafter/CAD Operator IV 26.29
30081 - Engineering Technician I 15.91
30082 - Engineering Technician II 17.86
30083 - Engineering Technician III 19.98
30084 - Engineering Technician IV 24.75
30085 - Engineering Technician V 30.27
30086 - Engineering Technician VI 36.63
30090 - Environmental Technician 19.43
30095 - Evidence Control Specialist 21.82
30210 - Laboratory Technician 19.16
30221 - Latent Fingerprint Technician I 21.59
30222 - Latent Fingerprint Technician II 23.85
30240 - Mathematical Technician 23.74
30361 - Paralegal/Legal Assistant I 18.37
30362 - Paralegal/Legal Assistant II 23.36
30363 - Paralegal/Legal Assistant III 28.57
30364 - Paralegal/Legal Assistant IV 34.57
30375 - Petroleum Supply Specialist 23.19
30390 - Photo-Optics Technician 23.74
30395 - Radiation Control Technician 23.19
30461 - Technical Writer I 24.59
30462 - Technical Writer II 30.08
30463 - Technical Writer III 34.17
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.29
30502 - Weather Forecaster II 28.09
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.37
30621 - Weather Observer Senior (see 2) 23.74
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.15
31030 - Bus Driver 18.08

31043 - Driver Courier	15.38
31260 - Parking and Lot Attendant	11.84
31290 - Shuttle Bus Driver	16.54
31310 - Taxi Driver	14.67
31361 - Truckdriver Light	16.54
31362 - Truckdriver Medium	17.82
31363 - Truckdriver Heavy	19.32
31364 - Truckdriver Tractor-Trailer	19.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.34
99050 - Desk Clerk	10.65
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.61
99252 - Laboratory Animal Caretaker II	17.88
99260 - Marketing Analyst	35.87
99310 - Mortician	25.35
99410 - Pest Controller	18.66
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.42
99711 - Recycling Specialist	17.11
99730 - Refuse Collector	12.99
99810 - Sales Clerk	10.86
99820 - School Crossing Guard	12.61
99830 - Survey Party Chief	20.08
99831 - Surveying Aide	14.01
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	16.61
99841 - Vending Machine Repairer	20.65
99842 - Vending Machine Repairer Helper	16.61

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5305
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Bee Calhoun Jim Wells Kleberg Live Oak Refugio

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.71
01012 - Accounting Clerk II		16.51
01013 - Accounting Clerk III		18.47
01020 - Administrative Assistant		24.31
01035 - Court Reporter		16.39
01041 - Customer Service Representative I		12.22
01042 - Customer Service Representative II		13.75
01043 - Customer Service Representative III		15.00
01051 - Data Entry Operator I		12.99
01052 - Data Entry Operator II		14.17
01060 - Dispatcher Motor Vehicle		18.58
01070 - Document Preparation Clerk		13.05
01090 - Duplicating Machine Operator		13.05
01111 - General Clerk I		12.98
01112 - General Clerk II		14.16

01113 - General Clerk III 15.89
01120 - Housing Referral Assistant 18.26
01141 - Messenger Courier 10.63
01191 - Order Clerk I 15.94
01192 - Order Clerk II 17.39
01261 - Personnel Assistant (Employment) I 15.87
01262 - Personnel Assistant (Employment) II 17.76
01263 - Personnel Assistant (Employment) III 19.79
01270 - Production Control Clerk 23.52
01290 - Rental Clerk 13.27
01300 - Scheduler Maintenance 14.64
01311 - Secretary I 14.64
01312 - Secretary II 16.39
01313 - Secretary III 18.26
01320 - Service Order Dispatcher 17.14
01410 - Supply Technician 24.31
01420 - Survey Worker 15.95
01460 - Switchboard Operator/Receptionist 12.40
01531 - Travel Clerk I 11.79
01532 - Travel Clerk II 12.97
01533 - Travel Clerk III 13.88
01611 - Word Processor I 13.05
01612 - Word Processor II 14.64
01613 - Word Processor III 16.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.03
05010 - Automotive Electrician 19.54
05040 - Automotive Glass Installer 18.32
05070 - Automotive Worker 18.32
05110 - Mobile Equipment Servicer 15.93
05130 - Motor Equipment Metal Mechanic 20.59
05160 - Motor Equipment Metal Worker 18.32
05190 - Motor Vehicle Mechanic 20.59
05220 - Motor Vehicle Mechanic Helper 14.71
05250 - Motor Vehicle Upholstery Worker 17.13
05280 - Motor Vehicle Wrecker 18.32
05310 - Painter Automotive 19.54
05340 - Radiator Repair Specialist 18.32
05370 - Tire Repairer 17.44
05400 - Transmission Repair Specialist 20.59
07000 - Food Preparation And Service Occupations
07010 - Baker 12.93
07041 - Cook I 10.33
07042 - Cook II 11.88
07070 - Dishwasher 9.11
07130 - Food Service Worker 10.05
07210 - Meat Cutter 12.89
07260 - Waiter/Waitress 9.02
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.55

09040 - Furniture Handler 13.82
09080 - Furniture Refinisher 18.55
09090 - Furniture Refinisher Helper 14.36
09110 - Furniture Repairer Minor 16.72
09130 - Upholsterer 19.08
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.43
11060 - Elevator Operator 10.81
11090 - Gardener 16.38
11122 - Housekeeping Aide 10.90
11150 - Janitor 10.90
11210 - Laborer Grounds Maintenance 12.52
11240 - Maid or Houseman 10.46
11260 - Pruner 11.51
11270 - Tractor Operator 15.12
11330 - Trail Maintenance Worker 12.52
11360 - Window Cleaner 12.20
12000 - Health Occupations
12010 - Ambulance Driver 16.20
12011 - Breath Alcohol Technician 17.82
12012 - Certified Occupational Therapist Assistant 26.43
12015 - Certified Physical Therapist Assistant 37.27
12020 - Dental Assistant 17.63
12025 - Dental Hygienist 32.58
12030 - EKG Technician 29.19
12035 - Electroneurodiagnostic Technologist 29.19
12040 - Emergency Medical Technician 16.20
12071 - Licensed Practical Nurse I 17.21
12072 - Licensed Practical Nurse II 19.27
12073 - Licensed Practical Nurse III 21.47
12100 - Medical Assistant 12.56
12130 - Medical Laboratory Technician 19.88
12160 - Medical Record Clerk 14.80
12190 - Medical Record Technician 16.80
12195 - Medical Transcriptionist 17.21
12210 - Nuclear Medicine Technologist 37.75
12221 - Nursing Assistant I 12.98
12222 - Nursing Assistant II 14.59
12223 - Nursing Assistant III 15.92
12224 - Nursing Assistant IV 17.88
12235 - Optical Dispenser 16.12
12236 - Optical Technician 17.21
12250 - Pharmacy Technician 16.80
12280 - Phlebotomist 13.92
12305 - Radiologic Technologist 26.90
12311 - Registered Nurse I 26.27
12312 - Registered Nurse II 32.13
12313 - Registered Nurse II Specialist 32.13
12314 - Registered Nurse III 38.88
12315 - Registered Nurse III Anesthetist 38.88

12316 - Registered Nurse IV		46.60
12317 - Scheduler (Drug and Alcohol Testing)		23.86
12320 - Substance Abuse Treatment Counselor		19.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.32
13012 - Exhibits Specialist II		22.70
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		18.32
13042 - Illustrator II		22.70
13043 - Illustrator III		27.76
13047 - Librarian		25.13
13050 - Library Aide/Clerk		10.59
13054 - Library Information Technology Systems Administrator		22.70
13058 - Library Technician		13.22
13061 - Media Specialist I		16.37
13062 - Media Specialist II		18.32
13063 - Media Specialist III		20.43
13071 - Photographer I		16.30
13072 - Photographer II		18.32
13073 - Photographer III		22.70
13074 - Photographer IV		27.76
13075 - Photographer V		33.59
13090 - Technical Order Library Clerk		17.91
13110 - Video Teleconference Technician		18.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		16.52
14043 - Computer Operator III		18.43
14044 - Computer Operator IV		20.48
14045 - Computer Operator V		22.67
14071 - Computer Programmer I	(see 1)	22.67
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		14.77
14160 - Personal Computer Support Technician		20.48
14170 - System Support Specialist		24.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.80
15020 - Aircrew Training Devices Instructor (Rated)		38.47
15030 - Air Crew Training Devices Instructor (Pilot)		46.12
15050 - Computer Based Training Specialist / Instructor		31.80
15060 - Educational Technologist		30.27
15070 - Flight Instructor (Pilot)		46.12
15080 - Graphic Artist		21.46
15085 - Maintenance Test Pilot Fixed Jet/Prop		46.12

15086 - Maintenance Test Pilot Rotary Wing 46.12
15088 - Non-Maintenance Test/Co-Pilot 46.12
15090 - Technical Instructor 23.39
15095 - Technical Instructor/Course Developer 28.61
15110 - Test Proctor 18.88
15120 - Tutor 18.88
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.83
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.38
16220 - Tailor 11.99
16250 - Washer Machine 9.67
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.50
19040 - Tool And Die Maker 28.27
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.51
21030 - Material Coordinator 23.55
21040 - Material Expediter 23.55
21050 - Material Handling Laborer 12.13
21071 - Order Filler 13.53
21080 - Production Line Worker (Food Processing) 16.51
21110 - Shipping Packer 15.67
21130 - Shipping/Receiving Clerk 15.67
21140 - Store Worker I 13.50
21150 - Stock Clerk 18.20
21210 - Tools And Parts Attendant 16.51
21410 - Warehouse Specialist 16.51
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.41
23019 - Aircraft Logs and Records Technician 28.18
23021 - Aircraft Mechanic I 32.03
23022 - Aircraft Mechanic II 33.41
23023 - Aircraft Mechanic III 34.82
23040 - Aircraft Mechanic Helper 25.28
23050 - Aircraft Painter 27.17
23060 - Aircraft Servicer 28.18
23070 - Aircraft Survival Flight Equipment Technician 27.17
23080 - Aircraft Worker 29.43
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.43
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.03
23110 - Appliance Mechanic 23.50

23120 - Bicycle Repairer	19.15
23125 - Cable Splicer	30.43
23130 - Carpenter Maintenance	18.47
23140 - Carpet Layer	22.03
23160 - Electrician Maintenance	23.15
23181 - Electronics Technician Maintenance I	29.65
23182 - Electronics Technician Maintenance II	31.63
23183 - Electronics Technician Maintenance III	33.33
23260 - Fabric Worker	20.59
23290 - Fire Alarm System Mechanic	23.73
23310 - Fire Extinguisher Repairer	19.15
23311 - Fuel Distribution System Mechanic	24.91
23312 - Fuel Distribution System Operator	20.32
23370 - General Maintenance Worker	15.02
23380 - Ground Support Equipment Mechanic	32.03
23381 - Ground Support Equipment Servicer	28.18
23382 - Ground Support Equipment Worker	29.43
23391 - Gunsmith I	19.15
23392 - Gunsmith II	22.03
23393 - Gunsmith III	24.76
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.31
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.21
23430 - Heavy Equipment Mechanic	26.38
23440 - Heavy Equipment Operator	20.75
23460 - Instrument Mechanic	24.76
23465 - Laboratory/Shelter Mechanic	23.50
23470 - Laborer	12.71
23510 - Locksmith	23.50
23530 - Machinery Maintenance Mechanic	27.23
23550 - Machinist Maintenance	23.06
23580 - Maintenance Trades Helper	13.94
23591 - Metrology Technician I	24.76
23592 - Metrology Technician II	25.91
23593 - Metrology Technician III	27.07
23640 - Millwright	25.70
23710 - Office Appliance Repairer	22.17
23760 - Painter Maintenance	20.44
23790 - Pipefitter Maintenance	21.60
23810 - Plumber Maintenance	20.76
23820 - Pneudraulic Systems Mechanic	24.76
23850 - Rigger	24.16
23870 - Scale Mechanic	22.03
23890 - Sheet-Metal Worker Maintenance	23.54
23910 - Small Engine Mechanic	20.78
23931 - Telecommunications Mechanic I	22.96
23932 - Telecommunications Mechanic II	24.03
23950 - Telephone Lineman	30.76
23960 - Welder Combination Maintenance	21.57

23965 - Well Driller		25.50
23970 - Woodcraft Worker		24.76
23980 - Woodworker		19.15
24000 - Personal Needs Occupations		
24550 - Case Manager		15.78
24570 - Child Care Attendant		9.18
24580 - Child Care Center Clerk		11.45
24610 - Chore Aide		9.36
24620 - Family Readiness And Support Services Coordinator		15.78
24630 - Homemaker		15.78
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.09
25040 - Sewage Plant Operator		18.32
25070 - Stationary Engineer		23.09
25190 - Ventilation Equipment Tender		17.52
25210 - Water Treatment Plant Operator		18.16
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.87
27007 - Baggage Inspector		13.11
27008 - Corrections Officer		19.97
27010 - Court Security Officer		19.97
27030 - Detection Dog Handler		15.39
27040 - Detention Officer		19.97
27070 - Firefighter		20.34
27101 - Guard I		13.11
27102 - Guard II		15.39
27131 - Police Officer I		23.49
27132 - Police Officer II		26.10
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.07
28042 - Carnival Equipment Repairer		14.15
28043 - Carnival Worker		10.10
28210 - Gate Attendant/Gate Tender		12.94
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		14.48
28510 - Recreation Aide/Health Facility Attendant		10.57
28515 - Recreation Specialist		17.94
28630 - Sports Official		11.54
28690 - Swimming Pool Operator		16.28
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.88
29020 - Hatch Tender		28.88
29030 - Line Handler		28.88
29041 - Stevedore I		27.00
29042 - Stevedore II		30.26
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	45.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.83

30021 - Archeological Technician I		19.90
30022 - Archeological Technician II		22.26
30023 - Archeological Technician III		27.58
30030 - Cartographic Technician		27.58
30040 - Civil Engineering Technician		22.71
30051 - Cryogenic Technician I		30.54
30052 - Cryogenic Technician II		33.73
30061 - Drafter/CAD Operator I		19.90
30062 - Drafter/CAD Operator II		22.26
30063 - Drafter/CAD Operator III		24.82
30064 - Drafter/CAD Operator IV		30.54
30081 - Engineering Technician I		17.20
30082 - Engineering Technician II		19.32
30083 - Engineering Technician III		21.60
30084 - Engineering Technician IV		26.76
30085 - Engineering Technician V		34.03
30086 - Engineering Technician VI		39.60
30090 - Environmental Technician		26.42
30095 - Evidence Control Specialist		27.58
30210 - Laboratory Technician		28.47
30221 - Latent Fingerprint Technician I		30.54
30222 - Latent Fingerprint Technician II		33.73
30240 - Mathematical Technician		27.58
30361 - Paralegal/Legal Assistant I		17.91
30362 - Paralegal/Legal Assistant II		22.19
30363 - Paralegal/Legal Assistant III		27.14
30364 - Paralegal/Legal Assistant IV		32.84
30375 - Petroleum Supply Specialist		33.73
30390 - Photo-Optics Technician		24.33
30395 - Radiation Control Technician		33.73
30461 - Technical Writer I		27.58
30462 - Technical Writer II		33.73
30463 - Technical Writer III		40.81
30491 - Unexploded Ordnance (UXO) Technician I		29.15
30492 - Unexploded Ordnance (UXO) Technician II		35.26
30493 - Unexploded Ordnance (UXO) Technician III		42.27
30494 - Unexploded (UXO) Safety Escort		29.15
30495 - Unexploded (UXO) Sweep Personnel		29.15
30501 - Weather Forecaster I		30.54
30502 - Weather Forecaster II		37.15
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.82
30621 - Weather Observer Senior	(see 2)	27.58
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.26
31020 - Bus Aide		13.15
31030 - Bus Driver		18.15
31043 - Driver Courier		11.98
31260 - Parking and Lot Attendant		11.57
31290 - Shuttle Bus Driver		12.80

31310 - Taxi Driver	9.74
31361 - Truckdriver Light	12.80
31362 - Truckdriver Medium	15.17
31363 - Truckdriver Heavy	19.41
31364 - Truckdriver Tractor-Trailer	19.41
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.19
99030 - Cashier	10.51
99050 - Desk Clerk	9.43
99095 - Embalmer	29.15
99130 - Flight Follower	29.15
99251 - Laboratory Animal Caretaker I	10.29
99252 - Laboratory Animal Caretaker II	11.15
99260 - Marketing Analyst	28.76
99310 - Mortician	29.15
99410 - Pest Controller	18.59
99510 - Photofinishing Worker	15.32
99710 - Recycling Laborer	16.73
99711 - Recycling Specialist	20.20
99730 - Refuse Collector	15.00
99810 - Sales Clerk	10.96
99820 - School Crossing Guard	14.63
99830 - Survey Party Chief	23.67
99831 - Surveying Aide	15.92
99832 - Surveying Technician	19.58
99840 - Vending Machine Attendant	17.42
99841 - Vending Machine Repairer	20.13
99842 - Vending Machine Repairer Helper	17.42

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5306
Revision No.: 13
Date Of Last Revision: 06/03/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Bee Calhoun Jim Wells Kleberg Live Oak Refugio

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.71
01012 - Accounting Clerk II		16.51
01013 - Accounting Clerk III		18.47
01020 - Administrative Assistant		24.31
01035 - Court Reporter		16.39
01041 - Customer Service Representative I		12.22
01042 - Customer Service Representative II		13.75
01043 - Customer Service Representative III		15.00
01051 - Data Entry Operator I		12.99
01052 - Data Entry Operator II		14.17
01060 - Dispatcher Motor Vehicle		18.58
01070 - Document Preparation Clerk		13.05

01090 - Duplicating Machine Operator 13.05
01111 - General Clerk I 12.98
01112 - General Clerk II 14.16
01113 - General Clerk III 15.89
01120 - Housing Referral Assistant 18.26
01141 - Messenger Courier 10.63
01191 - Order Clerk I 15.94
01192 - Order Clerk II 17.39
01261 - Personnel Assistant (Employment) I 15.87
01262 - Personnel Assistant (Employment) II 17.76
01263 - Personnel Assistant (Employment) III 19.79
01270 - Production Control Clerk 23.52
01290 - Rental Clerk 13.27
01300 - Scheduler Maintenance 14.64
01311 - Secretary I 14.64
01312 - Secretary II 16.39
01313 - Secretary III 18.26
01320 - Service Order Dispatcher 17.14
01410 - Supply Technician 24.31
01420 - Survey Worker 15.95
01460 - Switchboard Operator/Receptionist 12.40
01531 - Travel Clerk I 11.79
01532 - Travel Clerk II 12.97
01533 - Travel Clerk III 13.88
01611 - Word Processor I 13.05
01612 - Word Processor II 14.64
01613 - Word Processor III 16.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.03
05010 - Automotive Electrician 19.54
05040 - Automotive Glass Installer 18.32
05070 - Automotive Worker 18.32
05110 - Mobile Equipment Servicer 15.93
05130 - Motor Equipment Metal Mechanic 20.59
05160 - Motor Equipment Metal Worker 18.32
05190 - Motor Vehicle Mechanic 20.59
05220 - Motor Vehicle Mechanic Helper 14.71
05250 - Motor Vehicle Upholstery Worker 17.13
05280 - Motor Vehicle Wrecker 18.32
05310 - Painter Automotive 19.54
05340 - Radiator Repair Specialist 18.32
05370 - Tire Repairer 17.44
05400 - Transmission Repair Specialist 20.59
07000 - Food Preparation And Service Occupations
07010 - Baker 12.93
07041 - Cook I 10.33
07042 - Cook II 11.88
07070 - Dishwasher 9.11
07130 - Food Service Worker 10.05
07210 - Meat Cutter 12.89

07260 - Waiter/Waitress	9.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.55
09040 - Furniture Handler	13.82
09080 - Furniture Refinisher	18.55
09090 - Furniture Refinisher Helper	14.36
09110 - Furniture Repairer Minor	16.72
09130 - Upholsterer	19.08
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.43
11060 - Elevator Operator	10.81
11090 - Gardener	16.38
11122 - Housekeeping Aide	10.90
11150 - Janitor	10.90
11210 - Laborer Grounds Maintenance	12.52
11240 - Maid or Houseman	10.46
11260 - Pruner	11.51
11270 - Tractor Operator	15.12
11330 - Trail Maintenance Worker	12.52
11360 - Window Cleaner	12.20
12000 - Health Occupations	
12010 - Ambulance Driver	16.20
12011 - Breath Alcohol Technician	17.82
12012 - Certified Occupational Therapist Assistant	26.43
12015 - Certified Physical Therapist Assistant	37.27
12020 - Dental Assistant	17.63
12025 - Dental Hygienist	32.58
12030 - EKG Technician	29.19
12035 - Electroneurodiagnostic Technologist	29.19
12040 - Emergency Medical Technician	16.20
12071 - Licensed Practical Nurse I	17.21
12072 - Licensed Practical Nurse II	19.27
12073 - Licensed Practical Nurse III	21.47
12100 - Medical Assistant	12.56
12130 - Medical Laboratory Technician	19.88
12160 - Medical Record Clerk	14.80
12190 - Medical Record Technician	16.80
12195 - Medical Transcriptionist	17.21
12210 - Nuclear Medicine Technologist	37.75
12221 - Nursing Assistant I	12.98
12222 - Nursing Assistant II	14.59
12223 - Nursing Assistant III	15.92
12224 - Nursing Assistant IV	17.88
12235 - Optical Dispenser	16.12
12236 - Optical Technician	17.21
12250 - Pharmacy Technician	16.80
12280 - Phlebotomist	13.92
12305 - Radiologic Technologist	26.90
12311 - Registered Nurse I	26.27
12312 - Registered Nurse II	32.13

12313 - Registered Nurse II Specialist		32.13
12314 - Registered Nurse III		38.88
12315 - Registered Nurse III Anesthetist		38.88
12316 - Registered Nurse IV		46.60
12317 - Scheduler (Drug and Alcohol Testing)		23.86
12320 - Substance Abuse Treatment Counselor		19.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.32
13012 - Exhibits Specialist II		22.70
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		18.32
13042 - Illustrator II		22.70
13043 - Illustrator III		27.76
13047 - Librarian		25.13
13050 - Library Aide/Clerk		10.59
13054 - Library Information Technology Systems Administrator		22.70
13058 - Library Technician		13.22
13061 - Media Specialist I		16.37
13062 - Media Specialist II		18.32
13063 - Media Specialist III		20.43
13071 - Photographer I		16.30
13072 - Photographer II		18.32
13073 - Photographer III		22.70
13074 - Photographer IV		27.76
13075 - Photographer V		33.59
13090 - Technical Order Library Clerk		17.91
13110 - Video Teleconference Technician		18.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		16.52
14043 - Computer Operator III		18.43
14044 - Computer Operator IV		20.48
14045 - Computer Operator V		22.67
14071 - Computer Programmer I	(see 1)	22.67
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		14.77
14160 - Personal Computer Support Technician		20.48
14170 - System Support Specialist		24.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.80
15020 - Aircrew Training Devices Instructor (Rated)		38.47
15030 - Air Crew Training Devices Instructor (Pilot)		46.12
15050 - Computer Based Training Specialist / Instructor		31.80
15060 - Educational Technologist		30.27

15070 - Flight Instructor (Pilot) 46.12
15080 - Graphic Artist 21.46
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.12
15086 - Maintenance Test Pilot Rotary Wing 46.12
15088 - Non-Maintenance Test/Co-Pilot 46.12
15090 - Technical Instructor 23.39
15095 - Technical Instructor/Course Developer 28.61
15110 - Test Proctor 18.88
15120 - Tutor 18.88
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.83
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.38
16220 - Tailor 11.99
16250 - Washer Machine 9.67
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.50
19040 - Tool And Die Maker 28.27
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.51
21030 - Material Coordinator 23.55
21040 - Material Expediter 23.55
21050 - Material Handling Laborer 12.13
21071 - Order Filler 13.53
21080 - Production Line Worker (Food Processing) 16.51
21110 - Shipping Packer 15.67
21130 - Shipping/Receiving Clerk 15.67
21140 - Store Worker I 13.50
21150 - Stock Clerk 18.20
21210 - Tools And Parts Attendant 16.51
21410 - Warehouse Specialist 16.51
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.41
23019 - Aircraft Logs and Records Technician 28.18
23021 - Aircraft Mechanic I 32.03
23022 - Aircraft Mechanic II 33.41
23023 - Aircraft Mechanic III 34.82
23040 - Aircraft Mechanic Helper 25.28
23050 - Aircraft Painter 27.17
23060 - Aircraft Servicer 28.18
23070 - Aircraft Survival Flight Equipment Technician 27.17
23080 - Aircraft Worker 29.43
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.43

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.03
23110 - Appliance Mechanic 23.50
23120 - Bicycle Repairer 19.15
23125 - Cable Splicer 30.43
23130 - Carpenter Maintenance 18.47
23140 - Carpet Layer 22.03
23160 - Electrician Maintenance 23.15
23181 - Electronics Technician Maintenance I 29.65
23182 - Electronics Technician Maintenance II 31.63
23183 - Electronics Technician Maintenance III 33.33
23260 - Fabric Worker 20.59
23290 - Fire Alarm System Mechanic 23.73
23310 - Fire Extinguisher Repairer 19.15
23311 - Fuel Distribution System Mechanic 24.91
23312 - Fuel Distribution System Operator 20.32
23370 - General Maintenance Worker 15.02
23380 - Ground Support Equipment Mechanic 32.03
23381 - Ground Support Equipment Servicer 28.18
23382 - Ground Support Equipment Worker 29.43
23391 - Gunsmith I 19.15
23392 - Gunsmith II 22.03
23393 - Gunsmith III 24.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.31
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.21
23430 - Heavy Equipment Mechanic 26.38
23440 - Heavy Equipment Operator 20.75
23460 - Instrument Mechanic 24.76
23465 - Laboratory/Shelter Mechanic 23.50
23470 - Laborer 12.71
23510 - Locksmith 23.50
23530 - Machinery Maintenance Mechanic 27.23
23550 - Machinist Maintenance 23.06
23580 - Maintenance Trades Helper 13.94
23591 - Metrology Technician I 24.76
23592 - Metrology Technician II 25.91
23593 - Metrology Technician III 27.07
23640 - Millwright 25.70
23710 - Office Appliance Repairer 22.17
23760 - Painter Maintenance 20.44
23790 - Pipefitter Maintenance 21.60
23810 - Plumber Maintenance 20.76
23820 - Pneudraulic Systems Mechanic 24.76
23850 - Rigger 24.16
23870 - Scale Mechanic 22.03
23890 - Sheet-Metal Worker Maintenance 23.54
23910 - Small Engine Mechanic 20.78
23931 - Telecommunications Mechanic I 22.96

23932 - Telecommunications Mechanic II 24.03
23950 - Telephone Lineman 30.76
23960 - Welder Combination Maintenance 21.57
23965 - Well Driller 25.50
23970 - Woodcraft Worker 24.76
23980 - Woodworker 19.15
24000 - Personal Needs Occupations
24550 - Case Manager 15.78
24570 - Child Care Attendant 9.18
24580 - Child Care Center Clerk 11.45
24610 - Chore Aide 9.36
24620 - Family Readiness And Support Services Coordinator 15.78
24630 - Homemaker 15.78
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.09
25040 - Sewage Plant Operator 18.32
25070 - Stationary Engineer 23.09
25190 - Ventilation Equipment Tender 17.52
25210 - Water Treatment Plant Operator 18.16
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.87
27007 - Baggage Inspector 13.11
27008 - Corrections Officer 19.97
27010 - Court Security Officer 19.97
27030 - Detection Dog Handler 15.39
27040 - Detention Officer 19.97
27070 - Firefighter 20.34
27101 - Guard I 13.11
27102 - Guard II 15.39
27131 - Police Officer I 23.49
27132 - Police Officer II 26.10
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.07
28042 - Carnival Equipment Repairer 14.15
28043 - Carnival Worker 10.10
28210 - Gate Attendant/Gate Tender 12.94
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 14.48
28510 - Recreation Aide/Health Facility Attendant 10.57
28515 - Recreation Specialist 17.94
28630 - Sports Official 11.54
28690 - Swimming Pool Operator 16.28
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.88
29020 - Hatch Tender 28.88
29030 - Line Handler 28.88
29041 - Stevedore I 27.00
29042 - Stevedore II 30.26
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 45.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.83
30021 - Archeological Technician I 19.90
30022 - Archeological Technician II 22.26
30023 - Archeological Technician III 27.58
30030 - Cartographic Technician 27.58
30040 - Civil Engineering Technician 22.71
30051 - Cryogenic Technician I 30.54
30052 - Cryogenic Technician II 33.73
30061 - Drafter/CAD Operator I 19.90
30062 - Drafter/CAD Operator II 22.26
30063 - Drafter/CAD Operator III 24.82
30064 - Drafter/CAD Operator IV 30.54
30081 - Engineering Technician I 17.20
30082 - Engineering Technician II 19.32
30083 - Engineering Technician III 21.60
30084 - Engineering Technician IV 26.76
30085 - Engineering Technician V 34.03
30086 - Engineering Technician VI 39.60
30090 - Environmental Technician 26.42
30095 - Evidence Control Specialist 27.58
30210 - Laboratory Technician 28.47
30221 - Latent Fingerprint Technician I 30.54
30222 - Latent Fingerprint Technician II 33.73
30240 - Mathematical Technician 27.58
30361 - Paralegal/Legal Assistant I 17.91
30362 - Paralegal/Legal Assistant II 22.19
30363 - Paralegal/Legal Assistant III 27.14
30364 - Paralegal/Legal Assistant IV 32.84
30375 - Petroleum Supply Specialist 33.73
30390 - Photo-Optics Technician 24.33
30395 - Radiation Control Technician 33.73
30461 - Technical Writer I 27.58
30462 - Technical Writer II 33.73
30463 - Technical Writer III 40.81
30491 - Unexploded Ordnance (UXO) Technician I 29.15
30492 - Unexploded Ordnance (UXO) Technician II 35.26
30493 - Unexploded Ordnance (UXO) Technician III 42.27
30494 - Unexploded (UXO) Safety Escort 29.15
30495 - Unexploded (UXO) Sweep Personnel 29.15
30501 - Weather Forecaster I 30.54
30502 - Weather Forecaster II 37.15
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.82
30621 - Weather Observer Senior (see 2) 27.58
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.26
31020 - Bus Aide 13.15
31030 - Bus Driver 18.15

31043 - Driver Courier	11.98
31260 - Parking and Lot Attendant	11.57
31290 - Shuttle Bus Driver	12.80
31310 - Taxi Driver	9.74
31361 - Truckdriver Light	12.80
31362 - Truckdriver Medium	15.17
31363 - Truckdriver Heavy	19.41
31364 - Truckdriver Tractor-Trailer	19.41
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.19
99030 - Cashier	10.51
99050 - Desk Clerk	9.43
99095 - Embalmer	29.15
99130 - Flight Follower	29.15
99251 - Laboratory Animal Caretaker I	10.29
99252 - Laboratory Animal Caretaker II	11.15
99260 - Marketing Analyst	28.76
99310 - Mortician	29.15
99410 - Pest Controller	18.59
99510 - Photofinishing Worker	15.32
99710 - Recycling Laborer	16.73
99711 - Recycling Specialist	20.20
99730 - Refuse Collector	15.00
99810 - Sales Clerk	10.96
99820 - School Crossing Guard	14.63
99830 - Survey Party Chief	23.67
99831 - Surveying Aide	15.92
99832 - Surveying Technician	19.58
99840 - Vending Machine Attendant	17.42
99841 - Vending Machine Repairer	20.13
99842 - Vending Machine Repairer Helper	17.42

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5307
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Colorado Jackson Lavaca Matagorda Wharton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.98
01012 - Accounting Clerk II		17.66
01013 - Accounting Clerk III		19.79
01020 - Administrative Assistant		25.91
01035 - Court Reporter		21.79
01041 - Customer Service Representative I		12.22
01042 - Customer Service Representative II		13.75
01043 - Customer Service Representative III		15.00
01051 - Data Entry Operator I		13.24
01052 - Data Entry Operator II		14.45
01060 - Dispatcher Motor Vehicle		18.58
01070 - Document Preparation Clerk		13.41
01090 - Duplicating Machine Operator		13.41
01111 - General Clerk I		12.98
01112 - General Clerk II		14.16

01113 - General Clerk III 15.89
01120 - Housing Referral Assistant 20.69
01141 - Messenger Courier 12.55
01191 - Order Clerk I 15.94
01192 - Order Clerk II 17.39
01261 - Personnel Assistant (Employment) I 15.87
01262 - Personnel Assistant (Employment) II 17.76
01263 - Personnel Assistant (Employment) III 19.79
01270 - Production Control Clerk 23.11
01290 - Rental Clerk 14.75
01300 - Scheduler Maintenance 16.59
01311 - Secretary I 16.59
01312 - Secretary II 18.57
01313 - Secretary III 20.69
01320 - Service Order Dispatcher 16.68
01410 - Supply Technician 25.91
01420 - Survey Worker 17.79
01460 - Switchboard Operator/Receptionist 12.40
01531 - Travel Clerk I 13.71
01532 - Travel Clerk II 14.81
01533 - Travel Clerk III 15.83
01611 - Word Processor I 14.29
01612 - Word Processor II 16.04
01613 - Word Processor III 17.95
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.76
05010 - Automotive Electrician 23.79
05040 - Automotive Glass Installer 21.96
05070 - Automotive Worker 21.96
05110 - Mobile Equipment Servicer 20.23
05130 - Motor Equipment Metal Mechanic 25.76
05160 - Motor Equipment Metal Worker 21.96
05190 - Motor Vehicle Mechanic 25.76
05220 - Motor Vehicle Mechanic Helper 19.40
05250 - Motor Vehicle Upholstery Worker 20.83
05280 - Motor Vehicle Wrecker 21.96
05310 - Painter Automotive 23.79
05340 - Radiator Repair Specialist 22.88
05370 - Tire Repairer 17.44
05400 - Transmission Repair Specialist 25.76
07000 - Food Preparation And Service Occupations
07010 - Baker 13.40
07041 - Cook I 10.33
07042 - Cook II 11.88
07070 - Dishwasher 9.11
07130 - Food Service Worker 10.05
07210 - Meat Cutter 12.91
07260 - Waiter/Waitress 9.02
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.08

09040 - Furniture Handler 11.95
09080 - Furniture Refinisher 19.08
09090 - Furniture Refinisher Helper 14.58
09110 - Furniture Repairer Minor 16.82
09130 - Upholsterer 19.08
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.43
11060 - Elevator Operator 10.81
11090 - Gardener 16.69
11122 - Housekeeping Aide 10.90
11150 - Janitor 10.90
11210 - Laborer Grounds Maintenance 12.79
11240 - Maid or Houseman 10.46
11260 - Pruner 11.20
11270 - Tractor Operator 15.42
11330 - Trail Maintenance Worker 12.79
11360 - Window Cleaner 12.20
12000 - Health Occupations
12010 - Ambulance Driver 16.20
12011 - Breath Alcohol Technician 17.82
12012 - Certified Occupational Therapist Assistant 26.43
12015 - Certified Physical Therapist Assistant 35.90
12020 - Dental Assistant 17.63
12025 - Dental Hygienist 32.93
12030 - EKG Technician 29.19
12035 - Electroneurodiagnostic Technologist 29.19
12040 - Emergency Medical Technician 16.20
12071 - Licensed Practical Nurse I 19.05
12072 - Licensed Practical Nurse II 21.32
12073 - Licensed Practical Nurse III 23.76
12100 - Medical Assistant 12.56
12130 - Medical Laboratory Technician 22.13
12160 - Medical Record Clerk 15.02
12190 - Medical Record Technician 16.80
12195 - Medical Transcriptionist 17.21
12210 - Nuclear Medicine Technologist 42.04
12221 - Nursing Assistant I 12.98
12222 - Nursing Assistant II 14.59
12223 - Nursing Assistant III 15.92
12224 - Nursing Assistant IV 17.88
12235 - Optical Dispenser 19.27
12236 - Optical Technician 17.21
12250 - Pharmacy Technician 19.18
12280 - Phlebotomist 13.92
12305 - Radiologic Technologist 26.90
12311 - Registered Nurse I 30.36
12312 - Registered Nurse II 38.37
12313 - Registered Nurse II Specialist 38.37
12314 - Registered Nurse III 44.91
12315 - Registered Nurse III Anesthetist 44.91

12316 - Registered Nurse IV		53.84
12317 - Scheduler (Drug and Alcohol Testing)		23.86
12320 - Substance Abuse Treatment Counselor		19.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.30
13012 - Exhibits Specialist II		24.74
13013 - Exhibits Specialist III		28.94
13041 - Illustrator I		19.30
13042 - Illustrator II		23.91
13043 - Illustrator III		30.12
13047 - Librarian		26.69
13050 - Library Aide/Clerk		10.84
13054 - Library Information Technology Systems Administrator		24.09
13058 - Library Technician		16.04
13061 - Media Specialist I		17.39
13062 - Media Specialist II		19.46
13063 - Media Specialist III		21.68
13071 - Photographer I		16.37
13072 - Photographer II		18.32
13073 - Photographer III		22.70
13074 - Photographer IV		27.76
13075 - Photographer V		33.59
13090 - Technical Order Library Clerk		17.91
13110 - Video Teleconference Technician		18.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.31
14042 - Computer Operator II		19.37
14043 - Computer Operator III		21.59
14044 - Computer Operator IV		24.00
14045 - Computer Operator V		26.57
14071 - Computer Programmer I	(see 1)	26.04
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		17.31
14160 - Personal Computer Support Technician		24.00
14170 - System Support Specialist		24.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.08
15020 - Aircrew Training Devices Instructor (Rated)		40.02
15030 - Air Crew Training Devices Instructor (Pilot)		47.98
15050 - Computer Based Training Specialist / Instructor		33.08
15060 - Educational Technologist		30.27
15070 - Flight Instructor (Pilot)		47.98
15080 - Graphic Artist		26.72
15085 - Maintenance Test Pilot Fixed Jet/Prop		47.98

15086 - Maintenance Test Pilot Rotary Wing 47.98
15088 - Non-Maintenance Test/Co-Pilot 47.98
15090 - Technical Instructor 25.74
15095 - Technical Instructor/Course Developer 31.48
15110 - Test Proctor 20.78
15120 - Tutor 20.78
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.40
16030 - Counter Attendant 9.40
16040 - Dry Cleaner 12.06
16070 - Finisher Flatwork Machine 9.40
16090 - Presser Hand 9.40
16110 - Presser Machine Drycleaning 9.40
16130 - Presser Machine Shirts 9.40
16160 - Presser Machine Wearing Apparel Laundry 9.40
16190 - Sewing Machine Operator 12.79
16220 - Tailor 13.75
16250 - Washer Machine 10.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.50
19040 - Tool And Die Maker 28.27
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.86
21030 - Material Coordinator 23.52
21040 - Material Expediter 23.52
21050 - Material Handling Laborer 12.35
21071 - Order Filler 13.53
21080 - Production Line Worker (Food Processing) 16.86
21110 - Shipping Packer 15.67
21130 - Shipping/Receiving Clerk 15.67
21140 - Store Worker I 13.00
21150 - Stock Clerk 18.13
21210 - Tools And Parts Attendant 16.86
21410 - Warehouse Specialist 16.86
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.05
23019 - Aircraft Logs and Records Technician 29.44
23021 - Aircraft Mechanic I 35.41
23022 - Aircraft Mechanic II 37.05
23023 - Aircraft Mechanic III 38.71
23040 - Aircraft Mechanic Helper 25.28
23050 - Aircraft Painter 33.60
23060 - Aircraft Servicer 29.44
23070 - Aircraft Survival Flight Equipment Technician 33.60
23080 - Aircraft Worker 31.50
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.50
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.41
23110 - Appliance Mechanic 23.50

23120 - Bicycle Repairer 19.15
23125 - Cable Splicer 30.43
23130 - Carpenter Maintenance 19.71
23140 - Carpet Layer 22.03
23160 - Electrician Maintenance 26.51
23181 - Electronics Technician Maintenance I 29.65
23182 - Electronics Technician Maintenance II 31.63
23183 - Electronics Technician Maintenance III 33.33
23260 - Fabric Worker 20.59
23290 - Fire Alarm System Mechanic 24.76
23310 - Fire Extinguisher Repairer 19.15
23311 - Fuel Distribution System Mechanic 21.07
23312 - Fuel Distribution System Operator 16.33
23370 - General Maintenance Worker 18.08
23380 - Ground Support Equipment Mechanic 35.41
23381 - Ground Support Equipment Servicer 29.44
23382 - Ground Support Equipment Worker 31.50
23391 - Gunsmith I 19.15
23392 - Gunsmith II 22.03
23393 - Gunsmith III 24.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.04
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.95
23430 - Heavy Equipment Mechanic 26.38
23440 - Heavy Equipment Operator 21.19
23460 - Instrument Mechanic 25.87
23465 - Laboratory/Shelter Mechanic 23.50
23470 - Laborer 12.14
23510 - Locksmith 23.50
23530 - Machinery Maintenance Mechanic 27.23
23550 - Machinist Maintenance 22.89
23580 - Maintenance Trades Helper 14.94
23591 - Metrology Technician I 25.87
23592 - Metrology Technician II 26.99
23593 - Metrology Technician III 28.14
23640 - Millwright 26.05
23710 - Office Appliance Repairer 23.50
23760 - Painter Maintenance 20.44
23790 - Pipefitter Maintenance 23.52
23810 - Plumber Maintenance 22.71
23820 - Pneudraulic Systems Mechanic 24.76
23850 - Rigger 24.16
23870 - Scale Mechanic 22.03
23890 - Sheet-Metal Worker Maintenance 23.36
23910 - Small Engine Mechanic 20.78
23931 - Telecommunications Mechanic I 23.89
23932 - Telecommunications Mechanic II 24.95
23950 - Telephone Lineman 33.31
23960 - Welder Combination Maintenance 21.57

23965 - Well Driller	27.70
23970 - Woodcraft Worker	24.76
23980 - Woodworker	19.15
24000 - Personal Needs Occupations	
24550 - Case Manager	16.64
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	9.36
24620 - Family Readiness And Support Services Coordinator	16.64
24630 - Homemaker	16.84
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.42
25040 - Sewage Plant Operator	18.70
25070 - Stationary Engineer	24.42
25190 - Ventilation Equipment Tender	16.50
25210 - Water Treatment Plant Operator	18.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.14
27007 - Baggage Inspector	13.76
27008 - Corrections Officer	19.62
27010 - Court Security Officer	21.18
27030 - Detection Dog Handler	17.90
27040 - Detention Officer	19.62
27070 - Firefighter	20.41
27101 - Guard I	13.76
27102 - Guard II	17.90
27131 - Police Officer I	24.19
27132 - Police Officer II	26.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.07
28042 - Carnival Equipment Repairer	14.15
28043 - Carnival Worker	9.75
28210 - Gate Attendant/Gate Tender	13.90
28310 - Lifeguard	12.38
28350 - Park Attendant (Aide)	15.55
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	17.83
28630 - Sports Official	12.38
28690 - Swimming Pool Operator	17.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.89
29020 - Hatch Tender	28.89
29030 - Line Handler	28.89
29041 - Stevedore I	27.00
29042 - Stevedore II	30.81
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	45.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.83

30021 - Archeological Technician I		21.56
30022 - Archeological Technician II		25.47
30023 - Archeological Technician III		30.62
30030 - Cartographic Technician		30.62
30040 - Civil Engineering Technician		30.03
30051 - Cryogenic Technician I		30.54
30052 - Cryogenic Technician II		33.73
30061 - Drafter/CAD Operator I		21.56
30062 - Drafter/CAD Operator II		24.71
30063 - Drafter/CAD Operator III		27.56
30064 - Drafter/CAD Operator IV		33.10
30081 - Engineering Technician I		20.02
30082 - Engineering Technician II		22.48
30083 - Engineering Technician III		25.15
30084 - Engineering Technician IV		31.09
30085 - Engineering Technician V		38.65
30086 - Engineering Technician VI		46.10
30090 - Environmental Technician		29.96
30095 - Evidence Control Specialist		27.58
30210 - Laboratory Technician		29.01
30221 - Latent Fingerprint Technician I		30.54
30222 - Latent Fingerprint Technician II		33.73
30240 - Mathematical Technician		30.62
30361 - Paralegal/Legal Assistant I		22.52
30362 - Paralegal/Legal Assistant II		27.90
30363 - Paralegal/Legal Assistant III		34.12
30364 - Paralegal/Legal Assistant IV		41.27
30375 - Petroleum Supply Specialist		33.73
30390 - Photo-Optics Technician		30.62
30395 - Radiation Control Technician		33.73
30461 - Technical Writer I		27.58
30462 - Technical Writer II		33.73
30463 - Technical Writer III		40.81
30491 - Unexploded Ordnance (UXO) Technician I		29.15
30492 - Unexploded Ordnance (UXO) Technician II		35.26
30493 - Unexploded Ordnance (UXO) Technician III		42.27
30494 - Unexploded (UXO) Safety Escort		29.15
30495 - Unexploded (UXO) Sweep Personnel		29.15
30501 - Weather Forecaster I		33.10
30502 - Weather Forecaster II		40.27
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	27.56
30621 - Weather Observer Senior	(see 2)	30.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.26
31020 - Bus Aide		13.15
31030 - Bus Driver		18.45
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		11.57
31290 - Shuttle Bus Driver		15.28

31310 - Taxi Driver	11.54
31361 - Truckdriver Light	15.28
31362 - Truckdriver Medium	18.98
31363 - Truckdriver Heavy	20.32
31364 - Truckdriver Tractor-Trailer	20.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.19
99030 - Cashier	10.51
99050 - Desk Clerk	11.72
99095 - Embalmer	29.15
99130 - Flight Follower	29.15
99251 - Laboratory Animal Caretaker I	10.29
99252 - Laboratory Animal Caretaker II	11.15
99260 - Marketing Analyst	28.76
99310 - Mortician	29.15
99410 - Pest Controller	19.12
99510 - Photofinishing Worker	15.32
99710 - Recycling Laborer	16.73
99711 - Recycling Specialist	20.20
99730 - Refuse Collector	15.00
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	14.63
99830 - Survey Party Chief	22.69
99831 - Surveying Aide	15.53
99832 - Surveying Technician	19.63
99840 - Vending Machine Attendant	19.33
99841 - Vending Machine Repairer	23.21
99842 - Vending Machine Repairer Helper	19.79

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5308
Revision No.: 13
Date Of Last Revision: 06/03/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Colorado Jackson Lavaca Matagorda Wharton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.98
01012 - Accounting Clerk II		17.66
01013 - Accounting Clerk III		19.79
01020 - Administrative Assistant		25.91
01035 - Court Reporter		21.79
01041 - Customer Service Representative I		12.22
01042 - Customer Service Representative II		13.75
01043 - Customer Service Representative III		15.00
01051 - Data Entry Operator I		13.24
01052 - Data Entry Operator II		14.45
01060 - Dispatcher Motor Vehicle		18.58
01070 - Document Preparation Clerk		13.41

01090 - Duplicating Machine Operator 13.41
01111 - General Clerk I 12.98
01112 - General Clerk II 14.16
01113 - General Clerk III 15.89
01120 - Housing Referral Assistant 20.69
01141 - Messenger Courier 12.55
01191 - Order Clerk I 15.94
01192 - Order Clerk II 17.39
01261 - Personnel Assistant (Employment) I 15.87
01262 - Personnel Assistant (Employment) II 17.76
01263 - Personnel Assistant (Employment) III 19.79
01270 - Production Control Clerk 23.11
01290 - Rental Clerk 14.75
01300 - Scheduler Maintenance 16.59
01311 - Secretary I 16.59
01312 - Secretary II 18.57
01313 - Secretary III 20.69
01320 - Service Order Dispatcher 16.68
01410 - Supply Technician 25.91
01420 - Survey Worker 17.79
01460 - Switchboard Operator/Receptionist 12.40
01531 - Travel Clerk I 13.71
01532 - Travel Clerk II 14.81
01533 - Travel Clerk III 15.83
01611 - Word Processor I 14.29
01612 - Word Processor II 16.04
01613 - Word Processor III 17.95
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.76
05010 - Automotive Electrician 23.79
05040 - Automotive Glass Installer 21.96
05070 - Automotive Worker 21.96
05110 - Mobile Equipment Servicer 20.23
05130 - Motor Equipment Metal Mechanic 25.76
05160 - Motor Equipment Metal Worker 21.96
05190 - Motor Vehicle Mechanic 25.76
05220 - Motor Vehicle Mechanic Helper 19.40
05250 - Motor Vehicle Upholstery Worker 20.83
05280 - Motor Vehicle Wrecker 21.96
05310 - Painter Automotive 23.79
05340 - Radiator Repair Specialist 22.88
05370 - Tire Repairer 17.44
05400 - Transmission Repair Specialist 25.76
07000 - Food Preparation And Service Occupations
07010 - Baker 13.40
07041 - Cook I 10.33
07042 - Cook II 11.88
07070 - Dishwasher 9.11
07130 - Food Service Worker 10.05
07210 - Meat Cutter 12.91

07260 - Waiter/Waitress	9.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.08
09040 - Furniture Handler	11.95
09080 - Furniture Refinisher	19.08
09090 - Furniture Refinisher Helper	14.58
09110 - Furniture Repairer Minor	16.82
09130 - Upholsterer	19.08
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.43
11060 - Elevator Operator	10.81
11090 - Gardener	16.69
11122 - Housekeeping Aide	10.90
11150 - Janitor	10.90
11210 - Laborer Grounds Maintenance	12.79
11240 - Maid or Houseman	10.46
11260 - Pruner	11.20
11270 - Tractor Operator	15.42
11330 - Trail Maintenance Worker	12.79
11360 - Window Cleaner	12.20
12000 - Health Occupations	
12010 - Ambulance Driver	16.20
12011 - Breath Alcohol Technician	17.82
12012 - Certified Occupational Therapist Assistant	26.43
12015 - Certified Physical Therapist Assistant	35.90
12020 - Dental Assistant	17.63
12025 - Dental Hygienist	32.93
12030 - EKG Technician	29.19
12035 - Electroneurodiagnostic Technologist	29.19
12040 - Emergency Medical Technician	16.20
12071 - Licensed Practical Nurse I	19.05
12072 - Licensed Practical Nurse II	21.32
12073 - Licensed Practical Nurse III	23.76
12100 - Medical Assistant	12.56
12130 - Medical Laboratory Technician	22.13
12160 - Medical Record Clerk	15.02
12190 - Medical Record Technician	16.80
12195 - Medical Transcriptionist	17.21
12210 - Nuclear Medicine Technologist	42.04
12221 - Nursing Assistant I	12.98
12222 - Nursing Assistant II	14.59
12223 - Nursing Assistant III	15.92
12224 - Nursing Assistant IV	17.88
12235 - Optical Dispenser	19.27
12236 - Optical Technician	17.21
12250 - Pharmacy Technician	19.18
12280 - Phlebotomist	13.92
12305 - Radiologic Technologist	26.90
12311 - Registered Nurse I	30.36
12312 - Registered Nurse II	38.37

12313 - Registered Nurse II Specialist		38.37
12314 - Registered Nurse III		44.91
12315 - Registered Nurse III Anesthetist		44.91
12316 - Registered Nurse IV		53.84
12317 - Scheduler (Drug and Alcohol Testing)		23.86
12320 - Substance Abuse Treatment Counselor		19.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.30
13012 - Exhibits Specialist II		24.74
13013 - Exhibits Specialist III		28.94
13041 - Illustrator I		19.30
13042 - Illustrator II		23.91
13043 - Illustrator III		30.12
13047 - Librarian		26.69
13050 - Library Aide/Clerk		10.84
13054 - Library Information Technology Systems Administrator		24.09
13058 - Library Technician		16.04
13061 - Media Specialist I		17.39
13062 - Media Specialist II		19.46
13063 - Media Specialist III		21.68
13071 - Photographer I		16.37
13072 - Photographer II		18.32
13073 - Photographer III		22.70
13074 - Photographer IV		27.76
13075 - Photographer V		33.59
13090 - Technical Order Library Clerk		17.91
13110 - Video Teleconference Technician		18.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.31
14042 - Computer Operator II		19.37
14043 - Computer Operator III		21.59
14044 - Computer Operator IV		24.00
14045 - Computer Operator V		26.57
14071 - Computer Programmer I	(see 1)	26.04
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		17.31
14160 - Personal Computer Support Technician		24.00
14170 - System Support Specialist		24.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.08
15020 - Aircrew Training Devices Instructor (Rated)		40.02
15030 - Air Crew Training Devices Instructor (Pilot)		47.98
15050 - Computer Based Training Specialist / Instructor		33.08
15060 - Educational Technologist		30.27

15070 - Flight Instructor (Pilot) 47.98
15080 - Graphic Artist 26.72
15085 - Maintenance Test Pilot Fixed Jet/Prop 47.98
15086 - Maintenance Test Pilot Rotary Wing 47.98
15088 - Non-Maintenance Test/Co-Pilot 47.98
15090 - Technical Instructor 25.74
15095 - Technical Instructor/Course Developer 31.48
15110 - Test Proctor 20.78
15120 - Tutor 20.78
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.40
16030 - Counter Attendant 9.40
16040 - Dry Cleaner 12.06
16070 - Finisher Flatwork Machine 9.40
16090 - Presser Hand 9.40
16110 - Presser Machine Drycleaning 9.40
16130 - Presser Machine Shirts 9.40
16160 - Presser Machine Wearing Apparel Laundry 9.40
16190 - Sewing Machine Operator 12.79
16220 - Tailor 13.75
16250 - Washer Machine 10.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.50
19040 - Tool And Die Maker 28.27
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.86
21030 - Material Coordinator 23.52
21040 - Material Expediter 23.52
21050 - Material Handling Laborer 12.35
21071 - Order Filler 13.53
21080 - Production Line Worker (Food Processing) 16.86
21110 - Shipping Packer 15.67
21130 - Shipping/Receiving Clerk 15.67
21140 - Store Worker I 13.00
21150 - Stock Clerk 18.13
21210 - Tools And Parts Attendant 16.86
21410 - Warehouse Specialist 16.86
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.05
23019 - Aircraft Logs and Records Technician 29.44
23021 - Aircraft Mechanic I 35.41
23022 - Aircraft Mechanic II 37.05
23023 - Aircraft Mechanic III 38.71
23040 - Aircraft Mechanic Helper 25.28
23050 - Aircraft Painter 33.60
23060 - Aircraft Servicer 29.44
23070 - Aircraft Survival Flight Equipment Technician 33.60
23080 - Aircraft Worker 31.50
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.50

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.41
23110 - Appliance Mechanic 23.50
23120 - Bicycle Repairer 19.15
23125 - Cable Splicer 30.43
23130 - Carpenter Maintenance 19.71
23140 - Carpet Layer 22.03
23160 - Electrician Maintenance 26.51
23181 - Electronics Technician Maintenance I 29.65
23182 - Electronics Technician Maintenance II 31.63
23183 - Electronics Technician Maintenance III 33.33
23260 - Fabric Worker 20.59
23290 - Fire Alarm System Mechanic 24.76
23310 - Fire Extinguisher Repairer 19.15
23311 - Fuel Distribution System Mechanic 21.07
23312 - Fuel Distribution System Operator 16.33
23370 - General Maintenance Worker 18.08
23380 - Ground Support Equipment Mechanic 35.41
23381 - Ground Support Equipment Servicer 29.44
23382 - Ground Support Equipment Worker 31.50
23391 - Gunsmith I 19.15
23392 - Gunsmith II 22.03
23393 - Gunsmith III 24.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.04
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.95
23430 - Heavy Equipment Mechanic 26.38
23440 - Heavy Equipment Operator 21.19
23460 - Instrument Mechanic 25.87
23465 - Laboratory/Shelter Mechanic 23.50
23470 - Laborer 12.14
23510 - Locksmith 23.50
23530 - Machinery Maintenance Mechanic 27.23
23550 - Machinist Maintenance 22.89
23580 - Maintenance Trades Helper 14.94
23591 - Metrology Technician I 25.87
23592 - Metrology Technician II 26.99
23593 - Metrology Technician III 28.14
23640 - Millwright 26.05
23710 - Office Appliance Repairer 23.50
23760 - Painter Maintenance 20.44
23790 - Pipefitter Maintenance 23.52
23810 - Plumber Maintenance 22.71
23820 - Pneudraulic Systems Mechanic 24.76
23850 - Rigger 24.16
23870 - Scale Mechanic 22.03
23890 - Sheet-Metal Worker Maintenance 23.36
23910 - Small Engine Mechanic 20.78
23931 - Telecommunications Mechanic I 23.89

23932 - Telecommunications Mechanic II	24.95
23950 - Telephone Lineman	33.31
23960 - Welder Combination Maintenance	21.57
23965 - Well Driller	27.70
23970 - Woodcraft Worker	24.76
23980 - Woodworker	19.15
24000 - Personal Needs Occupations	
24550 - Case Manager	16.64
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	9.36
24620 - Family Readiness And Support Services Coordinator	16.64
24630 - Homemaker	16.84
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.42
25040 - Sewage Plant Operator	18.70
25070 - Stationary Engineer	24.42
25190 - Ventilation Equipment Tender	16.50
25210 - Water Treatment Plant Operator	18.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.14
27007 - Baggage Inspector	13.76
27008 - Corrections Officer	19.62
27010 - Court Security Officer	21.18
27030 - Detection Dog Handler	17.90
27040 - Detention Officer	19.62
27070 - Firefighter	20.41
27101 - Guard I	13.76
27102 - Guard II	17.90
27131 - Police Officer I	24.19
27132 - Police Officer II	26.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.07
28042 - Carnival Equipment Repairer	14.15
28043 - Carnival Worker	9.75
28210 - Gate Attendant/Gate Tender	13.90
28310 - Lifeguard	12.38
28350 - Park Attendant (Aide)	15.55
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	17.83
28630 - Sports Official	12.38
28690 - Swimming Pool Operator	17.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.89
29020 - Hatch Tender	28.89
29030 - Line Handler	28.89
29041 - Stevedore I	27.00
29042 - Stevedore II	30.81
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 45.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.83
30021 - Archeological Technician I 21.56
30022 - Archeological Technician II 25.47
30023 - Archeological Technician III 30.62
30030 - Cartographic Technician 30.62
30040 - Civil Engineering Technician 30.03
30051 - Cryogenic Technician I 30.54
30052 - Cryogenic Technician II 33.73
30061 - Drafter/CAD Operator I 21.56
30062 - Drafter/CAD Operator II 24.71
30063 - Drafter/CAD Operator III 27.56
30064 - Drafter/CAD Operator IV 33.10
30081 - Engineering Technician I 20.02
30082 - Engineering Technician II 22.48
30083 - Engineering Technician III 25.15
30084 - Engineering Technician IV 31.09
30085 - Engineering Technician V 38.65
30086 - Engineering Technician VI 46.10
30090 - Environmental Technician 29.96
30095 - Evidence Control Specialist 27.58
30210 - Laboratory Technician 29.01
30221 - Latent Fingerprint Technician I 30.54
30222 - Latent Fingerprint Technician II 33.73
30240 - Mathematical Technician 30.62
30361 - Paralegal/Legal Assistant I 22.52
30362 - Paralegal/Legal Assistant II 27.90
30363 - Paralegal/Legal Assistant III 34.12
30364 - Paralegal/Legal Assistant IV 41.27
30375 - Petroleum Supply Specialist 33.73
30390 - Photo-Optics Technician 30.62
30395 - Radiation Control Technician 33.73
30461 - Technical Writer I 27.58
30462 - Technical Writer II 33.73
30463 - Technical Writer III 40.81
30491 - Unexploded Ordnance (UXO) Technician I 29.15
30492 - Unexploded Ordnance (UXO) Technician II 35.26
30493 - Unexploded Ordnance (UXO) Technician III 42.27
30494 - Unexploded (UXO) Safety Escort 29.15
30495 - Unexploded (UXO) Sweep Personnel 29.15
30501 - Weather Forecaster I 33.10
30502 - Weather Forecaster II 40.27
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 27.56
30621 - Weather Observer Senior (see 2) 30.48
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.26
31020 - Bus Aide 13.15
31030 - Bus Driver 18.45

31043 - Driver Courier	14.03
31260 - Parking and Lot Attendant	11.57
31290 - Shuttle Bus Driver	15.28
31310 - Taxi Driver	11.54
31361 - Truckdriver Light	15.28
31362 - Truckdriver Medium	18.98
31363 - Truckdriver Heavy	20.32
31364 - Truckdriver Tractor-Trailer	20.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.19
99030 - Cashier	10.51
99050 - Desk Clerk	11.72
99095 - Embalmer	29.15
99130 - Flight Follower	29.15
99251 - Laboratory Animal Caretaker I	10.29
99252 - Laboratory Animal Caretaker II	11.15
99260 - Marketing Analyst	28.76
99310 - Mortician	29.15
99410 - Pest Controller	19.12
99510 - Photofinishing Worker	15.32
99710 - Recycling Laborer	16.73
99711 - Recycling Specialist	20.20
99730 - Refuse Collector	15.00
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	14.63
99830 - Survey Party Chief	22.69
99831 - Surveying Aide	15.53
99832 - Surveying Technician	19.63
99840 - Vending Machine Attendant	19.33
99841 - Vending Machine Repairer	23.21
99842 - Vending Machine Repairer Helper	19.79

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5309
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Brooks Duval Jim Hogg Kenedy Starr Willacy Zapata

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.71
01012 - Accounting Clerk II		16.51
01013 - Accounting Clerk III		18.47
01020 - Administrative Assistant		24.31
01035 - Court Reporter		16.39
01041 - Customer Service Representative I		12.22
01042 - Customer Service Representative II		13.75
01043 - Customer Service Representative III		15.00
01051 - Data Entry Operator I		12.99
01052 - Data Entry Operator II		14.17
01060 - Dispatcher Motor Vehicle		18.58
01070 - Document Preparation Clerk		13.05
01090 - Duplicating Machine Operator		13.05
01111 - General Clerk I		12.98
01112 - General Clerk II		14.16

01113 - General Clerk III 15.89
01120 - Housing Referral Assistant 18.26
01141 - Messenger Courier 10.63
01191 - Order Clerk I 15.62
01192 - Order Clerk II 17.06
01261 - Personnel Assistant (Employment) I 15.87
01262 - Personnel Assistant (Employment) II 17.76
01263 - Personnel Assistant (Employment) III 19.79
01270 - Production Control Clerk 21.48
01290 - Rental Clerk 12.52
01300 - Scheduler Maintenance 14.64
01311 - Secretary I 14.64
01312 - Secretary II 16.39
01313 - Secretary III 18.26
01320 - Service Order Dispatcher 16.61
01410 - Supply Technician 24.31
01420 - Survey Worker 15.23
01460 - Switchboard Operator/Receptionist 12.40
01531 - Travel Clerk I 11.79
01532 - Travel Clerk II 12.97
01533 - Travel Clerk III 13.88
01611 - Word Processor I 13.05
01612 - Word Processor II 14.64
01613 - Word Processor III 16.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.37
05010 - Automotive Electrician 19.09
05040 - Automotive Glass Installer 17.88
05070 - Automotive Worker 17.88
05110 - Mobile Equipment Servicer 15.85
05130 - Motor Equipment Metal Mechanic 20.09
05160 - Motor Equipment Metal Worker 17.88
05190 - Motor Vehicle Mechanic 20.09
05220 - Motor Vehicle Mechanic Helper 14.65
05250 - Motor Vehicle Upholstery Worker 16.86
05280 - Motor Vehicle Wrecker 17.88
05310 - Painter Automotive 19.09
05340 - Radiator Repair Specialist 17.88
05370 - Tire Repairer 15.32
05400 - Transmission Repair Specialist 20.09
07000 - Food Preparation And Service Occupations
07010 - Baker 13.62
07041 - Cook I 10.33
07042 - Cook II 11.88
07070 - Dishwasher 9.11
07130 - Food Service Worker 10.05
07210 - Meat Cutter 12.14
07260 - Waiter/Waitress 9.02
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.56

09040 - Furniture Handler 11.42
09080 - Furniture Refinisher 17.81
09090 - Furniture Refinisher Helper 13.60
09110 - Furniture Repairer Minor 15.69
09130 - Upholsterer 17.81
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.25
11060 - Elevator Operator 10.81
11090 - Gardener 16.35
11122 - Housekeeping Aide 10.90
11150 - Janitor 10.90
11210 - Laborer Grounds Maintenance 12.52
11240 - Maid or Houseman 10.46
11260 - Pruner 11.20
11270 - Tractor Operator 15.12
11330 - Trail Maintenance Worker 12.52
11360 - Window Cleaner 12.20
12000 - Health Occupations
12010 - Ambulance Driver 16.20
12011 - Breath Alcohol Technician 18.51
12012 - Certified Occupational Therapist Assistant 26.43
12015 - Certified Physical Therapist Assistant 33.66
12020 - Dental Assistant 17.63
12025 - Dental Hygienist 33.99
12030 - EKG Technician 29.19
12035 - Electroneurodiagnostic Technologist 29.19
12040 - Emergency Medical Technician 16.20
12071 - Licensed Practical Nurse I 17.21
12072 - Licensed Practical Nurse II 19.27
12073 - Licensed Practical Nurse III 21.47
12100 - Medical Assistant 12.56
12130 - Medical Laboratory Technician 21.03
12160 - Medical Record Clerk 14.80
12190 - Medical Record Technician 16.38
12195 - Medical Transcriptionist 17.21
12210 - Nuclear Medicine Technologist 42.04
12221 - Nursing Assistant I 12.98
12222 - Nursing Assistant II 14.59
12223 - Nursing Assistant III 15.92
12224 - Nursing Assistant IV 17.88
12235 - Optical Dispenser 19.27
12236 - Optical Technician 25.52
12250 - Pharmacy Technician 16.80
12280 - Phlebotomist 13.92
12305 - Radiologic Technologist 26.90
12311 - Registered Nurse I 26.27
12312 - Registered Nurse II 32.13
12313 - Registered Nurse II Specialist 32.13
12314 - Registered Nurse III 38.88
12315 - Registered Nurse III Anesthetist 38.88

12316 - Registered Nurse IV		46.60
12317 - Scheduler (Drug and Alcohol Testing)		23.86
12320 - Substance Abuse Treatment Counselor		21.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.32
13012 - Exhibits Specialist II		22.70
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		18.32
13042 - Illustrator II		22.70
13043 - Illustrator III		27.76
13047 - Librarian		25.13
13050 - Library Aide/Clerk		18.30
13054 - Library Information Technology Systems Administrator		22.70
13058 - Library Technician		13.22
13061 - Media Specialist I		16.37
13062 - Media Specialist II		18.32
13063 - Media Specialist III		20.43
13071 - Photographer I		16.37
13072 - Photographer II		18.32
13073 - Photographer III		22.70
13074 - Photographer IV		27.76
13075 - Photographer V		33.59
13090 - Technical Order Library Clerk		17.91
13110 - Video Teleconference Technician		18.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		12.38
14042 - Computer Operator II		13.85
14043 - Computer Operator III		15.48
14044 - Computer Operator IV		17.27
14045 - Computer Operator V		19.18
14071 - Computer Programmer I	(see 1)	22.67
14072 - Computer Programmer II	(see 1)	27.46
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		12.68
14160 - Personal Computer Support Technician		17.27
14170 - System Support Specialist		25.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.16
15020 - Aircrew Training Devices Instructor (Rated)		37.71
15030 - Air Crew Training Devices Instructor (Pilot)		45.17
15050 - Computer Based Training Specialist / Instructor		31.16
15060 - Educational Technologist		31.51
15070 - Flight Instructor (Pilot)		45.17
15080 - Graphic Artist		21.16
15085 - Maintenance Test Pilot Fixed Jet/Prop		46.12

15086 - Maintenance Test Pilot Rotary Wing 46.12
15088 - Non-Maintenance Test/Co-Pilot 46.12
15090 - Technical Instructor 23.39
15095 - Technical Instructor/Course Developer 28.61
15110 - Test Proctor 18.01
15120 - Tutor 18.01
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.83
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.38
16220 - Tailor 11.99
16250 - Washer Machine 9.67
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.28
19040 - Tool And Die Maker 26.98
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.37
21030 - Material Coordinator 21.63
21040 - Material Expediter 21.63
21050 - Material Handling Laborer 11.92
21071 - Order Filler 13.53
21080 - Production Line Worker (Food Processing) 16.37
21110 - Shipping Packer 15.67
21130 - Shipping/Receiving Clerk 15.67
21140 - Store Worker I 13.00
21150 - Stock Clerk 18.13
21210 - Tools And Parts Attendant 16.37
21410 - Warehouse Specialist 16.37
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.64
23019 - Aircraft Logs and Records Technician 21.85
23021 - Aircraft Mechanic I 24.41
23022 - Aircraft Mechanic II 25.64
23023 - Aircraft Mechanic III 26.91
23040 - Aircraft Mechanic Helper 18.11
23050 - Aircraft Painter 22.84
23060 - Aircraft Servicer 21.85
23070 - Aircraft Survival Flight Equipment Technician 22.84
23080 - Aircraft Worker 21.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.41
23110 - Appliance Mechanic 20.76

23120 - Bicycle Repairer 15.14
23125 - Cable Splicer 29.01
23130 - Carpenter Maintenance 17.15
23140 - Carpet Layer 21.38
23160 - Electrician Maintenance 22.40
23181 - Electronics Technician Maintenance I 20.37
23182 - Electronics Technician Maintenance II 23.42
23183 - Electronics Technician Maintenance III 25.74
23260 - Fabric Worker 20.15
23290 - Fire Alarm System Mechanic 22.11
23310 - Fire Extinguisher Repairer 18.74
23311 - Fuel Distribution System Mechanic 19.68
23312 - Fuel Distribution System Operator 15.22
23370 - General Maintenance Worker 15.02
23380 - Ground Support Equipment Mechanic 24.41
23381 - Ground Support Equipment Servicer 21.85
23382 - Ground Support Equipment Worker 21.90
23391 - Gunsmith I 18.41
23392 - Gunsmith II 21.07
23393 - Gunsmith III 23.72
23410 - Heating Ventilation And Air-Conditioning Mechanic 16.41
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 17.25
23430 - Heavy Equipment Mechanic 25.80
23440 - Heavy Equipment Operator 19.46
23460 - Instrument Mechanic 24.32
23465 - Laboratory/Shelter Mechanic 22.36
23470 - Laborer 11.92
23510 - Locksmith 20.76
23530 - Machinery Maintenance Mechanic 23.71
23550 - Machinist Maintenance 20.54
23580 - Maintenance Trades Helper 12.88
23591 - Metrology Technician I 24.32
23592 - Metrology Technician II 25.74
23593 - Metrology Technician III 27.07
23640 - Millwright 24.32
23710 - Office Appliance Repairer 18.37
23760 - Painter Maintenance 17.15
23790 - Pipefitter Maintenance 19.37
23810 - Plumber Maintenance 18.85
23820 - Pneudraulic Systems Mechanic 24.32
23850 - Rigger 21.24
23870 - Scale Mechanic 21.60
23890 - Sheet-Metal Worker Maintenance 18.04
23910 - Small Engine Mechanic 19.64
23931 - Telecommunications Mechanic I 22.51
23932 - Telecommunications Mechanic II 23.55
23950 - Telephone Lineman 24.41
23960 - Welder Combination Maintenance 20.64

23965 - Well Driller		22.11
23970 - Woodcraft Worker		24.00
23980 - Woodworker		17.45
24000 - Personal Needs Occupations		
24550 - Case Manager		14.60
24570 - Child Care Attendant		9.14
24580 - Child Care Center Clerk		11.30
24610 - Chore Aide		9.36
24620 - Family Readiness And Support Services Coordinator		14.60
24630 - Homemaker		14.60
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.82
25040 - Sewage Plant Operator		16.15
25070 - Stationary Engineer		21.82
25190 - Ventilation Equipment Tender		15.84
25210 - Water Treatment Plant Operator		16.15
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.87
27007 - Baggage Inspector		12.95
27008 - Corrections Officer		18.87
27010 - Court Security Officer		19.45
27030 - Detection Dog Handler		16.09
27040 - Detention Officer		18.87
27070 - Firefighter		18.25
27101 - Guard I		12.95
27102 - Guard II		16.09
27131 - Police Officer I		21.92
27132 - Police Officer II		24.36
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.82
28042 - Carnival Equipment Repairer		13.89
28043 - Carnival Worker		9.75
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.09
28515 - Recreation Specialist		17.11
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		16.27
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.23
29020 - Hatch Tender		20.23
29030 - Line Handler		20.23
29041 - Stevedore I		19.65
29042 - Stevedore II		22.09
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	45.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.83

30021 - Archeological Technician I		19.20
30022 - Archeological Technician II		21.43
30023 - Archeological Technician III		26.42
30030 - Cartographic Technician		26.42
30040 - Civil Engineering Technician		18.66
30051 - Cryogenic Technician I		30.54
30052 - Cryogenic Technician II		33.73
30061 - Drafter/CAD Operator I		19.20
30062 - Drafter/CAD Operator II		21.43
30063 - Drafter/CAD Operator III		23.96
30064 - Drafter/CAD Operator IV		29.26
30081 - Engineering Technician I		17.59
30082 - Engineering Technician II		19.73
30083 - Engineering Technician III		22.08
30084 - Engineering Technician IV		27.35
30085 - Engineering Technician V		32.75
30086 - Engineering Technician VI		40.12
30090 - Environmental Technician		25.89
30095 - Evidence Control Specialist		27.58
30210 - Laboratory Technician		26.36
30221 - Latent Fingerprint Technician I		30.54
30222 - Latent Fingerprint Technician II		33.73
30240 - Mathematical Technician		26.61
30361 - Paralegal/Legal Assistant I		17.86
30362 - Paralegal/Legal Assistant II		22.12
30363 - Paralegal/Legal Assistant III		27.06
30364 - Paralegal/Legal Assistant IV		32.74
30375 - Petroleum Supply Specialist		33.73
30390 - Photo-Optics Technician		21.99
30395 - Radiation Control Technician		33.73
30461 - Technical Writer I		26.61
30462 - Technical Writer II		32.32
30463 - Technical Writer III		39.09
30491 - Unexploded Ordnance (UXO) Technician I		29.15
30492 - Unexploded Ordnance (UXO) Technician II		35.26
30493 - Unexploded Ordnance (UXO) Technician III		42.27
30494 - Unexploded (UXO) Safety Escort		29.15
30495 - Unexploded (UXO) Sweep Personnel		29.15
30501 - Weather Forecaster I		30.54
30502 - Weather Forecaster II		37.15
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.96
30621 - Weather Observer Senior	(see 2)	26.61
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.26
31020 - Bus Aide		12.50
31030 - Bus Driver		18.15
31043 - Driver Courier		11.04
31260 - Parking and Lot Attendant		11.19
31290 - Shuttle Bus Driver		11.96

31310 - Taxi Driver	9.74
31361 - Truckdriver Light	11.96
31362 - Truckdriver Medium	12.86
31363 - Truckdriver Heavy	19.41
31364 - Truckdriver Tractor-Trailer	19.41
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.19
99030 - Cashier	10.51
99050 - Desk Clerk	9.43
99095 - Embalmer	29.15
99130 - Flight Follower	29.15
99251 - Laboratory Animal Caretaker I	15.08
99252 - Laboratory Animal Caretaker II	15.83
99260 - Marketing Analyst	32.61
99310 - Mortician	29.15
99410 - Pest Controller	17.59
99510 - Photofinishing Worker	15.32
99710 - Recycling Laborer	15.36
99711 - Recycling Specialist	18.35
99730 - Refuse Collector	14.64
99810 - Sales Clerk	10.71
99820 - School Crossing Guard	14.63
99830 - Survey Party Chief	23.42
99831 - Surveying Aide	15.92
99832 - Surveying Technician	19.58
99840 - Vending Machine Attendant	17.25
99841 - Vending Machine Repairer	19.56
99842 - Vending Machine Repairer Helper	17.25

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5310
Revision No.: 13
Date Of Last Revision: 06/03/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Brooks Duval Jim Hogg Kenedy Starr Willacy Zapata

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.71
01012 - Accounting Clerk II		16.51
01013 - Accounting Clerk III		18.47
01020 - Administrative Assistant		24.31
01035 - Court Reporter		16.39
01041 - Customer Service Representative I		12.22
01042 - Customer Service Representative II		13.75
01043 - Customer Service Representative III		15.00
01051 - Data Entry Operator I		12.99
01052 - Data Entry Operator II		14.17
01060 - Dispatcher Motor Vehicle		18.58
01070 - Document Preparation Clerk		13.05

01090 - Duplicating Machine Operator 13.05
01111 - General Clerk I 12.98
01112 - General Clerk II 14.16
01113 - General Clerk III 15.89
01120 - Housing Referral Assistant 18.26
01141 - Messenger Courier 10.63
01191 - Order Clerk I 15.62
01192 - Order Clerk II 17.06
01261 - Personnel Assistant (Employment) I 15.87
01262 - Personnel Assistant (Employment) II 17.76
01263 - Personnel Assistant (Employment) III 19.79
01270 - Production Control Clerk 21.48
01290 - Rental Clerk 12.52
01300 - Scheduler Maintenance 14.64
01311 - Secretary I 14.64
01312 - Secretary II 16.39
01313 - Secretary III 18.26
01320 - Service Order Dispatcher 16.61
01410 - Supply Technician 24.31
01420 - Survey Worker 15.23
01460 - Switchboard Operator/Receptionist 12.40
01531 - Travel Clerk I 11.79
01532 - Travel Clerk II 12.97
01533 - Travel Clerk III 13.88
01611 - Word Processor I 13.05
01612 - Word Processor II 14.64
01613 - Word Processor III 16.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.37
05010 - Automotive Electrician 19.09
05040 - Automotive Glass Installer 17.88
05070 - Automotive Worker 17.88
05110 - Mobile Equipment Servicer 15.85
05130 - Motor Equipment Metal Mechanic 20.09
05160 - Motor Equipment Metal Worker 17.88
05190 - Motor Vehicle Mechanic 20.09
05220 - Motor Vehicle Mechanic Helper 14.65
05250 - Motor Vehicle Upholstery Worker 16.86
05280 - Motor Vehicle Wrecker 17.88
05310 - Painter Automotive 19.09
05340 - Radiator Repair Specialist 17.88
05370 - Tire Repairer 15.32
05400 - Transmission Repair Specialist 20.09
07000 - Food Preparation And Service Occupations
07010 - Baker 13.62
07041 - Cook I 10.33
07042 - Cook II 11.88
07070 - Dishwasher 9.11
07130 - Food Service Worker 10.05
07210 - Meat Cutter 12.14

07260 - Waiter/Waitress	9.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.56
09040 - Furniture Handler	11.42
09080 - Furniture Refinisher	17.81
09090 - Furniture Refinisher Helper	13.60
09110 - Furniture Repairer Minor	15.69
09130 - Upholsterer	17.81
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.25
11060 - Elevator Operator	10.81
11090 - Gardener	16.35
11122 - Housekeeping Aide	10.90
11150 - Janitor	10.90
11210 - Laborer Grounds Maintenance	12.52
11240 - Maid or Houseman	10.46
11260 - Pruner	11.20
11270 - Tractor Operator	15.12
11330 - Trail Maintenance Worker	12.52
11360 - Window Cleaner	12.20
12000 - Health Occupations	
12010 - Ambulance Driver	16.20
12011 - Breath Alcohol Technician	18.51
12012 - Certified Occupational Therapist Assistant	26.43
12015 - Certified Physical Therapist Assistant	33.66
12020 - Dental Assistant	17.63
12025 - Dental Hygienist	33.99
12030 - EKG Technician	29.19
12035 - Electroneurodiagnostic Technologist	29.19
12040 - Emergency Medical Technician	16.20
12071 - Licensed Practical Nurse I	17.21
12072 - Licensed Practical Nurse II	19.27
12073 - Licensed Practical Nurse III	21.47
12100 - Medical Assistant	12.56
12130 - Medical Laboratory Technician	21.03
12160 - Medical Record Clerk	14.80
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	17.21
12210 - Nuclear Medicine Technologist	42.04
12221 - Nursing Assistant I	12.98
12222 - Nursing Assistant II	14.59
12223 - Nursing Assistant III	15.92
12224 - Nursing Assistant IV	17.88
12235 - Optical Dispenser	19.27
12236 - Optical Technician	25.52
12250 - Pharmacy Technician	16.80
12280 - Phlebotomist	13.92
12305 - Radiologic Technologist	26.90
12311 - Registered Nurse I	26.27
12312 - Registered Nurse II	32.13

12313 - Registered Nurse II Specialist		32.13
12314 - Registered Nurse III		38.88
12315 - Registered Nurse III Anesthetist		38.88
12316 - Registered Nurse IV		46.60
12317 - Scheduler (Drug and Alcohol Testing)		23.86
12320 - Substance Abuse Treatment Counselor		21.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.32
13012 - Exhibits Specialist II		22.70
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		18.32
13042 - Illustrator II		22.70
13043 - Illustrator III		27.76
13047 - Librarian		25.13
13050 - Library Aide/Clerk		18.30
13054 - Library Information Technology Systems Administrator		22.70
13058 - Library Technician		13.22
13061 - Media Specialist I		16.37
13062 - Media Specialist II		18.32
13063 - Media Specialist III		20.43
13071 - Photographer I		16.37
13072 - Photographer II		18.32
13073 - Photographer III		22.70
13074 - Photographer IV		27.76
13075 - Photographer V		33.59
13090 - Technical Order Library Clerk		17.91
13110 - Video Teleconference Technician		18.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		12.38
14042 - Computer Operator II		13.85
14043 - Computer Operator III		15.48
14044 - Computer Operator IV		17.27
14045 - Computer Operator V		19.18
14071 - Computer Programmer I	(see 1)	22.67
14072 - Computer Programmer II	(see 1)	27.46
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		12.68
14160 - Personal Computer Support Technician		17.27
14170 - System Support Specialist		25.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.16
15020 - Aircrew Training Devices Instructor (Rated)		37.71
15030 - Air Crew Training Devices Instructor (Pilot)		45.17
15050 - Computer Based Training Specialist / Instructor		31.16
15060 - Educational Technologist		31.51

15070 - Flight Instructor (Pilot) 45.17
15080 - Graphic Artist 21.16
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.12
15086 - Maintenance Test Pilot Rotary Wing 46.12
15088 - Non-Maintenance Test/Co-Pilot 46.12
15090 - Technical Instructor 23.39
15095 - Technical Instructor/Course Developer 28.61
15110 - Test Proctor 18.01
15120 - Tutor 18.01
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.83
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.38
16220 - Tailor 11.99
16250 - Washer Machine 9.67
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.28
19040 - Tool And Die Maker 26.98
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.37
21030 - Material Coordinator 21.63
21040 - Material Expediter 21.63
21050 - Material Handling Laborer 11.92
21071 - Order Filler 13.53
21080 - Production Line Worker (Food Processing) 16.37
21110 - Shipping Packer 15.67
21130 - Shipping/Receiving Clerk 15.67
21140 - Store Worker I 13.00
21150 - Stock Clerk 18.13
21210 - Tools And Parts Attendant 16.37
21410 - Warehouse Specialist 16.37
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.64
23019 - Aircraft Logs and Records Technician 21.85
23021 - Aircraft Mechanic I 24.41
23022 - Aircraft Mechanic II 25.64
23023 - Aircraft Mechanic III 26.91
23040 - Aircraft Mechanic Helper 18.11
23050 - Aircraft Painter 22.84
23060 - Aircraft Servicer 21.85
23070 - Aircraft Survival Flight Equipment Technician 22.84
23080 - Aircraft Worker 21.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.90

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.41
23110 - Appliance Mechanic 20.76
23120 - Bicycle Repairer 15.14
23125 - Cable Splicer 29.01
23130 - Carpenter Maintenance 17.15
23140 - Carpet Layer 21.38
23160 - Electrician Maintenance 22.40
23181 - Electronics Technician Maintenance I 20.37
23182 - Electronics Technician Maintenance II 23.42
23183 - Electronics Technician Maintenance III 25.74
23260 - Fabric Worker 20.15
23290 - Fire Alarm System Mechanic 22.11
23310 - Fire Extinguisher Repairer 18.74
23311 - Fuel Distribution System Mechanic 19.68
23312 - Fuel Distribution System Operator 15.22
23370 - General Maintenance Worker 15.02
23380 - Ground Support Equipment Mechanic 24.41
23381 - Ground Support Equipment Servicer 21.85
23382 - Ground Support Equipment Worker 21.90
23391 - Gunsmith I 18.41
23392 - Gunsmith II 21.07
23393 - Gunsmith III 23.72
23410 - Heating Ventilation And Air-Conditioning Mechanic 16.41
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 17.25
23430 - Heavy Equipment Mechanic 25.80
23440 - Heavy Equipment Operator 19.46
23460 - Instrument Mechanic 24.32
23465 - Laboratory/Shelter Mechanic 22.36
23470 - Laborer 11.92
23510 - Locksmith 20.76
23530 - Machinery Maintenance Mechanic 23.71
23550 - Machinist Maintenance 20.54
23580 - Maintenance Trades Helper 12.88
23591 - Metrology Technician I 24.32
23592 - Metrology Technician II 25.74
23593 - Metrology Technician III 27.07
23640 - Millwright 24.32
23710 - Office Appliance Repairer 18.37
23760 - Painter Maintenance 17.15
23790 - Pipefitter Maintenance 19.37
23810 - Plumber Maintenance 18.85
23820 - Pneudraulic Systems Mechanic 24.32
23850 - Rigger 21.24
23870 - Scale Mechanic 21.60
23890 - Sheet-Metal Worker Maintenance 18.04
23910 - Small Engine Mechanic 19.64
23931 - Telecommunications Mechanic I 22.51

23932 - Telecommunications Mechanic II 23.55
23950 - Telephone Lineman 24.41
23960 - Welder Combination Maintenance 20.64
23965 - Well Driller 22.11
23970 - Woodcraft Worker 24.00
23980 - Woodworker 17.45
24000 - Personal Needs Occupations
24550 - Case Manager 14.60
24570 - Child Care Attendant 9.14
24580 - Child Care Center Clerk 11.30
24610 - Chore Aide 9.36
24620 - Family Readiness And Support Services Coordinator 14.60
24630 - Homemaker 14.60
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.82
25040 - Sewage Plant Operator 16.15
25070 - Stationary Engineer 21.82
25190 - Ventilation Equipment Tender 15.84
25210 - Water Treatment Plant Operator 16.15
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.87
27007 - Baggage Inspector 12.95
27008 - Corrections Officer 18.87
27010 - Court Security Officer 19.45
27030 - Detection Dog Handler 16.09
27040 - Detention Officer 18.87
27070 - Firefighter 18.25
27101 - Guard I 12.95
27102 - Guard II 16.09
27131 - Police Officer I 21.92
27132 - Police Officer II 24.36
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.82
28042 - Carnival Equipment Repairer 13.89
28043 - Carnival Worker 9.75
28210 - Gate Attendant/Gate Tender 12.73
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 14.24
28510 - Recreation Aide/Health Facility Attendant 10.09
28515 - Recreation Specialist 17.11
28630 - Sports Official 11.34
28690 - Swimming Pool Operator 16.27
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.23
29020 - Hatch Tender 20.23
29030 - Line Handler 20.23
29041 - Stevedore I 19.65
29042 - Stevedore II 22.09
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 45.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.83
30021 - Archeological Technician I 19.20
30022 - Archeological Technician II 21.43
30023 - Archeological Technician III 26.42
30030 - Cartographic Technician 26.42
30040 - Civil Engineering Technician 18.66
30051 - Cryogenic Technician I 30.54
30052 - Cryogenic Technician II 33.73
30061 - Drafter/CAD Operator I 19.20
30062 - Drafter/CAD Operator II 21.43
30063 - Drafter/CAD Operator III 23.96
30064 - Drafter/CAD Operator IV 29.26
30081 - Engineering Technician I 17.59
30082 - Engineering Technician II 19.73
30083 - Engineering Technician III 22.08
30084 - Engineering Technician IV 27.35
30085 - Engineering Technician V 32.75
30086 - Engineering Technician VI 40.12
30090 - Environmental Technician 25.89
30095 - Evidence Control Specialist 27.58
30210 - Laboratory Technician 26.36
30221 - Latent Fingerprint Technician I 30.54
30222 - Latent Fingerprint Technician II 33.73
30240 - Mathematical Technician 26.61
30361 - Paralegal/Legal Assistant I 17.86
30362 - Paralegal/Legal Assistant II 22.12
30363 - Paralegal/Legal Assistant III 27.06
30364 - Paralegal/Legal Assistant IV 32.74
30375 - Petroleum Supply Specialist 33.73
30390 - Photo-Optics Technician 21.99
30395 - Radiation Control Technician 33.73
30461 - Technical Writer I 26.61
30462 - Technical Writer II 32.32
30463 - Technical Writer III 39.09
30491 - Unexploded Ordnance (UXO) Technician I 29.15
30492 - Unexploded Ordnance (UXO) Technician II 35.26
30493 - Unexploded Ordnance (UXO) Technician III 42.27
30494 - Unexploded (UXO) Safety Escort 29.15
30495 - Unexploded (UXO) Sweep Personnel 29.15
30501 - Weather Forecaster I 30.54
30502 - Weather Forecaster II 37.15
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.96
30621 - Weather Observer Senior (see 2) 26.61
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.26
31020 - Bus Aide 12.50
31030 - Bus Driver 18.15

31043 - Driver Courier	11.04
31260 - Parking and Lot Attendant	11.19
31290 - Shuttle Bus Driver	11.96
31310 - Taxi Driver	9.74
31361 - Truckdriver Light	11.96
31362 - Truckdriver Medium	12.86
31363 - Truckdriver Heavy	19.41
31364 - Truckdriver Tractor-Trailer	19.41
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.19
99030 - Cashier	10.51
99050 - Desk Clerk	9.43
99095 - Embalmer	29.15
99130 - Flight Follower	29.15
99251 - Laboratory Animal Caretaker I	15.08
99252 - Laboratory Animal Caretaker II	15.83
99260 - Marketing Analyst	32.61
99310 - Mortician	29.15
99410 - Pest Controller	17.59
99510 - Photofinishing Worker	15.32
99710 - Recycling Laborer	15.36
99711 - Recycling Specialist	18.35
99730 - Refuse Collector	14.64
99810 - Sales Clerk	10.71
99820 - School Crossing Guard	14.63
99830 - Survey Party Chief	23.42
99831 - Surveying Aide	15.92
99832 - Surveying Technician	19.58
99840 - Vending Machine Attendant	17.25
99841 - Vending Machine Repairer	19.56
99842 - Vending Machine Repairer Helper	17.25

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5311
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of De Witt Gonzales Karnes McMullen

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.71
01012 - Accounting Clerk II		16.51
01013 - Accounting Clerk III		18.47
01020 - Administrative Assistant		24.31
01035 - Court Reporter		22.14
01041 - Customer Service Representative I		12.22
01042 - Customer Service Representative II		13.75
01043 - Customer Service Representative III		15.00
01051 - Data Entry Operator I		12.99
01052 - Data Entry Operator II		14.17
01060 - Dispatcher Motor Vehicle		18.58
01070 - Document Preparation Clerk		13.27
01090 - Duplicating Machine Operator		13.27
01111 - General Clerk I		12.98
01112 - General Clerk II		14.16

01113 - General Clerk III 15.89
01120 - Housing Referral Assistant 19.91
01141 - Messenger Courier 11.03
01191 - Order Clerk I 15.94
01192 - Order Clerk II 17.39
01261 - Personnel Assistant (Employment) I 17.04
01262 - Personnel Assistant (Employment) II 19.23
01263 - Personnel Assistant (Employment) III 21.26
01270 - Production Control Clerk 22.64
01290 - Rental Clerk 14.90
01300 - Scheduler Maintenance 15.96
01311 - Secretary I 15.96
01312 - Secretary II 17.86
01313 - Secretary III 19.91
01320 - Service Order Dispatcher 16.61
01410 - Supply Technician 24.31
01420 - Survey Worker 16.65
01460 - Switchboard Operator/Receptionist 12.40
01531 - Travel Clerk I 12.19
01532 - Travel Clerk II 12.97
01533 - Travel Clerk III 13.88
01611 - Word Processor I 13.33
01612 - Word Processor II 14.96
01613 - Word Processor III 16.73
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.14
05010 - Automotive Electrician 19.54
05040 - Automotive Glass Installer 18.32
05070 - Automotive Worker 18.32
05110 - Mobile Equipment Servicer 15.93
05130 - Motor Equipment Metal Mechanic 20.59
05160 - Motor Equipment Metal Worker 18.32
05190 - Motor Vehicle Mechanic 20.59
05220 - Motor Vehicle Mechanic Helper 14.71
05250 - Motor Vehicle Upholstery Worker 17.13
05280 - Motor Vehicle Wrecker 18.32
05310 - Painter Automotive 19.54
05340 - Radiator Repair Specialist 18.32
05370 - Tire Repairer 15.32
05400 - Transmission Repair Specialist 20.59
07000 - Food Preparation And Service Occupations
07010 - Baker 13.62
07041 - Cook I 10.33
07042 - Cook II 11.88
07070 - Dishwasher 9.11
07130 - Food Service Worker 10.05
07210 - Meat Cutter 12.63
07260 - Waiter/Waitress 9.02
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.32

09040 - Furniture Handler	11.55
09080 - Furniture Refinisher	18.32
09090 - Furniture Refinisher Helper	13.96
09110 - Furniture Repairer Minor	16.24
09130 - Upholsterer	18.32
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.07
11060 - Elevator Operator	10.81
11090 - Gardener	16.42
11122 - Housekeeping Aide	10.90
11150 - Janitor	10.90
11210 - Laborer Grounds Maintenance	12.79
11240 - Maid or Houseman	10.46
11260 - Pruner	11.51
11270 - Tractor Operator	15.42
11330 - Trail Maintenance Worker	12.79
11360 - Window Cleaner	12.20
12000 - Health Occupations	
12010 - Ambulance Driver	16.20
12011 - Breath Alcohol Technician	17.83
12012 - Certified Occupational Therapist Assistant	28.34
12015 - Certified Physical Therapist Assistant	37.55
12020 - Dental Assistant	17.63
12025 - Dental Hygienist	32.84
12030 - EKG Technician	29.19
12035 - Electroneurodiagnostic Technologist	29.19
12040 - Emergency Medical Technician	16.20
12071 - Licensed Practical Nurse I	17.21
12072 - Licensed Practical Nurse II	19.27
12073 - Licensed Practical Nurse III	21.47
12100 - Medical Assistant	13.01
12130 - Medical Laboratory Technician	22.36
12160 - Medical Record Clerk	14.97
12190 - Medical Record Technician	16.56
12195 - Medical Transcriptionist	17.21
12210 - Nuclear Medicine Technologist	42.04
12221 - Nursing Assistant I	12.98
12222 - Nursing Assistant II	14.59
12223 - Nursing Assistant III	15.92
12224 - Nursing Assistant IV	17.88
12235 - Optical Dispenser	19.27
12236 - Optical Technician	17.21
12250 - Pharmacy Technician	16.80
12280 - Phlebotomist	14.35
12305 - Radiologic Technologist	26.90
12311 - Registered Nurse I	26.27
12312 - Registered Nurse II	32.13
12313 - Registered Nurse II Specialist	32.13
12314 - Registered Nurse III	38.88
12315 - Registered Nurse III Anesthetist	38.88

12316 - Registered Nurse IV		46.60
12317 - Scheduler (Drug and Alcohol Testing)		23.86
12320 - Substance Abuse Treatment Counselor		19.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.32
13012 - Exhibits Specialist II		22.70
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		18.68
13042 - Illustrator II		23.15
13043 - Illustrator III		27.76
13047 - Librarian		25.63
13050 - Library Aide/Clerk		11.03
13054 - Library Information Technology Systems Administrator		23.15
13058 - Library Technician		14.44
13061 - Media Specialist I		16.37
13062 - Media Specialist II		18.32
13063 - Media Specialist III		20.43
13071 - Photographer I		16.37
13072 - Photographer II		18.32
13073 - Photographer III		22.70
13074 - Photographer IV		26.06
13075 - Photographer V		31.63
13090 - Technical Order Library Clerk		17.91
13110 - Video Teleconference Technician		18.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.51
14042 - Computer Operator II		17.35
14043 - Computer Operator III		19.35
14044 - Computer Operator IV		21.50
14045 - Computer Operator V		23.80
14071 - Computer Programmer I	(see 1)	22.67
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.51
14160 - Personal Computer Support Technician		21.50
14170 - System Support Specialist		24.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.80
15020 - Aircrew Training Devices Instructor (Rated)		38.47
15030 - Air Crew Training Devices Instructor (Pilot)		46.12
15050 - Computer Based Training Specialist / Instructor		31.80
15060 - Educational Technologist		30.27
15070 - Flight Instructor (Pilot)		46.12
15080 - Graphic Artist		22.57
15085 - Maintenance Test Pilot Fixed Jet/Prop		46.12

15086 - Maintenance Test Pilot Rotary Wing 46.12
15088 - Non-Maintenance Test/Co-Pilot 46.12
15090 - Technical Instructor 23.39
15095 - Technical Instructor/Course Developer 28.61
15110 - Test Proctor 18.88
15120 - Tutor 18.88
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.83
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.38
16220 - Tailor 11.99
16250 - Washer Machine 9.67
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.50
19040 - Tool And Die Maker 28.27
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.86
21030 - Material Coordinator 22.64
21040 - Material Expediter 22.64
21050 - Material Handling Laborer 12.13
21071 - Order Filler 13.53
21080 - Production Line Worker (Food Processing) 16.86
21110 - Shipping Packer 15.67
21130 - Shipping/Receiving Clerk 15.67
21140 - Store Worker I 13.00
21150 - Stock Clerk 18.13
21210 - Tools And Parts Attendant 16.86
21410 - Warehouse Specialist 16.86
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.24
23019 - Aircraft Logs and Records Technician 23.24
23021 - Aircraft Mechanic I 27.94
23022 - Aircraft Mechanic II 29.24
23023 - Aircraft Mechanic III 30.72
23040 - Aircraft Mechanic Helper 19.97
23050 - Aircraft Painter 26.51
23060 - Aircraft Servicer 23.24
23070 - Aircraft Survival Flight Equipment Technician 26.51
23080 - Aircraft Worker 24.85
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.85
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.94
23110 - Appliance Mechanic 23.50

23120 - Bicycle Repairer	17.91
23125 - Cable Splicer	30.43
23130 - Carpenter Maintenance	17.83
23140 - Carpet Layer	22.03
23160 - Electrician Maintenance	23.15
23181 - Electronics Technician Maintenance I	29.65
23182 - Electronics Technician Maintenance II	31.63
23183 - Electronics Technician Maintenance III	33.33
23260 - Fabric Worker	20.59
23290 - Fire Alarm System Mechanic	24.76
23310 - Fire Extinguisher Repairer	19.15
23311 - Fuel Distribution System Mechanic	21.07
23312 - Fuel Distribution System Operator	16.30
23370 - General Maintenance Worker	15.37
23380 - Ground Support Equipment Mechanic	27.94
23381 - Ground Support Equipment Servicer	23.24
23382 - Ground Support Equipment Worker	24.85
23391 - Gunsmith I	19.15
23392 - Gunsmith II	22.03
23393 - Gunsmith III	24.76
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.16
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.21
23430 - Heavy Equipment Mechanic	26.38
23440 - Heavy Equipment Operator	20.75
23460 - Instrument Mechanic	24.76
23465 - Laboratory/Shelter Mechanic	23.50
23470 - Laborer	12.13
23510 - Locksmith	23.50
23530 - Machinery Maintenance Mechanic	25.73
23550 - Machinist Maintenance	21.79
23580 - Maintenance Trades Helper	13.94
23591 - Metrology Technician I	24.76
23592 - Metrology Technician II	25.91
23593 - Metrology Technician III	27.07
23640 - Millwright	25.70
23710 - Office Appliance Repairer	23.50
23760 - Painter Maintenance	20.44
23790 - Pipefitter Maintenance	21.26
23810 - Plumber Maintenance	20.03
23820 - Pneudraulic Systems Mechanic	24.76
23850 - Rigger	23.19
23870 - Scale Mechanic	22.03
23890 - Sheet-Metal Worker Maintenance	21.54
23910 - Small Engine Mechanic	20.78
23931 - Telecommunications Mechanic I	22.96
23932 - Telecommunications Mechanic II	24.03
23950 - Telephone Lineman	30.25
23960 - Welder Combination Maintenance	21.57

23965 - Well Driller		24.76
23970 - Woodcraft Worker		24.76
23980 - Woodworker		19.15
24000 - Personal Needs Occupations		
24550 - Case Manager		15.75
24570 - Child Care Attendant		9.45
24580 - Child Care Center Clerk		12.07
24610 - Chore Aide		10.57
24620 - Family Readiness And Support Services Coordinator		15.75
24630 - Homemaker		15.75
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.09
25040 - Sewage Plant Operator		16.63
25070 - Stationary Engineer		23.09
25190 - Ventilation Equipment Tender		16.14
25210 - Water Treatment Plant Operator		16.63
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.89
27007 - Baggage Inspector		13.60
27008 - Corrections Officer		21.15
27010 - Court Security Officer		21.15
27030 - Detection Dog Handler		15.62
27040 - Detention Officer		21.15
27070 - Firefighter		22.59
27101 - Guard I		13.60
27102 - Guard II		15.62
27131 - Police Officer I		23.14
27132 - Police Officer II		25.77
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.82
28042 - Carnival Equipment Repairer		13.89
28043 - Carnival Worker		9.75
28210 - Gate Attendant/Gate Tender		12.51
28310 - Lifeguard		11.05
28350 - Park Attendant (Aide)		13.88
28510 - Recreation Aide/Health Facility Attendant		10.13
28515 - Recreation Specialist		17.11
28630 - Sports Official		11.05
28690 - Swimming Pool Operator		16.16
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.89
29020 - Hatch Tender		28.89
29030 - Line Handler		28.89
29041 - Stevedore I		27.00
29042 - Stevedore II		30.81
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	45.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.83

30021 - Archeological Technician I		19.90
30022 - Archeological Technician II		22.26
30023 - Archeological Technician III		27.58
30030 - Cartographic Technician		27.58
30040 - Civil Engineering Technician		20.21
30051 - Cryogenic Technician I		30.54
30052 - Cryogenic Technician II		33.73
30061 - Drafter/CAD Operator I		19.90
30062 - Drafter/CAD Operator II		22.26
30063 - Drafter/CAD Operator III		24.82
30064 - Drafter/CAD Operator IV		30.54
30081 - Engineering Technician I		17.59
30082 - Engineering Technician II		19.73
30083 - Engineering Technician III		22.08
30084 - Engineering Technician IV		27.35
30085 - Engineering Technician V		33.45
30086 - Engineering Technician VI		40.47
30090 - Environmental Technician		25.89
30095 - Evidence Control Specialist		27.58
30210 - Laboratory Technician		28.06
30221 - Latent Fingerprint Technician I		30.54
30222 - Latent Fingerprint Technician II		33.73
30240 - Mathematical Technician		27.58
30361 - Paralegal/Legal Assistant I		17.91
30362 - Paralegal/Legal Assistant II		22.19
30363 - Paralegal/Legal Assistant III		27.14
30364 - Paralegal/Legal Assistant IV		32.84
30375 - Petroleum Supply Specialist		33.73
30390 - Photo-Optics Technician		23.74
30395 - Radiation Control Technician		33.73
30461 - Technical Writer I		27.58
30462 - Technical Writer II		33.73
30463 - Technical Writer III		40.81
30491 - Unexploded Ordnance (UXO) Technician I		29.15
30492 - Unexploded Ordnance (UXO) Technician II		35.26
30493 - Unexploded Ordnance (UXO) Technician III		42.27
30494 - Unexploded (UXO) Safety Escort		29.15
30495 - Unexploded (UXO) Sweep Personnel		29.15
30501 - Weather Forecaster I		30.54
30502 - Weather Forecaster II		37.15
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.82
30621 - Weather Observer Senior	(see 2)	27.58
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.26
31020 - Bus Aide		13.15
31030 - Bus Driver		18.45
31043 - Driver Courier		13.17
31260 - Parking and Lot Attendant		11.66
31290 - Shuttle Bus Driver		14.18

31310 - Taxi Driver	11.35
31361 - Truckdriver Light	14.18
31362 - Truckdriver Medium	15.07
31363 - Truckdriver Heavy	19.74
31364 - Truckdriver Tractor-Trailer	19.74
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.19
99030 - Cashier	10.51
99050 - Desk Clerk	9.68
99095 - Embalmer	29.15
99130 - Flight Follower	29.15
99251 - Laboratory Animal Caretaker I	11.08
99252 - Laboratory Animal Caretaker II	11.92
99260 - Marketing Analyst	33.05
99310 - Mortician	29.15
99410 - Pest Controller	20.53
99510 - Photofinishing Worker	15.32
99710 - Recycling Laborer	16.73
99711 - Recycling Specialist	19.73
99730 - Refuse Collector	15.00
99810 - Sales Clerk	10.86
99820 - School Crossing Guard	14.63
99830 - Survey Party Chief	23.58
99831 - Surveying Aide	16.42
99832 - Surveying Technician	19.63
99840 - Vending Machine Attendant	18.35
99841 - Vending Machine Repairer	22.67
99842 - Vending Machine Repairer Helper	18.35

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5312
Revision No.: 13
Date Of Last Revision: 06/03/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of De Witt Gonzales Karnes McMullen

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.71
01012 - Accounting Clerk II		16.51
01013 - Accounting Clerk III		18.47
01020 - Administrative Assistant		24.31
01035 - Court Reporter		22.14
01041 - Customer Service Representative I		12.22
01042 - Customer Service Representative II		13.75
01043 - Customer Service Representative III		15.00
01051 - Data Entry Operator I		12.99
01052 - Data Entry Operator II		14.17
01060 - Dispatcher Motor Vehicle		18.58
01070 - Document Preparation Clerk		13.27

01090 - Duplicating Machine Operator 13.27
01111 - General Clerk I 12.98
01112 - General Clerk II 14.16
01113 - General Clerk III 15.89
01120 - Housing Referral Assistant 19.91
01141 - Messenger Courier 11.03
01191 - Order Clerk I 15.94
01192 - Order Clerk II 17.39
01261 - Personnel Assistant (Employment) I 17.04
01262 - Personnel Assistant (Employment) II 19.23
01263 - Personnel Assistant (Employment) III 21.26
01270 - Production Control Clerk 22.64
01290 - Rental Clerk 14.90
01300 - Scheduler Maintenance 15.96
01311 - Secretary I 15.96
01312 - Secretary II 17.86
01313 - Secretary III 19.91
01320 - Service Order Dispatcher 16.61
01410 - Supply Technician 24.31
01420 - Survey Worker 16.65
01460 - Switchboard Operator/Receptionist 12.40
01531 - Travel Clerk I 12.19
01532 - Travel Clerk II 12.97
01533 - Travel Clerk III 13.88
01611 - Word Processor I 13.33
01612 - Word Processor II 14.96
01613 - Word Processor III 16.73
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.14
05010 - Automotive Electrician 19.54
05040 - Automotive Glass Installer 18.32
05070 - Automotive Worker 18.32
05110 - Mobile Equipment Servicer 15.93
05130 - Motor Equipment Metal Mechanic 20.59
05160 - Motor Equipment Metal Worker 18.32
05190 - Motor Vehicle Mechanic 20.59
05220 - Motor Vehicle Mechanic Helper 14.71
05250 - Motor Vehicle Upholstery Worker 17.13
05280 - Motor Vehicle Wrecker 18.32
05310 - Painter Automotive 19.54
05340 - Radiator Repair Specialist 18.32
05370 - Tire Repairer 15.32
05400 - Transmission Repair Specialist 20.59
07000 - Food Preparation And Service Occupations
07010 - Baker 13.62
07041 - Cook I 10.33
07042 - Cook II 11.88
07070 - Dishwasher 9.11
07130 - Food Service Worker 10.05
07210 - Meat Cutter 12.63

07260 - Waiter/Waitress	9.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.32
09040 - Furniture Handler	11.55
09080 - Furniture Refinisher	18.32
09090 - Furniture Refinisher Helper	13.96
09110 - Furniture Repairer Minor	16.24
09130 - Upholsterer	18.32
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.07
11060 - Elevator Operator	10.81
11090 - Gardener	16.42
11122 - Housekeeping Aide	10.90
11150 - Janitor	10.90
11210 - Laborer Grounds Maintenance	12.79
11240 - Maid or Houseman	10.46
11260 - Pruner	11.51
11270 - Tractor Operator	15.42
11330 - Trail Maintenance Worker	12.79
11360 - Window Cleaner	12.20
12000 - Health Occupations	
12010 - Ambulance Driver	16.20
12011 - Breath Alcohol Technician	17.83
12012 - Certified Occupational Therapist Assistant	28.34
12015 - Certified Physical Therapist Assistant	37.55
12020 - Dental Assistant	17.63
12025 - Dental Hygienist	32.84
12030 - EKG Technician	29.19
12035 - Electroneurodiagnostic Technologist	29.19
12040 - Emergency Medical Technician	16.20
12071 - Licensed Practical Nurse I	17.21
12072 - Licensed Practical Nurse II	19.27
12073 - Licensed Practical Nurse III	21.47
12100 - Medical Assistant	13.01
12130 - Medical Laboratory Technician	22.36
12160 - Medical Record Clerk	14.97
12190 - Medical Record Technician	16.56
12195 - Medical Transcriptionist	17.21
12210 - Nuclear Medicine Technologist	42.04
12221 - Nursing Assistant I	12.98
12222 - Nursing Assistant II	14.59
12223 - Nursing Assistant III	15.92
12224 - Nursing Assistant IV	17.88
12235 - Optical Dispenser	19.27
12236 - Optical Technician	17.21
12250 - Pharmacy Technician	16.80
12280 - Phlebotomist	14.35
12305 - Radiologic Technologist	26.90
12311 - Registered Nurse I	26.27
12312 - Registered Nurse II	32.13

12313 - Registered Nurse II Specialist		32.13
12314 - Registered Nurse III		38.88
12315 - Registered Nurse III Anesthetist		38.88
12316 - Registered Nurse IV		46.60
12317 - Scheduler (Drug and Alcohol Testing)		23.86
12320 - Substance Abuse Treatment Counselor		19.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.32
13012 - Exhibits Specialist II		22.70
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		18.68
13042 - Illustrator II		23.15
13043 - Illustrator III		27.76
13047 - Librarian		25.63
13050 - Library Aide/Clerk		11.03
13054 - Library Information Technology Systems Administrator		23.15
13058 - Library Technician		14.44
13061 - Media Specialist I		16.37
13062 - Media Specialist II		18.32
13063 - Media Specialist III		20.43
13071 - Photographer I		16.37
13072 - Photographer II		18.32
13073 - Photographer III		22.70
13074 - Photographer IV		26.06
13075 - Photographer V		31.63
13090 - Technical Order Library Clerk		17.91
13110 - Video Teleconference Technician		18.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.51
14042 - Computer Operator II		17.35
14043 - Computer Operator III		19.35
14044 - Computer Operator IV		21.50
14045 - Computer Operator V		23.80
14071 - Computer Programmer I	(see 1)	22.67
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.51
14160 - Personal Computer Support Technician		21.50
14170 - System Support Specialist		24.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.80
15020 - Aircrew Training Devices Instructor (Rated)		38.47
15030 - Air Crew Training Devices Instructor (Pilot)		46.12
15050 - Computer Based Training Specialist / Instructor		31.80
15060 - Educational Technologist		30.27

15070 - Flight Instructor (Pilot) 46.12
15080 - Graphic Artist 22.57
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.12
15086 - Maintenance Test Pilot Rotary Wing 46.12
15088 - Non-Maintenance Test/Co-Pilot 46.12
15090 - Technical Instructor 23.39
15095 - Technical Instructor/Course Developer 28.61
15110 - Test Proctor 18.88
15120 - Tutor 18.88
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.83
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.38
16220 - Tailor 11.99
16250 - Washer Machine 9.67
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.50
19040 - Tool And Die Maker 28.27
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.86
21030 - Material Coordinator 22.64
21040 - Material Expediter 22.64
21050 - Material Handling Laborer 12.13
21071 - Order Filler 13.53
21080 - Production Line Worker (Food Processing) 16.86
21110 - Shipping Packer 15.67
21130 - Shipping/Receiving Clerk 15.67
21140 - Store Worker I 13.00
21150 - Stock Clerk 18.13
21210 - Tools And Parts Attendant 16.86
21410 - Warehouse Specialist 16.86
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.24
23019 - Aircraft Logs and Records Technician 23.24
23021 - Aircraft Mechanic I 27.94
23022 - Aircraft Mechanic II 29.24
23023 - Aircraft Mechanic III 30.72
23040 - Aircraft Mechanic Helper 19.97
23050 - Aircraft Painter 26.51
23060 - Aircraft Servicer 23.24
23070 - Aircraft Survival Flight Equipment Technician 26.51
23080 - Aircraft Worker 24.85
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.85

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.94
23110 - Appliance Mechanic 23.50
23120 - Bicycle Repairer 17.91
23125 - Cable Splicer 30.43
23130 - Carpenter Maintenance 17.83
23140 - Carpet Layer 22.03
23160 - Electrician Maintenance 23.15
23181 - Electronics Technician Maintenance I 29.65
23182 - Electronics Technician Maintenance II 31.63
23183 - Electronics Technician Maintenance III 33.33
23260 - Fabric Worker 20.59
23290 - Fire Alarm System Mechanic 24.76
23310 - Fire Extinguisher Repairer 19.15
23311 - Fuel Distribution System Mechanic 21.07
23312 - Fuel Distribution System Operator 16.30
23370 - General Maintenance Worker 15.37
23380 - Ground Support Equipment Mechanic 27.94
23381 - Ground Support Equipment Servicer 23.24
23382 - Ground Support Equipment Worker 24.85
23391 - Gunsmith I 19.15
23392 - Gunsmith II 22.03
23393 - Gunsmith III 24.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.16
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.21
23430 - Heavy Equipment Mechanic 26.38
23440 - Heavy Equipment Operator 20.75
23460 - Instrument Mechanic 24.76
23465 - Laboratory/Shelter Mechanic 23.50
23470 - Laborer 12.13
23510 - Locksmith 23.50
23530 - Machinery Maintenance Mechanic 25.73
23550 - Machinist Maintenance 21.79
23580 - Maintenance Trades Helper 13.94
23591 - Metrology Technician I 24.76
23592 - Metrology Technician II 25.91
23593 - Metrology Technician III 27.07
23640 - Millwright 25.70
23710 - Office Appliance Repairer 23.50
23760 - Painter Maintenance 20.44
23790 - Pipefitter Maintenance 21.26
23810 - Plumber Maintenance 20.03
23820 - Pneudraulic Systems Mechanic 24.76
23850 - Rigger 23.19
23870 - Scale Mechanic 22.03
23890 - Sheet-Metal Worker Maintenance 21.54
23910 - Small Engine Mechanic 20.78
23931 - Telecommunications Mechanic I 22.96

23932 - Telecommunications Mechanic II 24.03
23950 - Telephone Lineman 30.25
23960 - Welder Combination Maintenance 21.57
23965 - Well Driller 24.76
23970 - Woodcraft Worker 24.76
23980 - Woodworker 19.15
24000 - Personal Needs Occupations
24550 - Case Manager 15.75
24570 - Child Care Attendant 9.45
24580 - Child Care Center Clerk 12.07
24610 - Chore Aide 10.57
24620 - Family Readiness And Support Services Coordinator 15.75
24630 - Homemaker 15.75
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.09
25040 - Sewage Plant Operator 16.63
25070 - Stationary Engineer 23.09
25190 - Ventilation Equipment Tender 16.14
25210 - Water Treatment Plant Operator 16.63
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.89
27007 - Baggage Inspector 13.60
27008 - Corrections Officer 21.15
27010 - Court Security Officer 21.15
27030 - Detection Dog Handler 15.62
27040 - Detention Officer 21.15
27070 - Firefighter 22.59
27101 - Guard I 13.60
27102 - Guard II 15.62
27131 - Police Officer I 23.14
27132 - Police Officer II 25.77
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.82
28042 - Carnival Equipment Repairer 13.89
28043 - Carnival Worker 9.75
28210 - Gate Attendant/Gate Tender 12.51
28310 - Lifeguard 11.05
28350 - Park Attendant (Aide) 13.88
28510 - Recreation Aide/Health Facility Attendant 10.13
28515 - Recreation Specialist 17.11
28630 - Sports Official 11.05
28690 - Swimming Pool Operator 16.16
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.89
29020 - Hatch Tender 28.89
29030 - Line Handler 28.89
29041 - Stevedore I 27.00
29042 - Stevedore II 30.81
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 45.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.83
30021 - Archeological Technician I 19.90
30022 - Archeological Technician II 22.26
30023 - Archeological Technician III 27.58
30030 - Cartographic Technician 27.58
30040 - Civil Engineering Technician 20.21
30051 - Cryogenic Technician I 30.54
30052 - Cryogenic Technician II 33.73
30061 - Drafter/CAD Operator I 19.90
30062 - Drafter/CAD Operator II 22.26
30063 - Drafter/CAD Operator III 24.82
30064 - Drafter/CAD Operator IV 30.54
30081 - Engineering Technician I 17.59
30082 - Engineering Technician II 19.73
30083 - Engineering Technician III 22.08
30084 - Engineering Technician IV 27.35
30085 - Engineering Technician V 33.45
30086 - Engineering Technician VI 40.47
30090 - Environmental Technician 25.89
30095 - Evidence Control Specialist 27.58
30210 - Laboratory Technician 28.06
30221 - Latent Fingerprint Technician I 30.54
30222 - Latent Fingerprint Technician II 33.73
30240 - Mathematical Technician 27.58
30361 - Paralegal/Legal Assistant I 17.91
30362 - Paralegal/Legal Assistant II 22.19
30363 - Paralegal/Legal Assistant III 27.14
30364 - Paralegal/Legal Assistant IV 32.84
30375 - Petroleum Supply Specialist 33.73
30390 - Photo-Optics Technician 23.74
30395 - Radiation Control Technician 33.73
30461 - Technical Writer I 27.58
30462 - Technical Writer II 33.73
30463 - Technical Writer III 40.81
30491 - Unexploded Ordnance (UXO) Technician I 29.15
30492 - Unexploded Ordnance (UXO) Technician II 35.26
30493 - Unexploded Ordnance (UXO) Technician III 42.27
30494 - Unexploded (UXO) Safety Escort 29.15
30495 - Unexploded (UXO) Sweep Personnel 29.15
30501 - Weather Forecaster I 30.54
30502 - Weather Forecaster II 37.15
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.82
30621 - Weather Observer Senior (see 2) 27.58
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.26
31020 - Bus Aide 13.15
31030 - Bus Driver 18.45

31043 - Driver Courier	13.17
31260 - Parking and Lot Attendant	11.66
31290 - Shuttle Bus Driver	14.18
31310 - Taxi Driver	11.35
31361 - Truckdriver Light	14.18
31362 - Truckdriver Medium	15.07
31363 - Truckdriver Heavy	19.74
31364 - Truckdriver Tractor-Trailer	19.74
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.19
99030 - Cashier	10.51
99050 - Desk Clerk	9.68
99095 - Embalmer	29.15
99130 - Flight Follower	29.15
99251 - Laboratory Animal Caretaker I	11.08
99252 - Laboratory Animal Caretaker II	11.92
99260 - Marketing Analyst	33.05
99310 - Mortician	29.15
99410 - Pest Controller	20.53
99510 - Photofinishing Worker	15.32
99710 - Recycling Laborer	16.73
99711 - Recycling Specialist	19.73
99730 - Refuse Collector	15.00
99810 - Sales Clerk	10.86
99820 - School Crossing Guard	14.63
99830 - Survey Party Chief	23.58
99831 - Surveying Aide	16.42
99832 - Surveying Technician	19.63
99840 - Vending Machine Attendant	18.35
99841 - Vending Machine Repairer	22.67
99842 - Vending Machine Repairer Helper	18.35

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5313
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oklahoma

Area: Oklahoma Counties of Comanche Cotton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.64
01012 - Accounting Clerk II		14.19
01013 - Accounting Clerk III		15.88
01020 - Administrative Assistant		20.23
01035 - Court Reporter		15.89
01041 - Customer Service Representative I		10.36
01042 - Customer Service Representative II		11.65
01043 - Customer Service Representative III		12.72
01051 - Data Entry Operator I		11.28
01052 - Data Entry Operator II		12.31
01060 - Dispatcher Motor Vehicle		18.73
01070 - Document Preparation Clerk		12.31
01090 - Duplicating Machine Operator		12.31
01111 - General Clerk I		11.35
01112 - General Clerk II		12.39

01113 - General Clerk III 13.91
01120 - Housing Referral Assistant 17.23
01141 - Messenger Courier 12.22
01191 - Order Clerk I 12.29
01192 - Order Clerk II 13.41
01261 - Personnel Assistant (Employment) I 15.88
01262 - Personnel Assistant (Employment) II 17.77
01263 - Personnel Assistant (Employment) III 19.81
01270 - Production Control Clerk 23.78
01290 - Rental Clerk 11.06
01300 - Scheduler Maintenance 13.82
01311 - Secretary I 13.82
01312 - Secretary II 15.46
01313 - Secretary III 17.23
01320 - Service Order Dispatcher 16.74
01410 - Supply Technician 20.23
01420 - Survey Worker 14.20
01460 - Switchboard Operator/Receptionist 12.35
01531 - Travel Clerk I 11.93
01532 - Travel Clerk II 12.89
01533 - Travel Clerk III 13.55
01611 - Word Processor I 13.50
01612 - Word Processor II 15.07
01613 - Word Processor III 16.98
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.76
05010 - Automotive Electrician 18.97
05040 - Automotive Glass Installer 17.97
05070 - Automotive Worker 17.97
05110 - Mobile Equipment Servicer 15.93
05130 - Motor Equipment Metal Mechanic 19.99
05160 - Motor Equipment Metal Worker 17.97
05190 - Motor Vehicle Mechanic 19.99
05220 - Motor Vehicle Mechanic Helper 14.87
05250 - Motor Vehicle Upholstery Worker 16.94
05280 - Motor Vehicle Wrecker 17.97
05310 - Painter Automotive 18.97
05340 - Radiator Repair Specialist 17.97
05370 - Tire Repairer 13.51
05400 - Transmission Repair Specialist 19.99
07000 - Food Preparation And Service Occupations
07010 - Baker 13.96
07041 - Cook I 9.86
07042 - Cook II 11.09
07070 - Dishwasher 9.67
07130 - Food Service Worker 11.39
07210 - Meat Cutter 14.63
07260 - Waiter/Waitress 9.10
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.38

09040 - Furniture Handler 14.54
09080 - Furniture Refinisher 21.38
09090 - Furniture Refinisher Helper 16.75
09110 - Furniture Repairer Minor 19.09
09130 - Upholsterer 21.38
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.27
11060 - Elevator Operator 10.90
11090 - Gardener 14.68
11122 - Housekeeping Aide 10.90
11150 - Janitor 10.90
11210 - Laborer Grounds Maintenance 11.89
11240 - Maid or Houseman 10.05
11260 - Pruner 10.96
11270 - Tractor Operator 13.70
11330 - Trail Maintenance Worker 11.89
11360 - Window Cleaner 11.83
12000 - Health Occupations
12010 - Ambulance Driver 16.38
12011 - Breath Alcohol Technician 16.88
12012 - Certified Occupational Therapist Assistant 24.75
12015 - Certified Physical Therapist Assistant 32.04
12020 - Dental Assistant 17.22
12025 - Dental Hygienist 35.05
12030 - EKG Technician 25.58
12035 - Electroneurodiagnostic Technologist 25.58
12040 - Emergency Medical Technician 16.38
12071 - Licensed Practical Nurse I 15.09
12072 - Licensed Practical Nurse II 16.88
12073 - Licensed Practical Nurse III 18.82
12100 - Medical Assistant 12.91
12130 - Medical Laboratory Technician 22.43
12160 - Medical Record Clerk 18.21
12190 - Medical Record Technician 20.37
12195 - Medical Transcriptionist 15.20
12210 - Nuclear Medicine Technologist 37.10
12221 - Nursing Assistant I 11.09
12222 - Nursing Assistant II 12.47
12223 - Nursing Assistant III 13.60
12224 - Nursing Assistant IV 15.27
12235 - Optical Dispenser 16.60
12236 - Optical Technician 15.09
12250 - Pharmacy Technician 16.36
12280 - Phlebotomist 13.81
12305 - Radiologic Technologist 24.53
12311 - Registered Nurse I 22.76
12312 - Registered Nurse II 27.84
12313 - Registered Nurse II Specialist 27.84
12314 - Registered Nurse III 33.68
12315 - Registered Nurse III Anesthetist 33.68

12316 - Registered Nurse IV		40.37
12317 - Scheduler (Drug and Alcohol Testing)		20.91
12320 - Substance Abuse Treatment Counselor		21.40
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.57
13012 - Exhibits Specialist II		23.00
13013 - Exhibits Specialist III		28.14
13041 - Illustrator I		18.57
13042 - Illustrator II		23.00
13043 - Illustrator III		28.14
13047 - Librarian		25.48
13050 - Library Aide/Clerk		12.23
13054 - Library Information Technology Systems Administrator		23.00
13058 - Library Technician		18.57
13061 - Media Specialist I		16.60
13062 - Media Specialist II		18.57
13063 - Media Specialist III		20.70
13071 - Photographer I		16.60
13072 - Photographer II		18.57
13073 - Photographer III		23.00
13074 - Photographer IV		28.14
13075 - Photographer V		34.05
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		16.60
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.61
14042 - Computer Operator II		15.22
14043 - Computer Operator III		16.98
14044 - Computer Operator IV		21.48
14045 - Computer Operator V		23.85
14071 - Computer Programmer I	(see 1)	19.41
14072 - Computer Programmer II	(see 1)	24.05
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		13.61
14160 - Personal Computer Support Technician		23.46
14170 - System Support Specialist		27.93
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.59
15020 - Aircrew Training Devices Instructor (Rated)		34.59
15030 - Air Crew Training Devices Instructor (Pilot)		41.45
15050 - Computer Based Training Specialist / Instructor		28.59
15060 - Educational Technologist		34.59
15070 - Flight Instructor (Pilot)		41.45
15080 - Graphic Artist		21.19
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.45

15086 - Maintenance Test Pilot Rotary Wing 41.45
15088 - Non-Maintenance Test/Co-Pilot 41.45
15090 - Technical Instructor 21.33
15095 - Technical Instructor/Course Developer 26.09
15110 - Test Proctor 17.22
15120 - Tutor 17.22
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 11.61
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 12.37
16220 - Tailor 13.19
16250 - Washer Machine 9.98
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.38
19040 - Tool And Die Maker 25.77
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.20
21030 - Material Coordinator 23.78
21040 - Material Expediter 23.78
21050 - Material Handling Laborer 11.72
21071 - Order Filler 13.08
21080 - Production Line Worker (Food Processing) 16.20
21110 - Shipping Packer 17.81
21130 - Shipping/Receiving Clerk 17.81
21140 - Store Worker I 13.48
21150 - Stock Clerk 17.03
21210 - Tools And Parts Attendant 16.20
21410 - Warehouse Specialist 16.20
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.63
23019 - Aircraft Logs and Records Technician 19.09
23021 - Aircraft Mechanic I 22.53
23022 - Aircraft Mechanic II 23.63
23023 - Aircraft Mechanic III 24.72
23040 - Aircraft Mechanic Helper 16.75
23050 - Aircraft Painter 21.38
23060 - Aircraft Servicer 19.09
23070 - Aircraft Survival Flight Equipment Technician 21.38
23080 - Aircraft Worker 20.26
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.26
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.53
23110 - Appliance Mechanic 21.38

23120 - Bicycle Repairer	17.95
23125 - Cable Splicer	28.23
23130 - Carpenter Maintenance	21.41
23140 - Carpet Layer	20.26
23160 - Electrician Maintenance	29.48
23181 - Electronics Technician Maintenance I	23.18
23182 - Electronics Technician Maintenance II	24.46
23183 - Electronics Technician Maintenance III	25.78
23260 - Fabric Worker	19.09
23290 - Fire Alarm System Mechanic	22.53
23310 - Fire Extinguisher Repairer	17.95
23311 - Fuel Distribution System Mechanic	22.53
23312 - Fuel Distribution System Operator	17.95
23370 - General Maintenance Worker	15.40
23380 - Ground Support Equipment Mechanic	22.53
23381 - Ground Support Equipment Servicer	19.09
23382 - Ground Support Equipment Worker	20.26
23391 - Gunsmith I	17.95
23392 - Gunsmith II	20.26
23393 - Gunsmith III	22.53
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.26
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.29
23430 - Heavy Equipment Mechanic	25.19
23440 - Heavy Equipment Operator	17.04
23460 - Instrument Mechanic	22.53
23465 - Laboratory/Shelter Mechanic	21.38
23470 - Laborer	11.72
23510 - Locksmith	21.38
23530 - Machinery Maintenance Mechanic	27.33
23550 - Machinist Maintenance	21.64
23580 - Maintenance Trades Helper	13.90
23591 - Metrology Technician I	22.53
23592 - Metrology Technician II	23.63
23593 - Metrology Technician III	24.72
23640 - Millwright	22.53
23710 - Office Appliance Repairer	21.30
23760 - Painter Maintenance	21.26
23790 - Pipefitter Maintenance	22.62
23810 - Plumber Maintenance	21.47
23820 - Pneudraulic Systems Mechanic	22.53
23850 - Rigger	22.53
23870 - Scale Mechanic	20.26
23890 - Sheet-Metal Worker Maintenance	22.53
23910 - Small Engine Mechanic	20.26
23931 - Telecommunications Mechanic I	22.69
23932 - Telecommunications Mechanic II	23.81
23950 - Telephone Lineman	24.33
23960 - Welder Combination Maintenance	19.58

23965 - Well Driller	22.53
23970 - Woodcraft Worker	22.53
23980 - Woodworker	17.95
24000 - Personal Needs Occupations	
24550 - Case Manager	11.33
24570 - Child Care Attendant	8.99
24580 - Child Care Center Clerk	11.21
24610 - Chore Aide	9.20
24620 - Family Readiness And Support Services Coordinator	11.33
24630 - Homemaker	12.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.53
25040 - Sewage Plant Operator	17.05
25070 - Stationary Engineer	22.53
25190 - Ventilation Equipment Tender	16.75
25210 - Water Treatment Plant Operator	17.05
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.59
27007 - Baggage Inspector	14.83
27008 - Corrections Officer	14.99
27010 - Court Security Officer	16.61
27030 - Detection Dog Handler	16.59
27040 - Detention Officer	14.99
27070 - Firefighter	18.14
27101 - Guard I	14.83
27102 - Guard II	16.59
27131 - Police Officer I	20.01
27132 - Police Officer II	22.24
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.60
28042 - Carnival Equipment Repairer	13.50
28043 - Carnival Worker	10.08
28210 - Gate Attendant/Gate Tender	16.30
28310 - Lifeguard	14.52
28350 - Park Attendant (Aide)	18.24
28510 - Recreation Aide/Health Facility Attendant	13.30
28515 - Recreation Specialist	20.69
28630 - Sports Official	14.52
28690 - Swimming Pool Operator	15.10
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.26
29020 - Hatch Tender	20.26
29030 - Line Handler	20.26
29041 - Stevedore I	19.09
29042 - Stevedore II	21.38
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		16.33
30022 - Archeological Technician II		18.28
30023 - Archeological Technician III		22.64
30030 - Cartographic Technician		22.64
30040 - Civil Engineering Technician		22.91
30051 - Cryogenic Technician I		25.08
30052 - Cryogenic Technician II		27.70
30061 - Drafter/CAD Operator I		16.33
30062 - Drafter/CAD Operator II		18.28
30063 - Drafter/CAD Operator III		20.38
30064 - Drafter/CAD Operator IV		25.08
30081 - Engineering Technician I		14.55
30082 - Engineering Technician II		16.44
30083 - Engineering Technician III		18.50
30084 - Engineering Technician IV		22.64
30085 - Engineering Technician V		27.70
30086 - Engineering Technician VI		33.51
30090 - Environmental Technician		22.64
30095 - Evidence Control Specialist		22.64
30210 - Laboratory Technician		20.38
30221 - Latent Fingerprint Technician I		25.08
30222 - Latent Fingerprint Technician II		27.70
30240 - Mathematical Technician		22.64
30361 - Paralegal/Legal Assistant I		18.17
30362 - Paralegal/Legal Assistant II		22.51
30363 - Paralegal/Legal Assistant III		27.53
30364 - Paralegal/Legal Assistant IV		33.31
30375 - Petroleum Supply Specialist		27.70
30390 - Photo-Optics Technician		22.64
30395 - Radiation Control Technician		27.70
30461 - Technical Writer I		22.64
30462 - Technical Writer II		27.70
30463 - Technical Writer III		33.51
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.08
30502 - Weather Forecaster II		30.51
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.38
30621 - Weather Observer Senior	(see 2)	22.64
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.83
31030 - Bus Driver		15.51
31043 - Driver Courier		14.28
31260 - Parking and Lot Attendant		12.42
31290 - Shuttle Bus Driver		15.30

31310 - Taxi Driver	13.15
31361 - Truckdriver Light	15.30
31362 - Truckdriver Medium	16.27
31363 - Truckdriver Heavy	18.77
31364 - Truckdriver Tractor-Trailer	18.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.76
99050 - Desk Clerk	10.22
99095 - Embalmer	25.36
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.06
99252 - Laboratory Animal Caretaker II	13.99
99260 - Marketing Analyst	18.59
99310 - Mortician	25.36
99410 - Pest Controller	20.76
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.00
99711 - Recycling Specialist	20.75
99730 - Refuse Collector	16.59
99810 - Sales Clerk	10.88
99820 - School Crossing Guard	14.57
99830 - Survey Party Chief	18.43
99831 - Surveying Aide	12.38
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	15.33
99841 - Vending Machine Repairer	18.49
99842 - Vending Machine Repairer Helper	15.33

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5314
Revision No.: 12
Date Of Last Revision: 06/30/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oklahoma

Area: Oklahoma Counties of Comanche Cotton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.64
01012 - Accounting Clerk II		14.19
01013 - Accounting Clerk III		15.88
01020 - Administrative Assistant		20.23
01035 - Court Reporter		15.89
01041 - Customer Service Representative I		10.36
01042 - Customer Service Representative II		11.65
01043 - Customer Service Representative III		12.72
01051 - Data Entry Operator I		11.28
01052 - Data Entry Operator II		12.31
01060 - Dispatcher Motor Vehicle		18.73
01070 - Document Preparation Clerk		12.31

01090 - Duplicating Machine Operator 12.31
01111 - General Clerk I 11.35
01112 - General Clerk II 12.39
01113 - General Clerk III 13.91
01120 - Housing Referral Assistant 17.23
01141 - Messenger Courier 12.22
01191 - Order Clerk I 12.29
01192 - Order Clerk II 13.41
01261 - Personnel Assistant (Employment) I 15.88
01262 - Personnel Assistant (Employment) II 17.77
01263 - Personnel Assistant (Employment) III 19.81
01270 - Production Control Clerk 23.78
01290 - Rental Clerk 11.06
01300 - Scheduler Maintenance 13.82
01311 - Secretary I 13.82
01312 - Secretary II 15.46
01313 - Secretary III 17.23
01320 - Service Order Dispatcher 16.74
01410 - Supply Technician 20.23
01420 - Survey Worker 14.20
01460 - Switchboard Operator/Receptionist 12.35
01531 - Travel Clerk I 11.93
01532 - Travel Clerk II 12.89
01533 - Travel Clerk III 13.55
01611 - Word Processor I 13.50
01612 - Word Processor II 15.07
01613 - Word Processor III 16.98
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.76
05010 - Automotive Electrician 18.97
05040 - Automotive Glass Installer 17.97
05070 - Automotive Worker 17.97
05110 - Mobile Equipment Servicer 15.93
05130 - Motor Equipment Metal Mechanic 19.99
05160 - Motor Equipment Metal Worker 17.97
05190 - Motor Vehicle Mechanic 19.99
05220 - Motor Vehicle Mechanic Helper 14.87
05250 - Motor Vehicle Upholstery Worker 16.94
05280 - Motor Vehicle Wrecker 17.97
05310 - Painter Automotive 18.97
05340 - Radiator Repair Specialist 17.97
05370 - Tire Repairer 13.51
05400 - Transmission Repair Specialist 19.99
07000 - Food Preparation And Service Occupations
07010 - Baker 13.96
07041 - Cook I 9.86
07042 - Cook II 11.09
07070 - Dishwasher 9.67
07130 - Food Service Worker 11.39
07210 - Meat Cutter 14.63

07260 - Waiter/Waitress	9.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.38
09040 - Furniture Handler	14.54
09080 - Furniture Refinisher	21.38
09090 - Furniture Refinisher Helper	16.75
09110 - Furniture Repairer Minor	19.09
09130 - Upholsterer	21.38
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.27
11060 - Elevator Operator	10.90
11090 - Gardener	14.68
11122 - Housekeeping Aide	10.90
11150 - Janitor	10.90
11210 - Laborer Grounds Maintenance	11.89
11240 - Maid or Houseman	10.05
11260 - Pruner	10.96
11270 - Tractor Operator	13.70
11330 - Trail Maintenance Worker	11.89
11360 - Window Cleaner	11.83
12000 - Health Occupations	
12010 - Ambulance Driver	16.38
12011 - Breath Alcohol Technician	16.88
12012 - Certified Occupational Therapist Assistant	24.75
12015 - Certified Physical Therapist Assistant	32.04
12020 - Dental Assistant	17.22
12025 - Dental Hygienist	35.05
12030 - EKG Technician	25.58
12035 - Electroneurodiagnostic Technologist	25.58
12040 - Emergency Medical Technician	16.38
12071 - Licensed Practical Nurse I	15.09
12072 - Licensed Practical Nurse II	16.88
12073 - Licensed Practical Nurse III	18.82
12100 - Medical Assistant	12.91
12130 - Medical Laboratory Technician	22.43
12160 - Medical Record Clerk	18.21
12190 - Medical Record Technician	20.37
12195 - Medical Transcriptionist	15.20
12210 - Nuclear Medicine Technologist	37.10
12221 - Nursing Assistant I	11.09
12222 - Nursing Assistant II	12.47
12223 - Nursing Assistant III	13.60
12224 - Nursing Assistant IV	15.27
12235 - Optical Dispenser	16.60
12236 - Optical Technician	15.09
12250 - Pharmacy Technician	16.36
12280 - Phlebotomist	13.81
12305 - Radiologic Technologist	24.53
12311 - Registered Nurse I	22.76
12312 - Registered Nurse II	27.84

12313 - Registered Nurse II Specialist		27.84
12314 - Registered Nurse III		33.68
12315 - Registered Nurse III Anesthetist		33.68
12316 - Registered Nurse IV		40.37
12317 - Scheduler (Drug and Alcohol Testing)		20.91
12320 - Substance Abuse Treatment Counselor		21.40
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.57
13012 - Exhibits Specialist II		23.00
13013 - Exhibits Specialist III		28.14
13041 - Illustrator I		18.57
13042 - Illustrator II		23.00
13043 - Illustrator III		28.14
13047 - Librarian		25.48
13050 - Library Aide/Clerk		12.23
13054 - Library Information Technology Systems Administrator		23.00
13058 - Library Technician		18.57
13061 - Media Specialist I		16.60
13062 - Media Specialist II		18.57
13063 - Media Specialist III		20.70
13071 - Photographer I		16.60
13072 - Photographer II		18.57
13073 - Photographer III		23.00
13074 - Photographer IV		28.14
13075 - Photographer V		34.05
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		16.60
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.61
14042 - Computer Operator II		15.22
14043 - Computer Operator III		16.98
14044 - Computer Operator IV		21.48
14045 - Computer Operator V		23.85
14071 - Computer Programmer I	(see 1)	19.41
14072 - Computer Programmer II	(see 1)	24.05
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		13.61
14160 - Personal Computer Support Technician		23.46
14170 - System Support Specialist		27.93
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.59
15020 - Aircrew Training Devices Instructor (Rated)		34.59
15030 - Air Crew Training Devices Instructor (Pilot)		41.45
15050 - Computer Based Training Specialist / Instructor		28.59
15060 - Educational Technologist		34.59

15070 - Flight Instructor (Pilot) 41.45
15080 - Graphic Artist 21.19
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.45
15086 - Maintenance Test Pilot Rotary Wing 41.45
15088 - Non-Maintenance Test/Co-Pilot 41.45
15090 - Technical Instructor 21.33
15095 - Technical Instructor/Course Developer 26.09
15110 - Test Proctor 17.22
15120 - Tutor 17.22
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 11.61
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 12.37
16220 - Tailor 13.19
16250 - Washer Machine 9.98
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.38
19040 - Tool And Die Maker 25.77
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.20
21030 - Material Coordinator 23.78
21040 - Material Expediter 23.78
21050 - Material Handling Laborer 11.72
21071 - Order Filler 13.08
21080 - Production Line Worker (Food Processing) 16.20
21110 - Shipping Packer 17.81
21130 - Shipping/Receiving Clerk 17.81
21140 - Store Worker I 13.48
21150 - Stock Clerk 17.03
21210 - Tools And Parts Attendant 16.20
21410 - Warehouse Specialist 16.20
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.63
23019 - Aircraft Logs and Records Technician 19.09
23021 - Aircraft Mechanic I 22.53
23022 - Aircraft Mechanic II 23.63
23023 - Aircraft Mechanic III 24.72
23040 - Aircraft Mechanic Helper 16.75
23050 - Aircraft Painter 21.38
23060 - Aircraft Servicer 19.09
23070 - Aircraft Survival Flight Equipment Technician 21.38
23080 - Aircraft Worker 20.26
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.26

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.53
23110 - Appliance Mechanic 21.38
23120 - Bicycle Repairer 17.95
23125 - Cable Splicer 28.23
23130 - Carpenter Maintenance 21.41
23140 - Carpet Layer 20.26
23160 - Electrician Maintenance 29.48
23181 - Electronics Technician Maintenance I 23.18
23182 - Electronics Technician Maintenance II 24.46
23183 - Electronics Technician Maintenance III 25.78
23260 - Fabric Worker 19.09
23290 - Fire Alarm System Mechanic 22.53
23310 - Fire Extinguisher Repairer 17.95
23311 - Fuel Distribution System Mechanic 22.53
23312 - Fuel Distribution System Operator 17.95
23370 - General Maintenance Worker 15.40
23380 - Ground Support Equipment Mechanic 22.53
23381 - Ground Support Equipment Servicer 19.09
23382 - Ground Support Equipment Worker 20.26
23391 - Gunsmith I 17.95
23392 - Gunsmith II 20.26
23393 - Gunsmith III 22.53
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.26
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.29
23430 - Heavy Equipment Mechanic 25.19
23440 - Heavy Equipment Operator 17.04
23460 - Instrument Mechanic 22.53
23465 - Laboratory/Shelter Mechanic 21.38
23470 - Laborer 11.72
23510 - Locksmith 21.38
23530 - Machinery Maintenance Mechanic 27.33
23550 - Machinist Maintenance 21.64
23580 - Maintenance Trades Helper 13.90
23591 - Metrology Technician I 22.53
23592 - Metrology Technician II 23.63
23593 - Metrology Technician III 24.72
23640 - Millwright 22.53
23710 - Office Appliance Repairer 21.30
23760 - Painter Maintenance 21.26
23790 - Pipefitter Maintenance 22.62
23810 - Plumber Maintenance 21.47
23820 - Pneudraulic Systems Mechanic 22.53
23850 - Rigger 22.53
23870 - Scale Mechanic 20.26
23890 - Sheet-Metal Worker Maintenance 22.53
23910 - Small Engine Mechanic 20.26
23931 - Telecommunications Mechanic I 22.69

23932 - Telecommunications Mechanic II 23.81
23950 - Telephone Lineman 24.33
23960 - Welder Combination Maintenance 19.58
23965 - Well Driller 22.53
23970 - Woodcraft Worker 22.53
23980 - Woodworker 17.95
24000 - Personal Needs Occupations
24550 - Case Manager 11.33
24570 - Child Care Attendant 8.99
24580 - Child Care Center Clerk 11.21
24610 - Chore Aide 9.20
24620 - Family Readiness And Support Services Coordinator 11.33
24630 - Homemaker 12.08
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.53
25040 - Sewage Plant Operator 17.05
25070 - Stationary Engineer 22.53
25190 - Ventilation Equipment Tender 16.75
25210 - Water Treatment Plant Operator 17.05
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.59
27007 - Baggage Inspector 14.83
27008 - Corrections Officer 14.99
27010 - Court Security Officer 16.61
27030 - Detection Dog Handler 16.59
27040 - Detention Officer 14.99
27070 - Firefighter 18.14
27101 - Guard I 14.83
27102 - Guard II 16.59
27131 - Police Officer I 20.01
27132 - Police Officer II 22.24
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.60
28042 - Carnival Equipment Repairer 13.50
28043 - Carnival Worker 10.08
28210 - Gate Attendant/Gate Tender 16.30
28310 - Lifeguard 14.52
28350 - Park Attendant (Aide) 18.24
28510 - Recreation Aide/Health Facility Attendant 13.30
28515 - Recreation Specialist 20.69
28630 - Sports Official 14.52
28690 - Swimming Pool Operator 15.10
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.26
29020 - Hatch Tender 20.26
29030 - Line Handler 20.26
29041 - Stevedore I 19.09
29042 - Stevedore II 21.38
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.33
30022 - Archeological Technician II 18.28
30023 - Archeological Technician III 22.64
30030 - Cartographic Technician 22.64
30040 - Civil Engineering Technician 22.91
30051 - Cryogenic Technician I 25.08
30052 - Cryogenic Technician II 27.70
30061 - Drafter/CAD Operator I 16.33
30062 - Drafter/CAD Operator II 18.28
30063 - Drafter/CAD Operator III 20.38
30064 - Drafter/CAD Operator IV 25.08
30081 - Engineering Technician I 14.55
30082 - Engineering Technician II 16.44
30083 - Engineering Technician III 18.50
30084 - Engineering Technician IV 22.64
30085 - Engineering Technician V 27.70
30086 - Engineering Technician VI 33.51
30090 - Environmental Technician 22.64
30095 - Evidence Control Specialist 22.64
30210 - Laboratory Technician 20.38
30221 - Latent Fingerprint Technician I 25.08
30222 - Latent Fingerprint Technician II 27.70
30240 - Mathematical Technician 22.64
30361 - Paralegal/Legal Assistant I 18.17
30362 - Paralegal/Legal Assistant II 22.51
30363 - Paralegal/Legal Assistant III 27.53
30364 - Paralegal/Legal Assistant IV 33.31
30375 - Petroleum Supply Specialist 27.70
30390 - Photo-Optics Technician 22.64
30395 - Radiation Control Technician 27.70
30461 - Technical Writer I 22.64
30462 - Technical Writer II 27.70
30463 - Technical Writer III 33.51
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.08
30502 - Weather Forecaster II 30.51
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.38
30621 - Weather Observer Senior (see 2) 22.64
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.83
31030 - Bus Driver 15.51

31043 - Driver Courier	14.28
31260 - Parking and Lot Attendant	12.42
31290 - Shuttle Bus Driver	15.30
31310 - Taxi Driver	13.15
31361 - Truckdriver Light	15.30
31362 - Truckdriver Medium	16.27
31363 - Truckdriver Heavy	18.77
31364 - Truckdriver Tractor-Trailer	18.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.76
99050 - Desk Clerk	10.22
99095 - Embalmer	25.36
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.06
99252 - Laboratory Animal Caretaker II	13.99
99260 - Marketing Analyst	18.59
99310 - Mortician	25.36
99410 - Pest Controller	20.76
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.00
99711 - Recycling Specialist	20.75
99730 - Refuse Collector	16.59
99810 - Sales Clerk	10.88
99820 - School Crossing Guard	14.57
99830 - Survey Party Chief	18.43
99831 - Surveying Aide	12.38
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	15.33
99841 - Vending Machine Repairer	18.49
99842 - Vending Machine Repairer Helper	15.33

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5315
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oklahoma

Area: Oklahoma Counties of Canadian Cleveland Grady Lincoln Logan McClain Oklahoma

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.71
01012 - Accounting Clerk II		16.50
01013 - Accounting Clerk III		18.47
01020 - Administrative Assistant		22.58
01035 - Court Reporter		20.31
01041 - Customer Service Representative I		12.60
01042 - Customer Service Representative II		14.16
01043 - Customer Service Representative III		15.45
01051 - Data Entry Operator I		13.26
01052 - Data Entry Operator II		14.47
01060 - Dispatcher Motor Vehicle		21.08
01070 - Document Preparation Clerk		14.26
01090 - Duplicating Machine Operator		14.26
01111 - General Clerk I		13.10

01112 - General Clerk II 14.30
01113 - General Clerk III 18.00
01120 - Housing Referral Assistant 19.16
01141 - Messenger Courier 15.62
01191 - Order Clerk I 14.22
01192 - Order Clerk II 15.51
01261 - Personnel Assistant (Employment) I 15.94
01262 - Personnel Assistant (Employment) II 17.84
01263 - Personnel Assistant (Employment) III 19.88
01270 - Production Control Clerk 23.86
01290 - Rental Clerk 14.04
01300 - Scheduler Maintenance 15.36
01311 - Secretary I 15.36
01312 - Secretary II 17.19
01313 - Secretary III 19.16
01320 - Service Order Dispatcher 18.84
01410 - Supply Technician 22.58
01420 - Survey Worker 17.05
01460 - Switchboard Operator/Receptionist 13.74
01531 - Travel Clerk I 15.91
01532 - Travel Clerk II 16.97
01533 - Travel Clerk III 17.78
01611 - Word Processor I 14.08
01612 - Word Processor II 15.80
01613 - Word Processor III 17.68
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.44
05010 - Automotive Electrician 20.59
05040 - Automotive Glass Installer 19.55
05070 - Automotive Worker 19.55
05110 - Mobile Equipment Servicer 17.55
05130 - Motor Equipment Metal Mechanic 21.57
05160 - Motor Equipment Metal Worker 19.55
05190 - Motor Vehicle Mechanic 21.57
05220 - Motor Vehicle Mechanic Helper 16.51
05250 - Motor Vehicle Upholstery Worker 18.63
05280 - Motor Vehicle Wrecker 19.55
05310 - Painter Automotive 20.59
05340 - Radiator Repair Specialist 19.55
05370 - Tire Repairer 14.66
05400 - Transmission Repair Specialist 21.57
07000 - Food Preparation And Service Occupations
07010 - Baker 11.66
07041 - Cook I 10.44
07042 - Cook II 11.63
07070 - Dishwasher 11.13
07130 - Food Service Worker 9.53
07210 - Meat Cutter 16.76
07260 - Waiter/Waitress 9.24
09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 16.95
09040 - Furniture Handler 12.51
09080 - Furniture Refinisher 17.44
09090 - Furniture Refinisher Helper 13.98
09110 - Furniture Repairer Minor 15.78
09130 - Upholsterer 15.11
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.87
11060 - Elevator Operator 11.87
11090 - Gardener 16.27
11122 - Housekeeping Aide 11.60
11150 - Janitor 11.60
11210 - Laborer Grounds Maintenance 13.69
11240 - Maid or Houseman 10.44
11260 - Pruner 12.90
11270 - Tractor Operator 15.30
11330 - Trail Maintenance Worker 13.69
11360 - Window Cleaner 12.31
12000 - Health Occupations
12010 - Ambulance Driver 17.78
12011 - Breath Alcohol Technician 18.69
12012 - Certified Occupational Therapist Assistant 29.86
12015 - Certified Physical Therapist Assistant 28.70
12020 - Dental Assistant 18.09
12025 - Dental Hygienist 37.03
12030 - EKG Technician 20.95
12035 - Electroneurodiagnostic Technologist 20.95
12040 - Emergency Medical Technician 17.78
12071 - Licensed Practical Nurse I 16.71
12072 - Licensed Practical Nurse II 18.69
12073 - Licensed Practical Nurse III 20.84
12100 - Medical Assistant 15.06
12130 - Medical Laboratory Technician 21.48
12160 - Medical Record Clerk 16.54
12190 - Medical Record Technician 18.51
12195 - Medical Transcriptionist 18.96
12210 - Nuclear Medicine Technologist 35.63
12221 - Nursing Assistant I 11.22
12222 - Nursing Assistant II 12.62
12223 - Nursing Assistant III 13.77
12224 - Nursing Assistant IV 15.45
12235 - Optical Dispenser 16.72
12236 - Optical Technician 17.58
12250 - Pharmacy Technician 16.23
12280 - Phlebotomist 15.68
12305 - Radiologic Technologist 27.94
12311 - Registered Nurse I 27.48
12312 - Registered Nurse II 30.22
12313 - Registered Nurse II Specialist 30.22
12314 - Registered Nurse III 36.56

12315 - Registered Nurse III Anesthetist		36.56
12316 - Registered Nurse IV		43.82
12317 - Scheduler (Drug and Alcohol Testing)		23.15
12320 - Substance Abuse Treatment Counselor		22.93
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.53
13012 - Exhibits Specialist II		22.25
13013 - Exhibits Specialist III		27.21
13041 - Illustrator I		20.86
13042 - Illustrator II		25.12
13043 - Illustrator III		30.74
13047 - Librarian		24.05
13050 - Library Aide/Clerk		11.87
13054 - Library Information Technology Systems Administrator		21.71
13058 - Library Technician		15.00
13061 - Media Specialist I		15.67
13062 - Media Specialist II		17.53
13063 - Media Specialist III		19.54
13071 - Photographer I		15.79
13072 - Photographer II		17.67
13073 - Photographer III		21.88
13074 - Photographer IV		26.77
13075 - Photographer V		32.38
13090 - Technical Order Library Clerk		14.91
13110 - Video Teleconference Technician		16.38
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.23
14042 - Computer Operator II		18.16
14043 - Computer Operator III		20.24
14044 - Computer Operator IV		22.49
14045 - Computer Operator V		24.91
14071 - Computer Programmer I	(see 1)	24.07
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		17.17
14160 - Personal Computer Support Technician		22.49
14170 - System Support Specialist		28.48
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.92
15020 - Aircrew Training Devices Instructor (Rated)		36.20
15030 - Air Crew Training Devices Instructor (Pilot)		41.53
15050 - Computer Based Training Specialist / Instructor		29.92
15060 - Educational Technologist		28.13
15070 - Flight Instructor (Pilot)		41.53
15080 - Graphic Artist		20.81

15085 - Maintenance Test Pilot Fixed Jet/Prop 41.53
15086 - Maintenance Test Pilot Rotary Wing 41.53
15088 - Non-Maintenance Test/Co-Pilot 41.53
15090 - Technical Instructor 22.29
15095 - Technical Instructor/Course Developer 27.27
15110 - Test Proctor 18.57
15120 - Tutor 18.57
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.61
16030 - Counter Attendant 9.61
16040 - Dry Cleaner 12.25
16070 - Finisher Flatwork Machine 9.61
16090 - Presser Hand 9.61
16110 - Presser Machine Drycleaning 9.61
16130 - Presser Machine Shirts 9.61
16160 - Presser Machine Wearing Apparel Laundry 9.61
16190 - Sewing Machine Operator 13.13
16220 - Tailor 14.01
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.57
19040 - Tool And Die Maker 27.91
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.15
21030 - Material Coordinator 23.86
21040 - Material Expediter 23.86
21050 - Material Handling Laborer 14.98
21071 - Order Filler 12.77
21080 - Production Line Worker (Food Processing) 18.15
21110 - Shipping Packer 15.28
21130 - Shipping/Receiving Clerk 15.28
21140 - Store Worker I 15.58
21150 - Stock Clerk 18.88
21210 - Tools And Parts Attendant 18.15
21410 - Warehouse Specialist 18.15
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.74
23019 - Aircraft Logs and Records Technician 22.96
23021 - Aircraft Mechanic I 26.58
23022 - Aircraft Mechanic II 27.74
23023 - Aircraft Mechanic III 28.91
23040 - Aircraft Mechanic Helper 20.34
23050 - Aircraft Painter 25.37
23060 - Aircraft Servicer 22.96
23070 - Aircraft Survival Flight Equipment Technician 25.37
23080 - Aircraft Worker 24.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.58

23110 - Appliance Mechanic 18.51
23120 - Bicycle Repairer 17.74
23125 - Cable Splicer 28.65
23130 - Carpenter Maintenance 19.54
23140 - Carpet Layer 18.87
23160 - Electrician Maintenance 22.97
23181 - Electronics Technician Maintenance I 25.71
23182 - Electronics Technician Maintenance II 27.08
23183 - Electronics Technician Maintenance III 28.37
23260 - Fabric Worker 20.86
23290 - Fire Alarm System Mechanic 24.22
23310 - Fire Extinguisher Repairer 19.65
23311 - Fuel Distribution System Mechanic 27.10
23312 - Fuel Distribution System Operator 22.05
23370 - General Maintenance Worker 17.04
23380 - Ground Support Equipment Mechanic 26.58
23381 - Ground Support Equipment Servicer 22.96
23382 - Ground Support Equipment Worker 24.09
23391 - Gunsmith I 19.65
23392 - Gunsmith II 21.89
23393 - Gunsmith III 24.15
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.15
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.16
23430 - Heavy Equipment Mechanic 24.80
23440 - Heavy Equipment Operator 18.63
23460 - Instrument Mechanic 26.86
23465 - Laboratory/Shelter Mechanic 23.05
23470 - Laborer 14.98
23510 - Locksmith 23.05
23530 - Machinery Maintenance Mechanic 25.09
23550 - Machinist Maintenance 24.00
23580 - Maintenance Trades Helper 15.43
23591 - Metrology Technician I 26.86
23592 - Metrology Technician II 28.04
23593 - Metrology Technician III 29.23
23640 - Millwright 24.15
23710 - Office Appliance Repairer 19.23
23760 - Painter Maintenance 21.32
23790 - Pipefitter Maintenance 25.47
23810 - Plumber Maintenance 24.31
23820 - Pneudraulic Systems Mechanic 24.15
23850 - Rigger 24.96
23870 - Scale Mechanic 21.89
23890 - Sheet-Metal Worker Maintenance 27.09
23910 - Small Engine Mechanic 17.04
23931 - Telecommunications Mechanic I 22.77
23932 - Telecommunications Mechanic II 23.76
23950 - Telephone Lineman 31.64

23960 - Welder Combination Maintenance		19.04
23965 - Well Driller		22.65
23970 - Woodcraft Worker		24.15
23980 - Woodworker		19.65
24000 - Personal Needs Occupations		
24550 - Case Manager		14.27
24570 - Child Care Attendant		9.49
24580 - Child Care Center Clerk		13.27
24610 - Chore Aide		11.55
24620 - Family Readiness And Support Services Coordinator		14.27
24630 - Homemaker		15.64
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.93
25040 - Sewage Plant Operator		19.50
25070 - Stationary Engineer		24.93
25190 - Ventilation Equipment Tender		18.25
25210 - Water Treatment Plant Operator		19.50
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.68
27007 - Baggage Inspector		14.12
27008 - Corrections Officer		20.48
27010 - Court Security Officer		24.73
27030 - Detection Dog Handler		16.53
27040 - Detention Officer		20.48
27070 - Firefighter		26.95
27101 - Guard I		14.12
27102 - Guard II		16.53
27131 - Police Officer I		25.01
27132 - Police Officer II		27.79
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.95
28042 - Carnival Equipment Repairer		11.64
28043 - Carnival Worker		9.23
28210 - Gate Attendant/Gate Tender		15.09
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		17.06
28510 - Recreation Aide/Health Facility Attendant		12.32
28515 - Recreation Specialist		20.91
28630 - Sports Official		13.44
28690 - Swimming Pool Operator		16.74
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.72
29020 - Hatch Tender		27.72
29030 - Line Handler		27.72
29041 - Stevedore I		26.41
29042 - Stevedore II		29.18
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.25
30022 - Archeological Technician II 20.36
30023 - Archeological Technician III 25.22
30030 - Cartographic Technician 25.22
30040 - Civil Engineering Technician 26.43
30051 - Cryogenic Technician I 25.17
30052 - Cryogenic Technician II 27.80
30061 - Drafter/CAD Operator I 17.25
30062 - Drafter/CAD Operator II 20.36
30063 - Drafter/CAD Operator III 22.71
30064 - Drafter/CAD Operator IV 26.48
30081 - Engineering Technician I 19.05
30082 - Engineering Technician II 21.83
30083 - Engineering Technician III 23.92
30084 - Engineering Technician IV 29.64
30085 - Engineering Technician V 36.26
30086 - Engineering Technician VI 43.86
30090 - Environmental Technician 24.73
30095 - Evidence Control Specialist 22.72
30210 - Laboratory Technician 21.44
30221 - Latent Fingerprint Technician I 29.49
30222 - Latent Fingerprint Technician II 32.58
30240 - Mathematical Technician 27.75
30361 - Paralegal/Legal Assistant I 18.67
30362 - Paralegal/Legal Assistant II 23.12
30363 - Paralegal/Legal Assistant III 28.28
30364 - Paralegal/Legal Assistant IV 34.22
30375 - Petroleum Supply Specialist 27.80
30390 - Photo-Optics Technician 25.22
30395 - Radiation Control Technician 27.80
30461 - Technical Writer I 24.83
30462 - Technical Writer II 30.38
30463 - Technical Writer III 36.76
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.17
30502 - Weather Forecaster II 30.61
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.71
30621 - Weather Observer Senior (see 2) 25.22
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.39
31030 - Bus Driver 16.90
31043 - Driver Courier 15.21
31260 - Parking and Lot Attendant 11.16

31290 - Shuttle Bus Driver	16.17
31310 - Taxi Driver	11.81
31361 - Truckdriver Light	16.17
31362 - Truckdriver Medium	17.16
31363 - Truckdriver Heavy	20.80
31364 - Truckdriver Tractor-Trailer	20.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.04
99050 - Desk Clerk	10.14
99095 - Embalmer	26.57
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.06
99252 - Laboratory Animal Caretaker II	12.82
99260 - Marketing Analyst	26.96
99310 - Mortician	27.19
99410 - Pest Controller	15.23
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	22.01
99711 - Recycling Specialist	24.60
99730 - Refuse Collector	20.74
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	11.97
99830 - Survey Party Chief	24.25
99831 - Surveying Aide	13.64
99832 - Surveying Technician	21.47
99840 - Vending Machine Attendant	14.55
99841 - Vending Machine Repairer	17.23
99842 - Vending Machine Repairer Helper	14.55

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5316
Revision No.: 12
Date Of Last Revision: 06/30/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oklahoma

Area: Oklahoma Counties of Canadian Cleveland Grady Lincoln Logan McClain Oklahoma

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.71
01012 - Accounting Clerk II		16.50
01013 - Accounting Clerk III		18.47
01020 - Administrative Assistant		22.58
01035 - Court Reporter		20.31
01041 - Customer Service Representative I		12.60
01042 - Customer Service Representative II		14.16
01043 - Customer Service Representative III		15.45
01051 - Data Entry Operator I		13.26
01052 - Data Entry Operator II		14.47
01060 - Dispatcher Motor Vehicle		21.08

01070 - Document Preparation Clerk 14.26
01090 - Duplicating Machine Operator 14.26
01111 - General Clerk I 13.10
01112 - General Clerk II 14.30
01113 - General Clerk III 18.00
01120 - Housing Referral Assistant 19.16
01141 - Messenger Courier 15.62
01191 - Order Clerk I 14.22
01192 - Order Clerk II 15.51
01261 - Personnel Assistant (Employment) I 15.94
01262 - Personnel Assistant (Employment) II 17.84
01263 - Personnel Assistant (Employment) III 19.88
01270 - Production Control Clerk 23.86
01290 - Rental Clerk 14.04
01300 - Scheduler Maintenance 15.36
01311 - Secretary I 15.36
01312 - Secretary II 17.19
01313 - Secretary III 19.16
01320 - Service Order Dispatcher 18.84
01410 - Supply Technician 22.58
01420 - Survey Worker 17.05
01460 - Switchboard Operator/Receptionist 13.74
01531 - Travel Clerk I 15.91
01532 - Travel Clerk II 16.97
01533 - Travel Clerk III 17.78
01611 - Word Processor I 14.08
01612 - Word Processor II 15.80
01613 - Word Processor III 17.68
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.44
05010 - Automotive Electrician 20.59
05040 - Automotive Glass Installer 19.55
05070 - Automotive Worker 19.55
05110 - Mobile Equipment Servicer 17.55
05130 - Motor Equipment Metal Mechanic 21.57
05160 - Motor Equipment Metal Worker 19.55
05190 - Motor Vehicle Mechanic 21.57
05220 - Motor Vehicle Mechanic Helper 16.51
05250 - Motor Vehicle Upholstery Worker 18.63
05280 - Motor Vehicle Wrecker 19.55
05310 - Painter Automotive 20.59
05340 - Radiator Repair Specialist 19.55
05370 - Tire Repairer 14.66
05400 - Transmission Repair Specialist 21.57
07000 - Food Preparation And Service Occupations
07010 - Baker 11.66
07041 - Cook I 10.44
07042 - Cook II 11.63
07070 - Dishwasher 11.13
07130 - Food Service Worker 9.53

07210 - Meat Cutter	16.76
07260 - Waiter/Waitress	9.24
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.95
09040 - Furniture Handler	12.51
09080 - Furniture Refinisher	17.44
09090 - Furniture Refinisher Helper	13.98
09110 - Furniture Repairer Minor	15.78
09130 - Upholsterer	15.11
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.87
11060 - Elevator Operator	11.87
11090 - Gardener	16.27
11122 - Housekeeping Aide	11.60
11150 - Janitor	11.60
11210 - Laborer Grounds Maintenance	13.69
11240 - Maid or Houseman	10.44
11260 - Pruner	12.90
11270 - Tractor Operator	15.30
11330 - Trail Maintenance Worker	13.69
11360 - Window Cleaner	12.31
12000 - Health Occupations	
12010 - Ambulance Driver	17.78
12011 - Breath Alcohol Technician	18.69
12012 - Certified Occupational Therapist Assistant	29.86
12015 - Certified Physical Therapist Assistant	28.70
12020 - Dental Assistant	18.09
12025 - Dental Hygienist	37.03
12030 - EKG Technician	20.95
12035 - Electroneurodiagnostic Technologist	20.95
12040 - Emergency Medical Technician	17.78
12071 - Licensed Practical Nurse I	16.71
12072 - Licensed Practical Nurse II	18.69
12073 - Licensed Practical Nurse III	20.84
12100 - Medical Assistant	15.06
12130 - Medical Laboratory Technician	21.48
12160 - Medical Record Clerk	16.54
12190 - Medical Record Technician	18.51
12195 - Medical Transcriptionist	18.96
12210 - Nuclear Medicine Technologist	35.63
12221 - Nursing Assistant I	11.22
12222 - Nursing Assistant II	12.62
12223 - Nursing Assistant III	13.77
12224 - Nursing Assistant IV	15.45
12235 - Optical Dispenser	16.72
12236 - Optical Technician	17.58
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	15.68
12305 - Radiologic Technologist	27.94
12311 - Registered Nurse I	27.48

12312 - Registered Nurse II		30.22
12313 - Registered Nurse II Specialist		30.22
12314 - Registered Nurse III		36.56
12315 - Registered Nurse III Anesthetist		36.56
12316 - Registered Nurse IV		43.82
12317 - Scheduler (Drug and Alcohol Testing)		23.15
12320 - Substance Abuse Treatment Counselor		22.93
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.53
13012 - Exhibits Specialist II		22.25
13013 - Exhibits Specialist III		27.21
13041 - Illustrator I		20.86
13042 - Illustrator II		25.12
13043 - Illustrator III		30.74
13047 - Librarian		24.05
13050 - Library Aide/Clerk		11.87
13054 - Library Information Technology Systems Administrator		21.71
13058 - Library Technician		15.00
13061 - Media Specialist I		15.67
13062 - Media Specialist II		17.53
13063 - Media Specialist III		19.54
13071 - Photographer I		15.79
13072 - Photographer II		17.67
13073 - Photographer III		21.88
13074 - Photographer IV		26.77
13075 - Photographer V		32.38
13090 - Technical Order Library Clerk		14.91
13110 - Video Teleconference Technician		16.38
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.23
14042 - Computer Operator II		18.16
14043 - Computer Operator III		20.24
14044 - Computer Operator IV		22.49
14045 - Computer Operator V		24.91
14071 - Computer Programmer I	(see 1)	24.07
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		17.17
14160 - Personal Computer Support Technician		22.49
14170 - System Support Specialist		28.48
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.92
15020 - Aircrew Training Devices Instructor (Rated)		36.20
15030 - Air Crew Training Devices Instructor (Pilot)		41.53
15050 - Computer Based Training Specialist / Instructor		29.92

15060 - Educational Technologist 28.13
15070 - Flight Instructor (Pilot) 41.53
15080 - Graphic Artist 20.81
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.53
15086 - Maintenance Test Pilot Rotary Wing 41.53
15088 - Non-Maintenance Test/Co-Pilot 41.53
15090 - Technical Instructor 22.29
15095 - Technical Instructor/Course Developer 27.27
15110 - Test Proctor 18.57
15120 - Tutor 18.57
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.61
16030 - Counter Attendant 9.61
16040 - Dry Cleaner 12.25
16070 - Finisher Flatwork Machine 9.61
16090 - Presser Hand 9.61
16110 - Presser Machine Drycleaning 9.61
16130 - Presser Machine Shirts 9.61
16160 - Presser Machine Wearing Apparel Laundry 9.61
16190 - Sewing Machine Operator 13.13
16220 - Tailor 14.01
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.57
19040 - Tool And Die Maker 27.91
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.15
21030 - Material Coordinator 23.86
21040 - Material Expediter 23.86
21050 - Material Handling Laborer 14.98
21071 - Order Filler 12.77
21080 - Production Line Worker (Food Processing) 18.15
21110 - Shipping Packer 15.28
21130 - Shipping/Receiving Clerk 15.28
21140 - Store Worker I 15.58
21150 - Stock Clerk 18.88
21210 - Tools And Parts Attendant 18.15
21410 - Warehouse Specialist 18.15
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.74
23019 - Aircraft Logs and Records Technician 22.96
23021 - Aircraft Mechanic I 26.58
23022 - Aircraft Mechanic II 27.74
23023 - Aircraft Mechanic III 28.91
23040 - Aircraft Mechanic Helper 20.34
23050 - Aircraft Painter 25.37
23060 - Aircraft Servicer 22.96
23070 - Aircraft Survival Flight Equipment Technician 25.37
23080 - Aircraft Worker 24.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 24.09

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 26.58
II
23110 - Appliance Mechanic 18.51
23120 - Bicycle Repairer 17.74
23125 - Cable Splicer 28.65
23130 - Carpenter Maintenance 19.54
23140 - Carpet Layer 18.87
23160 - Electrician Maintenance 22.97
23181 - Electronics Technician Maintenance I 25.71
23182 - Electronics Technician Maintenance II 27.08
23183 - Electronics Technician Maintenance III 28.37
23260 - Fabric Worker 20.86
23290 - Fire Alarm System Mechanic 24.22
23310 - Fire Extinguisher Repairer 19.65
23311 - Fuel Distribution System Mechanic 27.10
23312 - Fuel Distribution System Operator 22.05
23370 - General Maintenance Worker 17.04
23380 - Ground Support Equipment Mechanic 26.58
23381 - Ground Support Equipment Servicer 22.96
23382 - Ground Support Equipment Worker 24.09
23391 - Gunsmith I 19.65
23392 - Gunsmith II 21.89
23393 - Gunsmith III 24.15
23410 - Heating Ventilation And Air-Conditioning 23.15
Mechanic
23411 - Heating Ventilation And Air Contidioning 24.16
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 24.80
23440 - Heavy Equipment Operator 18.63
23460 - Instrument Mechanic 26.86
23465 - Laboratory/Shelter Mechanic 23.05
23470 - Laborer 14.98
23510 - Locksmith 23.05
23530 - Machinery Maintenance Mechanic 25.09
23550 - Machinist Maintenance 24.00
23580 - Maintenance Trades Helper 15.43
23591 - Metrology Technician I 26.86
23592 - Metrology Technician II 28.04
23593 - Metrology Technician III 29.23
23640 - Millwright 24.15
23710 - Office Appliance Repairer 19.23
23760 - Painter Maintenance 21.32
23790 - Pipefitter Maintenance 25.47
23810 - Plumber Maintenance 24.31
23820 - Pneudraulic Systems Mechanic 24.15
23850 - Rigger 24.96
23870 - Scale Mechanic 21.89
23890 - Sheet-Metal Worker Maintenance 27.09
23910 - Small Engine Mechanic 17.04

23931 - Telecommunications Mechanic I	22.77
23932 - Telecommunications Mechanic II	23.76
23950 - Telephone Lineman	31.64
23960 - Welder Combination Maintenance	19.04
23965 - Well Driller	22.65
23970 - Woodcraft Worker	24.15
23980 - Woodworker	19.65
24000 - Personal Needs Occupations	
24550 - Case Manager	14.27
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	11.55
24620 - Family Readiness And Support Services Coordinator	14.27
24630 - Homemaker	15.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.93
25040 - Sewage Plant Operator	19.50
25070 - Stationary Engineer	24.93
25190 - Ventilation Equipment Tender	18.25
25210 - Water Treatment Plant Operator	19.50
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.68
27007 - Baggage Inspector	14.12
27008 - Corrections Officer	20.48
27010 - Court Security Officer	24.73
27030 - Detection Dog Handler	16.53
27040 - Detention Officer	20.48
27070 - Firefighter	26.95
27101 - Guard I	14.12
27102 - Guard II	16.53
27131 - Police Officer I	25.01
27132 - Police Officer II	27.79
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.95
28042 - Carnival Equipment Repairer	11.64
28043 - Carnival Worker	9.23
28210 - Gate Attendant/Gate Tender	15.09
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	17.06
28510 - Recreation Aide/Health Facility Attendant	12.32
28515 - Recreation Specialist	20.91
28630 - Sports Official	13.44
28690 - Swimming Pool Operator	16.74
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.72
29020 - Hatch Tender	27.72
29030 - Line Handler	27.72
29041 - Stevedore I	26.41
29042 - Stevedore II	29.18

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		17.25
30022 - Archeological Technician II		20.36
30023 - Archeological Technician III		25.22
30030 - Cartographic Technician		25.22
30040 - Civil Engineering Technician		26.43
30051 - Cryogenic Technician I		25.17
30052 - Cryogenic Technician II		27.80
30061 - Drafter/CAD Operator I		17.25
30062 - Drafter/CAD Operator II		20.36
30063 - Drafter/CAD Operator III		22.71
30064 - Drafter/CAD Operator IV		26.48
30081 - Engineering Technician I		19.05
30082 - Engineering Technician II		21.83
30083 - Engineering Technician III		23.92
30084 - Engineering Technician IV		29.64
30085 - Engineering Technician V		36.26
30086 - Engineering Technician VI		43.86
30090 - Environmental Technician		24.73
30095 - Evidence Control Specialist		22.72
30210 - Laboratory Technician		21.44
30221 - Latent Fingerprint Technician I		29.49
30222 - Latent Fingerprint Technician II		32.58
30240 - Mathematical Technician		27.75
30361 - Paralegal/Legal Assistant I		18.67
30362 - Paralegal/Legal Assistant II		23.12
30363 - Paralegal/Legal Assistant III		28.28
30364 - Paralegal/Legal Assistant IV		34.22
30375 - Petroleum Supply Specialist		27.80
30390 - Photo-Optics Technician		25.22
30395 - Radiation Control Technician		27.80
30461 - Technical Writer I		24.83
30462 - Technical Writer II		30.38
30463 - Technical Writer III		36.76
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.17
30502 - Weather Forecaster II		30.61
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.71
30621 - Weather Observer Senior	(see 2)	25.22

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.39

31030 - Bus Driver	16.90
31043 - Driver Courier	15.21
31260 - Parking and Lot Attendant	11.16
31290 - Shuttle Bus Driver	16.17
31310 - Taxi Driver	11.81
31361 - Truckdriver Light	16.17
31362 - Truckdriver Medium	17.16
31363 - Truckdriver Heavy	20.80
31364 - Truckdriver Tractor-Trailer	20.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.04
99050 - Desk Clerk	10.14
99095 - Embalmer	26.57
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.06
99252 - Laboratory Animal Caretaker II	12.82
99260 - Marketing Analyst	26.96
99310 - Mortician	27.19
99410 - Pest Controller	15.23
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	22.01
99711 - Recycling Specialist	24.60
99730 - Refuse Collector	20.74
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	11.97
99830 - Survey Party Chief	24.25
99831 - Surveying Aide	13.64
99832 - Surveying Technician	21.47
99840 - Vending Machine Attendant	14.55
99841 - Vending Machine Repairer	17.23
99842 - Vending Machine Repairer Helper	14.55

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5317
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oklahoma

Area: Oklahoma Counties of Creek Okmulgee Osage Pawnee Rogers Tulsa Wagoner

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.86
01012 - Accounting Clerk II		17.80
01013 - Accounting Clerk III		19.92
01020 - Administrative Assistant		23.31
01035 - Court Reporter		19.66
01041 - Customer Service Representative I		12.51
01042 - Customer Service Representative II		14.06
01043 - Customer Service Representative III		15.34
01051 - Data Entry Operator I		14.11
01052 - Data Entry Operator II		15.39
01060 - Dispatcher Motor Vehicle		17.99
01070 - Document Preparation Clerk		15.29
01090 - Duplicating Machine Operator		15.29
01111 - General Clerk I		13.46

01112 - General Clerk II	14.68
01113 - General Clerk III	16.83
01120 - Housing Referral Assistant	19.97
01141 - Messenger Courier	13.84
01191 - Order Clerk I	15.74
01192 - Order Clerk II	18.10
01261 - Personnel Assistant (Employment) I	15.89
01262 - Personnel Assistant (Employment) II	17.78
01263 - Personnel Assistant (Employment) III	19.82
01270 - Production Control Clerk	23.01
01290 - Rental Clerk	13.33
01300 - Scheduler Maintenance	16.01
01311 - Secretary I	16.01
01312 - Secretary II	17.92
01313 - Secretary III	19.97
01320 - Service Order Dispatcher	15.88
01410 - Supply Technician	23.31
01420 - Survey Worker	16.65
01460 - Switchboard Operator/Receptionist	13.97
01531 - Travel Clerk I	15.08
01532 - Travel Clerk II	16.09
01533 - Travel Clerk III	16.86
01611 - Word Processor I	14.26
01612 - Word Processor II	16.16
01613 - Word Processor III	18.12
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.07
05010 - Automotive Electrician	18.19
05040 - Automotive Glass Installer	17.24
05070 - Automotive Worker	17.24
05110 - Mobile Equipment Servicer	15.14
05130 - Motor Equipment Metal Mechanic	19.15
05160 - Motor Equipment Metal Worker	17.24
05190 - Motor Vehicle Mechanic	18.22
05220 - Motor Vehicle Mechanic Helper	13.98
05250 - Motor Vehicle Upholstery Worker	16.08
05280 - Motor Vehicle Wrecker	17.19
05310 - Painter Automotive	18.22
05340 - Radiator Repair Specialist	17.24
05370 - Tire Repairer	13.49
05400 - Transmission Repair Specialist	19.15
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.61
07041 - Cook I	11.33
07042 - Cook II	13.33
07070 - Dishwasher	10.54
07130 - Food Service Worker	11.61
07210 - Meat Cutter	12.17
07260 - Waiter/Waitress	8.90
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 18.06
09040 - Furniture Handler 11.67
09080 - Furniture Refinisher 18.06
09090 - Furniture Refinisher Helper 13.06
09110 - Furniture Repairer Minor 15.52
09130 - Upholsterer 18.06
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.36
11060 - Elevator Operator 12.36
11090 - Gardener 18.91
11122 - Housekeeping Aide 10.95
11150 - Janitor 10.95
11210 - Laborer Grounds Maintenance 13.76
11240 - Maid or Houseman 10.39
11260 - Pruner 12.09
11270 - Tractor Operator 17.21
11330 - Trail Maintenance Worker 13.76
11360 - Window Cleaner 12.47
12000 - Health Occupations
12010 - Ambulance Driver 16.35
12011 - Breath Alcohol Technician 18.60
12012 - Certified Occupational Therapist Assistant 31.28
12015 - Certified Physical Therapist Assistant 29.05
12020 - Dental Assistant 17.56
12025 - Dental Hygienist 39.57
12030 - EKG Technician 19.72
12035 - Electroneurodiagnostic Technologist 19.72
12040 - Emergency Medical Technician 16.35
12071 - Licensed Practical Nurse I 16.63
12072 - Licensed Practical Nurse II 18.60
12073 - Licensed Practical Nurse III 20.74
12100 - Medical Assistant 15.63
12130 - Medical Laboratory Technician 20.04
12160 - Medical Record Clerk 16.28
12190 - Medical Record Technician 18.22
12195 - Medical Transcriptionist 18.89
12210 - Nuclear Medicine Technologist 37.40
12221 - Nursing Assistant I 11.00
12222 - Nursing Assistant II 12.37
12223 - Nursing Assistant III 13.49
12224 - Nursing Assistant IV 15.15
12235 - Optical Dispenser 14.54
12236 - Optical Technician 16.63
12250 - Pharmacy Technician 14.46
12280 - Phlebotomist 14.63
12305 - Radiologic Technologist 27.25
12311 - Registered Nurse I 24.11
12312 - Registered Nurse II 29.49
12313 - Registered Nurse II Specialist 29.49
12314 - Registered Nurse III 35.68

12315 - Registered Nurse III Anesthetist		35.68
12316 - Registered Nurse IV		42.76
12317 - Scheduler (Drug and Alcohol Testing)		22.55
12320 - Substance Abuse Treatment Counselor		24.70
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.95
13012 - Exhibits Specialist II		22.66
13013 - Exhibits Specialist III		27.72
13041 - Illustrator I		18.95
13042 - Illustrator II		22.66
13043 - Illustrator III		27.72
13047 - Librarian		25.03
13050 - Library Aide/Clerk		12.73
13054 - Library Information Technology Systems Administrator		22.59
13058 - Library Technician		15.17
13061 - Media Specialist I		16.34
13062 - Media Specialist II		18.28
13063 - Media Specialist III		20.37
13071 - Photographer I		16.32
13072 - Photographer II		18.26
13073 - Photographer III		22.62
13074 - Photographer IV		27.67
13075 - Photographer V		33.48
13090 - Technical Order Library Clerk		16.50
13110 - Video Teleconference Technician		22.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.83
14042 - Computer Operator II		17.72
14043 - Computer Operator III		21.59
14044 - Computer Operator IV		25.11
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	22.27
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.83
14160 - Personal Computer Support Technician		28.80
14170 - System Support Specialist		34.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.14
15020 - Aircrew Training Devices Instructor (Rated)		34.04
15030 - Air Crew Training Devices Instructor (Pilot)		40.79
15050 - Computer Based Training Specialist / Instructor		28.14
15060 - Educational Technologist		28.11
15070 - Flight Instructor (Pilot)		40.79
15080 - Graphic Artist		22.57

15085 - Maintenance Test Pilot Fixed Jet/Prop 40.32
15086 - Maintenance Test Pilot Rotary Wing 40.32
15088 - Non-Maintenance Test/Co-Pilot 40.32
15090 - Technical Instructor 21.78
15095 - Technical Instructor/Course Developer 26.64
15110 - Test Proctor 17.58
15120 - Tutor 17.58
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.61
16030 - Counter Attendant 9.61
16040 - Dry Cleaner 12.25
16070 - Finisher Flatwork Machine 9.61
16090 - Presser Hand 9.61
16110 - Presser Machine Drycleaning 9.61
16130 - Presser Machine Shirts 9.61
16160 - Presser Machine Wearing Apparel Laundry 9.61
16190 - Sewing Machine Operator 13.13
16220 - Tailor 14.01
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.03
19040 - Tool And Die Maker 29.56
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.87
21030 - Material Coordinator 23.01
21040 - Material Expediter 23.01
21050 - Material Handling Laborer 13.48
21071 - Order Filler 12.62
21080 - Production Line Worker (Food Processing) 15.87
21110 - Shipping Packer 17.36
21130 - Shipping/Receiving Clerk 17.36
21140 - Store Worker I 12.19
21150 - Stock Clerk 16.90
21210 - Tools And Parts Attendant 15.87
21410 - Warehouse Specialist 15.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.69
23019 - Aircraft Logs and Records Technician 23.19
23021 - Aircraft Mechanic I 28.90
23022 - Aircraft Mechanic II 30.69
23023 - Aircraft Mechanic III 32.56
23040 - Aircraft Mechanic Helper 19.40
23050 - Aircraft Painter 26.98
23060 - Aircraft Servicer 23.19
23070 - Aircraft Survival Flight Equipment Technician 26.98
23080 - Aircraft Worker 25.08
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.08
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.90

23110 - Appliance Mechanic 18.12
23120 - Bicycle Repairer 17.18
23125 - Cable Splicer 25.16
23130 - Carpenter Maintenance 20.04
23140 - Carpet Layer 20.22
23160 - Electrician Maintenance 25.93
23181 - Electronics Technician Maintenance I 25.34
23182 - Electronics Technician Maintenance II 27.20
23183 - Electronics Technician Maintenance III 29.10
23260 - Fabric Worker 18.69
23290 - Fire Alarm System Mechanic 22.19
23310 - Fire Extinguisher Repairer 17.18
23311 - Fuel Distribution System Mechanic 30.66
23312 - Fuel Distribution System Operator 22.98
23370 - General Maintenance Worker 17.11
23380 - Ground Support Equipment Mechanic 28.90
23381 - Ground Support Equipment Servicer 23.19
23382 - Ground Support Equipment Worker 25.08
23391 - Gunsmith I 17.18
23392 - Gunsmith II 20.22
23393 - Gunsmith III 23.29
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.82
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.10
23430 - Heavy Equipment Mechanic 24.82
23440 - Heavy Equipment Operator 18.29
23460 - Instrument Mechanic 23.29
23465 - Laboratory/Shelter Mechanic 21.75
23470 - Laborer 13.48
23510 - Locksmith 21.13
23530 - Machinery Maintenance Mechanic 25.27
23550 - Machinist Maintenance 21.21
23580 - Maintenance Trades Helper 16.68
23591 - Metrology Technician I 23.29
23592 - Metrology Technician II 24.74
23593 - Metrology Technician III 26.24
23640 - Millwright 26.91
23710 - Office Appliance Repairer 19.68
23760 - Painter Maintenance 17.40
23790 - Pipefitter Maintenance 26.68
23810 - Plumber Maintenance 24.94
23820 - Pneudraulic Systems Mechanic 23.29
23850 - Rigger 21.69
23870 - Scale Mechanic 20.22
23890 - Sheet-Metal Worker Maintenance 20.88
23910 - Small Engine Mechanic 19.14
23931 - Telecommunications Mechanic I 25.74
23932 - Telecommunications Mechanic II 27.33
23950 - Telephone Lineman 24.55

23960 - Welder Combination Maintenance		22.29
23965 - Well Driller		20.55
23970 - Woodcraft Worker		23.29
23980 - Woodworker		17.18
24000 - Personal Needs Occupations		
24550 - Case Manager		14.50
24570 - Child Care Attendant		10.22
24580 - Child Care Center Clerk		13.07
24610 - Chore Aide		9.39
24620 - Family Readiness And Support Services Coordinator		14.50
24630 - Homemaker		16.29
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		31.19
25040 - Sewage Plant Operator		17.65
25070 - Stationary Engineer		31.19
25190 - Ventilation Equipment Tender		20.94
25210 - Water Treatment Plant Operator		17.65
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.83
27007 - Baggage Inspector		13.50
27008 - Corrections Officer		14.84
27010 - Court Security Officer		18.18
27030 - Detection Dog Handler		15.10
27040 - Detention Officer		14.84
27070 - Firefighter		21.51
27101 - Guard I		13.50
27102 - Guard II		15.10
27131 - Police Officer I		22.39
27132 - Police Officer II		24.87
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.32
28042 - Carnival Equipment Repairer		14.64
28043 - Carnival Worker		9.35
28210 - Gate Attendant/Gate Tender		15.81
28310 - Lifeguard		11.48
28350 - Park Attendant (Aide)		17.69
28510 - Recreation Aide/Health Facility Attendant		12.91
28515 - Recreation Specialist		21.91
28630 - Sports Official		14.08
28690 - Swimming Pool Operator		17.22
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.01
29020 - Hatch Tender		27.01
29030 - Line Handler		27.01
29041 - Stevedore I		24.97
29042 - Stevedore II		29.06
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.97
30022 - Archeological Technician II 20.87
30023 - Archeological Technician III 25.85
30030 - Cartographic Technician 25.85
30040 - Civil Engineering Technician 25.68
30051 - Cryogenic Technician I 27.79
30052 - Cryogenic Technician II 29.87
30061 - Drafter/CAD Operator I 17.97
30062 - Drafter/CAD Operator II 20.87
30063 - Drafter/CAD Operator III 23.28
30064 - Drafter/CAD Operator IV 28.64
30081 - Engineering Technician I 17.13
30082 - Engineering Technician II 19.23
30083 - Engineering Technician III 21.51
30084 - Engineering Technician IV 26.65
30085 - Engineering Technician V 32.59
30086 - Engineering Technician VI 39.44
30090 - Environmental Technician 21.99
30095 - Evidence Control Specialist 24.41
30210 - Laboratory Technician 24.66
30221 - Latent Fingerprint Technician I 27.04
30222 - Latent Fingerprint Technician II 29.87
30240 - Mathematical Technician 28.44
30361 - Paralegal/Legal Assistant I 18.26
30362 - Paralegal/Legal Assistant II 21.08
30363 - Paralegal/Legal Assistant III 25.61
30364 - Paralegal/Legal Assistant IV 31.22
30375 - Petroleum Supply Specialist 29.87
30390 - Photo-Optics Technician 25.85
30395 - Radiation Control Technician 29.87
30461 - Technical Writer I 23.90
30462 - Technical Writer II 29.26
30463 - Technical Writer III 35.39
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.64
30502 - Weather Forecaster II 34.83
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.28
30621 - Weather Observer Senior (see 2) 25.85
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 10.70
31030 - Bus Driver 16.00
31043 - Driver Courier 14.46
31260 - Parking and Lot Attendant 9.98

31290 - Shuttle Bus Driver	15.89
31310 - Taxi Driver	12.05
31361 - Truckdriver Light	15.89
31362 - Truckdriver Medium	17.28
31363 - Truckdriver Heavy	22.74
31364 - Truckdriver Tractor-Trailer	22.74
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.19
99050 - Desk Clerk	10.22
99095 - Embalmer	23.85
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.60
99252 - Laboratory Animal Caretaker II	14.95
99260 - Marketing Analyst	29.73
99310 - Mortician	23.85
99410 - Pest Controller	14.80
99510 - Photofinishing Worker	12.96
99710 - Recycling Laborer	17.28
99711 - Recycling Specialist	21.62
99730 - Refuse Collector	15.18
99810 - Sales Clerk	12.10
99820 - School Crossing Guard	9.81
99830 - Survey Party Chief	28.56
99831 - Surveying Aide	16.96
99832 - Surveying Technician	26.83
99840 - Vending Machine Attendant	14.52
99841 - Vending Machine Repairer	18.77
99842 - Vending Machine Repairer Helper	14.52

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5318
Revision No.: 12
Date Of Last Revision: 06/30/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oklahoma

Area: Oklahoma Counties of Creek Okmulgee Osage Pawnee Rogers Tulsa Wagoner

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.86
01012 - Accounting Clerk II		17.80
01013 - Accounting Clerk III		19.92
01020 - Administrative Assistant		23.31
01035 - Court Reporter		19.66
01041 - Customer Service Representative I		12.51
01042 - Customer Service Representative II		14.06
01043 - Customer Service Representative III		15.34
01051 - Data Entry Operator I		14.11
01052 - Data Entry Operator II		15.39
01060 - Dispatcher Motor Vehicle		17.99

01070 - Document Preparation Clerk 15.29
01090 - Duplicating Machine Operator 15.29
01111 - General Clerk I 13.46
01112 - General Clerk II 14.68
01113 - General Clerk III 16.83
01120 - Housing Referral Assistant 19.97
01141 - Messenger Courier 13.84
01191 - Order Clerk I 15.74
01192 - Order Clerk II 18.10
01261 - Personnel Assistant (Employment) I 15.89
01262 - Personnel Assistant (Employment) II 17.78
01263 - Personnel Assistant (Employment) III 19.82
01270 - Production Control Clerk 23.01
01290 - Rental Clerk 13.33
01300 - Scheduler Maintenance 16.01
01311 - Secretary I 16.01
01312 - Secretary II 17.92
01313 - Secretary III 19.97
01320 - Service Order Dispatcher 15.88
01410 - Supply Technician 23.31
01420 - Survey Worker 16.65
01460 - Switchboard Operator/Receptionist 13.97
01531 - Travel Clerk I 15.08
01532 - Travel Clerk II 16.09
01533 - Travel Clerk III 16.86
01611 - Word Processor I 14.26
01612 - Word Processor II 16.16
01613 - Word Processor III 18.12
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.07
05010 - Automotive Electrician 18.19
05040 - Automotive Glass Installer 17.24
05070 - Automotive Worker 17.24
05110 - Mobile Equipment Servicer 15.14
05130 - Motor Equipment Metal Mechanic 19.15
05160 - Motor Equipment Metal Worker 17.24
05190 - Motor Vehicle Mechanic 18.22
05220 - Motor Vehicle Mechanic Helper 13.98
05250 - Motor Vehicle Upholstery Worker 16.08
05280 - Motor Vehicle Wrecker 17.19
05310 - Painter Automotive 18.22
05340 - Radiator Repair Specialist 17.24
05370 - Tire Repairer 13.49
05400 - Transmission Repair Specialist 19.15
07000 - Food Preparation And Service Occupations
07010 - Baker 11.61
07041 - Cook I 11.33
07042 - Cook II 13.33
07070 - Dishwasher 10.54
07130 - Food Service Worker 11.61

07210 - Meat Cutter	12.17
07260 - Waiter/Waitress	8.90
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.06
09040 - Furniture Handler	11.67
09080 - Furniture Refinisher	18.06
09090 - Furniture Refinisher Helper	13.06
09110 - Furniture Repairer Minor	15.52
09130 - Upholsterer	18.06
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.36
11060 - Elevator Operator	12.36
11090 - Gardener	18.91
11122 - Housekeeping Aide	10.95
11150 - Janitor	10.95
11210 - Laborer Grounds Maintenance	13.76
11240 - Maid or Houseman	10.39
11260 - Pruner	12.09
11270 - Tractor Operator	17.21
11330 - Trail Maintenance Worker	13.76
11360 - Window Cleaner	12.47
12000 - Health Occupations	
12010 - Ambulance Driver	16.35
12011 - Breath Alcohol Technician	18.60
12012 - Certified Occupational Therapist Assistant	31.28
12015 - Certified Physical Therapist Assistant	29.05
12020 - Dental Assistant	17.56
12025 - Dental Hygienist	39.57
12030 - EKG Technician	19.72
12035 - Electroneurodiagnostic Technologist	19.72
12040 - Emergency Medical Technician	16.35
12071 - Licensed Practical Nurse I	16.63
12072 - Licensed Practical Nurse II	18.60
12073 - Licensed Practical Nurse III	20.74
12100 - Medical Assistant	15.63
12130 - Medical Laboratory Technician	20.04
12160 - Medical Record Clerk	16.28
12190 - Medical Record Technician	18.22
12195 - Medical Transcriptionist	18.89
12210 - Nuclear Medicine Technologist	37.40
12221 - Nursing Assistant I	11.00
12222 - Nursing Assistant II	12.37
12223 - Nursing Assistant III	13.49
12224 - Nursing Assistant IV	15.15
12235 - Optical Dispenser	14.54
12236 - Optical Technician	16.63
12250 - Pharmacy Technician	14.46
12280 - Phlebotomist	14.63
12305 - Radiologic Technologist	27.25
12311 - Registered Nurse I	24.11

12312 - Registered Nurse II		29.49
12313 - Registered Nurse II Specialist		29.49
12314 - Registered Nurse III		35.68
12315 - Registered Nurse III Anesthetist		35.68
12316 - Registered Nurse IV		42.76
12317 - Scheduler (Drug and Alcohol Testing)		22.55
12320 - Substance Abuse Treatment Counselor		24.70
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.95
13012 - Exhibits Specialist II		22.66
13013 - Exhibits Specialist III		27.72
13041 - Illustrator I		18.95
13042 - Illustrator II		22.66
13043 - Illustrator III		27.72
13047 - Librarian		25.03
13050 - Library Aide/Clerk		12.73
13054 - Library Information Technology Systems Administrator		22.59
13058 - Library Technician		15.17
13061 - Media Specialist I		16.34
13062 - Media Specialist II		18.28
13063 - Media Specialist III		20.37
13071 - Photographer I		16.32
13072 - Photographer II		18.26
13073 - Photographer III		22.62
13074 - Photographer IV		27.67
13075 - Photographer V		33.48
13090 - Technical Order Library Clerk		16.50
13110 - Video Teleconference Technician		22.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.83
14042 - Computer Operator II		17.72
14043 - Computer Operator III		21.59
14044 - Computer Operator IV		25.11
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	22.27
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.83
14160 - Personal Computer Support Technician		28.80
14170 - System Support Specialist		34.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.14
15020 - Aircrew Training Devices Instructor (Rated)		34.04
15030 - Air Crew Training Devices Instructor (Pilot)		40.79
15050 - Computer Based Training Specialist / Instructor		28.14

15060 - Educational Technologist 28.11
15070 - Flight Instructor (Pilot) 40.79
15080 - Graphic Artist 22.57
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.32
15086 - Maintenance Test Pilot Rotary Wing 40.32
15088 - Non-Maintenance Test/Co-Pilot 40.32
15090 - Technical Instructor 21.78
15095 - Technical Instructor/Course Developer 26.64
15110 - Test Proctor 17.58
15120 - Tutor 17.58
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.61
16030 - Counter Attendant 9.61
16040 - Dry Cleaner 12.25
16070 - Finisher Flatwork Machine 9.61
16090 - Presser Hand 9.61
16110 - Presser Machine Drycleaning 9.61
16130 - Presser Machine Shirts 9.61
16160 - Presser Machine Wearing Apparel Laundry 9.61
16190 - Sewing Machine Operator 13.13
16220 - Tailor 14.01
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.03
19040 - Tool And Die Maker 29.56
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.87
21030 - Material Coordinator 23.01
21040 - Material Expediter 23.01
21050 - Material Handling Laborer 13.48
21071 - Order Filler 12.62
21080 - Production Line Worker (Food Processing) 15.87
21110 - Shipping Packer 17.36
21130 - Shipping/Receiving Clerk 17.36
21140 - Store Worker I 12.19
21150 - Stock Clerk 16.90
21210 - Tools And Parts Attendant 15.87
21410 - Warehouse Specialist 15.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.69
23019 - Aircraft Logs and Records Technician 23.19
23021 - Aircraft Mechanic I 28.90
23022 - Aircraft Mechanic II 30.69
23023 - Aircraft Mechanic III 32.56
23040 - Aircraft Mechanic Helper 19.40
23050 - Aircraft Painter 26.98
23060 - Aircraft Servicer 23.19
23070 - Aircraft Survival Flight Equipment Technician 26.98
23080 - Aircraft Worker 25.08
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 25.08

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 28.90
II
23110 - Appliance Mechanic 18.12
23120 - Bicycle Repairer 17.18
23125 - Cable Splicer 25.16
23130 - Carpenter Maintenance 20.04
23140 - Carpet Layer 20.22
23160 - Electrician Maintenance 25.93
23181 - Electronics Technician Maintenance I 25.34
23182 - Electronics Technician Maintenance II 27.20
23183 - Electronics Technician Maintenance III 29.10
23260 - Fabric Worker 18.69
23290 - Fire Alarm System Mechanic 22.19
23310 - Fire Extinguisher Repairer 17.18
23311 - Fuel Distribution System Mechanic 30.66
23312 - Fuel Distribution System Operator 22.98
23370 - General Maintenance Worker 17.11
23380 - Ground Support Equipment Mechanic 28.90
23381 - Ground Support Equipment Servicer 23.19
23382 - Ground Support Equipment Worker 25.08
23391 - Gunsmith I 17.18
23392 - Gunsmith II 20.22
23393 - Gunsmith III 23.29
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.82
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.10
23430 - Heavy Equipment Mechanic 24.82
23440 - Heavy Equipment Operator 18.29
23460 - Instrument Mechanic 23.29
23465 - Laboratory/Shelter Mechanic 21.75
23470 - Laborer 13.48
23510 - Locksmith 21.13
23530 - Machinery Maintenance Mechanic 25.27
23550 - Machinist Maintenance 21.21
23580 - Maintenance Trades Helper 16.68
23591 - Metrology Technician I 23.29
23592 - Metrology Technician II 24.74
23593 - Metrology Technician III 26.24
23640 - Millwright 26.91
23710 - Office Appliance Repairer 19.68
23760 - Painter Maintenance 17.40
23790 - Pipefitter Maintenance 26.68
23810 - Plumber Maintenance 24.94
23820 - Pneudraulic Systems Mechanic 23.29
23850 - Rigger 21.69
23870 - Scale Mechanic 20.22
23890 - Sheet-Metal Worker Maintenance 20.88
23910 - Small Engine Mechanic 19.14

23931 - Telecommunications Mechanic I	25.74
23932 - Telecommunications Mechanic II	27.33
23950 - Telephone Lineman	24.55
23960 - Welder Combination Maintenance	22.29
23965 - Well Driller	20.55
23970 - Woodcraft Worker	23.29
23980 - Woodworker	17.18
24000 - Personal Needs Occupations	
24550 - Case Manager	14.50
24570 - Child Care Attendant	10.22
24580 - Child Care Center Clerk	13.07
24610 - Chore Aide	9.39
24620 - Family Readiness And Support Services Coordinator	14.50
24630 - Homemaker	16.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.19
25040 - Sewage Plant Operator	17.65
25070 - Stationary Engineer	31.19
25190 - Ventilation Equipment Tender	20.94
25210 - Water Treatment Plant Operator	17.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.83
27007 - Baggage Inspector	13.50
27008 - Corrections Officer	14.84
27010 - Court Security Officer	18.18
27030 - Detection Dog Handler	15.10
27040 - Detention Officer	14.84
27070 - Firefighter	21.51
27101 - Guard I	13.50
27102 - Guard II	15.10
27131 - Police Officer I	22.39
27132 - Police Officer II	24.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.32
28042 - Carnival Equipment Repairer	14.64
28043 - Carnival Worker	9.35
28210 - Gate Attendant/Gate Tender	15.81
28310 - Lifeguard	11.48
28350 - Park Attendant (Aide)	17.69
28510 - Recreation Aide/Health Facility Attendant	12.91
28515 - Recreation Specialist	21.91
28630 - Sports Official	14.08
28690 - Swimming Pool Operator	17.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.01
29020 - Hatch Tender	27.01
29030 - Line Handler	27.01
29041 - Stevedore I	24.97
29042 - Stevedore II	29.06

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		17.97
30022 - Archeological Technician II		20.87
30023 - Archeological Technician III		25.85
30030 - Cartographic Technician		25.85
30040 - Civil Engineering Technician		25.68
30051 - Cryogenic Technician I		27.79
30052 - Cryogenic Technician II		29.87
30061 - Drafter/CAD Operator I		17.97
30062 - Drafter/CAD Operator II		20.87
30063 - Drafter/CAD Operator III		23.28
30064 - Drafter/CAD Operator IV		28.64
30081 - Engineering Technician I		17.13
30082 - Engineering Technician II		19.23
30083 - Engineering Technician III		21.51
30084 - Engineering Technician IV		26.65
30085 - Engineering Technician V		32.59
30086 - Engineering Technician VI		39.44
30090 - Environmental Technician		21.99
30095 - Evidence Control Specialist		24.41
30210 - Laboratory Technician		24.66
30221 - Latent Fingerprint Technician I		27.04
30222 - Latent Fingerprint Technician II		29.87
30240 - Mathematical Technician		28.44
30361 - Paralegal/Legal Assistant I		18.26
30362 - Paralegal/Legal Assistant II		21.08
30363 - Paralegal/Legal Assistant III		25.61
30364 - Paralegal/Legal Assistant IV		31.22
30375 - Petroleum Supply Specialist		29.87
30390 - Photo-Optics Technician		25.85
30395 - Radiation Control Technician		29.87
30461 - Technical Writer I		23.90
30462 - Technical Writer II		29.26
30463 - Technical Writer III		35.39
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.64
30502 - Weather Forecaster II		34.83
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.28
30621 - Weather Observer Senior	(see 2)	25.85

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		10.70

31030 - Bus Driver	16.00
31043 - Driver Courier	14.46
31260 - Parking and Lot Attendant	9.98
31290 - Shuttle Bus Driver	15.89
31310 - Taxi Driver	12.05
31361 - Truckdriver Light	15.89
31362 - Truckdriver Medium	17.28
31363 - Truckdriver Heavy	22.74
31364 - Truckdriver Tractor-Trailer	22.74
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.19
99050 - Desk Clerk	10.22
99095 - Embalmer	23.85
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.60
99252 - Laboratory Animal Caretaker II	14.95
99260 - Marketing Analyst	29.73
99310 - Mortician	23.85
99410 - Pest Controller	14.80
99510 - Photofinishing Worker	12.96
99710 - Recycling Laborer	17.28
99711 - Recycling Specialist	21.62
99730 - Refuse Collector	15.18
99810 - Sales Clerk	12.10
99820 - School Crossing Guard	9.81
99830 - Survey Party Chief	28.56
99831 - Surveying Aide	16.96
99832 - Surveying Technician	26.83
99840 - Vending Machine Attendant	14.52
99841 - Vending Machine Repairer	18.77
99842 - Vending Machine Repairer Helper	14.52

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5319
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oklahoma

Area: Oklahoma Counties of Adair Cherokee Craig Delaware Mayes McIntosh Muskogee Nowata Okfuskee Ottawa Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.85
01012 - Accounting Clerk II		15.33
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		19.04
01035 - Court Reporter		19.66
01041 - Customer Service Representative I		10.84
01042 - Customer Service Representative II		12.19
01043 - Customer Service Representative III		13.30
01051 - Data Entry Operator I		12.52
01052 - Data Entry Operator II		13.66
01060 - Dispatcher Motor Vehicle		17.99
01070 - Document Preparation Clerk		12.66
01090 - Duplicating Machine Operator		12.66
01111 - General Clerk I		11.48

01112 - General Clerk II 12.83
01113 - General Clerk III 16.83
01120 - Housing Referral Assistant 16.40
01141 - Messenger Courier 14.18
01191 - Order Clerk I 11.92
01192 - Order Clerk II 13.79
01261 - Personnel Assistant (Employment) I 15.19
01262 - Personnel Assistant (Employment) II 17.00
01263 - Personnel Assistant (Employment) III 18.94
01270 - Production Control Clerk 22.66
01290 - Rental Clerk 13.33
01300 - Scheduler Maintenance 13.15
01311 - Secretary I 13.15
01312 - Secretary II 14.71
01313 - Secretary III 16.40
01320 - Service Order Dispatcher 14.95
01410 - Supply Technician 19.04
01420 - Survey Worker 13.80
01460 - Switchboard Operator/Receptionist 12.54
01531 - Travel Clerk I 13.55
01532 - Travel Clerk II 14.45
01533 - Travel Clerk III 15.15
01611 - Word Processor I 11.77
01612 - Word Processor II 13.35
01613 - Word Processor III 14.97
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.15
05010 - Automotive Electrician 18.19
05040 - Automotive Glass Installer 17.24
05070 - Automotive Worker 17.24
05110 - Mobile Equipment Servicer 15.14
05130 - Motor Equipment Metal Mechanic 19.15
05160 - Motor Equipment Metal Worker 17.24
05190 - Motor Vehicle Mechanic 17.91
05220 - Motor Vehicle Mechanic Helper 13.98
05250 - Motor Vehicle Upholstery Worker 16.08
05280 - Motor Vehicle Wrecker 17.19
05310 - Painter Automotive 18.22
05340 - Radiator Repair Specialist 17.24
05370 - Tire Repairer 13.29
05400 - Transmission Repair Specialist 19.15
07000 - Food Preparation And Service Occupations
07010 - Baker 11.11
07041 - Cook I 10.47
07042 - Cook II 12.32
07070 - Dishwasher 9.03
07130 - Food Service Worker 9.33
07210 - Meat Cutter 12.17
07260 - Waiter/Waitress 9.49
09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 16.54
09040 - Furniture Handler 11.67
09080 - Furniture Refinisher 16.54
09090 - Furniture Refinisher Helper 13.06
09110 - Furniture Repairer Minor 14.73
09130 - Upholsterer 16.54
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.28
11060 - Elevator Operator 11.16
11090 - Gardener 16.25
11122 - Housekeeping Aide 11.16
11150 - Janitor 11.16
11210 - Laborer Grounds Maintenance 11.82
11240 - Maid or Houseman 9.75
11260 - Pruner 10.38
11270 - Tractor Operator 14.79
11330 - Trail Maintenance Worker 11.82
11360 - Window Cleaner 12.71
12000 - Health Occupations
12010 - Ambulance Driver 14.77
12011 - Breath Alcohol Technician 17.89
12012 - Certified Occupational Therapist Assistant 31.28
12015 - Certified Physical Therapist Assistant 34.98
12020 - Dental Assistant 17.06
12025 - Dental Hygienist 43.24
12030 - EKG Technician 25.05
12035 - Electroneurodiagnostic Technologist 25.05
12040 - Emergency Medical Technician 14.77
12071 - Licensed Practical Nurse I 15.98
12072 - Licensed Practical Nurse II 17.89
12073 - Licensed Practical Nurse III 19.94
12100 - Medical Assistant 13.46
12130 - Medical Laboratory Technician 21.40
12160 - Medical Record Clerk 14.60
12190 - Medical Record Technician 16.34
12195 - Medical Transcriptionist 15.98
12210 - Nuclear Medicine Technologist 39.30
12221 - Nursing Assistant I 11.80
12222 - Nursing Assistant II 13.27
12223 - Nursing Assistant III 14.47
12224 - Nursing Assistant IV 16.24
12235 - Optical Dispenser 14.54
12236 - Optical Technician 15.98
12250 - Pharmacy Technician 14.68
12280 - Phlebotomist 13.68
12305 - Radiologic Technologist 24.31
12311 - Registered Nurse I 23.55
12312 - Registered Nurse II 28.82
12313 - Registered Nurse II Specialist 28.82
12314 - Registered Nurse III 34.86

12315 - Registered Nurse III Anesthetist		34.86
12316 - Registered Nurse IV		41.79
12317 - Scheduler (Drug and Alcohol Testing)		22.15
12320 - Substance Abuse Treatment Counselor		21.47
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.95
13012 - Exhibits Specialist II		22.25
13013 - Exhibits Specialist III		27.23
13041 - Illustrator I		18.95
13042 - Illustrator II		22.25
13043 - Illustrator III		27.23
13047 - Librarian		20.72
13050 - Library Aide/Clerk		10.30
13054 - Library Information Technology Systems Administrator		19.12
13058 - Library Technician		13.71
13061 - Media Specialist I		13.50
13062 - Media Specialist II		15.11
13063 - Media Specialist III		16.84
13071 - Photographer I		15.06
13072 - Photographer II		17.50
13073 - Photographer III		20.54
13074 - Photographer IV		25.14
13075 - Photographer V		30.42
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		15.24
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.21
14042 - Computer Operator II		17.02
14043 - Computer Operator III		21.59
14044 - Computer Operator IV		25.11
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	22.27
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.21
14160 - Personal Computer Support Technician		28.80
14170 - System Support Specialist		25.20
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.14
15020 - Aircrew Training Devices Instructor (Rated)		34.04
15030 - Air Crew Training Devices Instructor (Pilot)		40.79
15050 - Computer Based Training Specialist / Instructor		28.14
15060 - Educational Technologist		26.15
15070 - Flight Instructor (Pilot)		40.79
15080 - Graphic Artist		19.06

15085 - Maintenance Test Pilot Fixed Jet/Prop 40.79
15086 - Maintenance Test Pilot Rotary Wing 40.79
15088 - Non-Maintenance Test/Co-Pilot 40.79
15090 - Technical Instructor 19.11
15095 - Technical Instructor/Course Developer 23.38
15110 - Test Proctor 15.43
15120 - Tutor 15.43
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.61
16030 - Counter Attendant 9.61
16040 - Dry Cleaner 12.25
16070 - Finisher Flatwork Machine 9.61
16090 - Presser Hand 9.61
16110 - Presser Machine Drycleaning 9.61
16130 - Presser Machine Shirts 9.61
16160 - Presser Machine Wearing Apparel Laundry 9.61
16190 - Sewing Machine Operator 13.13
16220 - Tailor 14.01
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.71
19040 - Tool And Die Maker 26.21
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.78
21030 - Material Coordinator 22.66
21040 - Material Expediter 22.66
21050 - Material Handling Laborer 11.36
21071 - Order Filler 11.99
21080 - Production Line Worker (Food Processing) 14.78
21110 - Shipping Packer 15.07
21130 - Shipping/Receiving Clerk 15.07
21140 - Store Worker I 12.19
21150 - Stock Clerk 16.90
21210 - Tools And Parts Attendant 14.78
21410 - Warehouse Specialist 14.78
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.56
23019 - Aircraft Logs and Records Technician 17.80
23021 - Aircraft Mechanic I 22.18
23022 - Aircraft Mechanic II 23.56
23023 - Aircraft Mechanic III 24.99
23040 - Aircraft Mechanic Helper 14.89
23050 - Aircraft Painter 20.71
23060 - Aircraft Servicer 17.80
23070 - Aircraft Survival Flight Equipment Technician 20.71
23080 - Aircraft Worker 19.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.25
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.18

23110 - Appliance Mechanic 20.71
23120 - Bicycle Repairer 16.36
23125 - Cable Splicer 25.63
23130 - Carpenter Maintenance 16.61
23140 - Carpet Layer 19.25
23160 - Electrician Maintenance 23.92
23181 - Electronics Technician Maintenance I 24.44
23182 - Electronics Technician Maintenance II 26.29
23183 - Electronics Technician Maintenance III 28.16
23260 - Fabric Worker 17.80
23290 - Fire Alarm System Mechanic 17.96
23310 - Fire Extinguisher Repairer 16.36
23311 - Fuel Distribution System Mechanic 23.78
23312 - Fuel Distribution System Operator 17.61
23370 - General Maintenance Worker 16.08
23380 - Ground Support Equipment Mechanic 22.18
23381 - Ground Support Equipment Servicer 17.80
23382 - Ground Support Equipment Worker 19.25
23391 - Gunsmith I 16.36
23392 - Gunsmith II 19.25
23393 - Gunsmith III 22.18
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.43
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.63
23430 - Heavy Equipment Mechanic 20.88
23440 - Heavy Equipment Operator 18.18
23460 - Instrument Mechanic 22.18
23465 - Laboratory/Shelter Mechanic 20.71
23470 - Laborer 11.36
23510 - Locksmith 20.71
23530 - Machinery Maintenance Mechanic 29.11
23550 - Machinist Maintenance 21.11
23580 - Maintenance Trades Helper 13.06
23591 - Metrology Technician I 22.18
23592 - Metrology Technician II 23.56
23593 - Metrology Technician III 24.99
23640 - Millwright 26.77
23710 - Office Appliance Repairer 20.71
23760 - Painter Maintenance 16.48
23790 - Pipefitter Maintenance 24.77
23810 - Plumber Maintenance 23.16
23820 - Pneudraulic Systems Mechanic 22.18
23850 - Rigger 22.18
23870 - Scale Mechanic 19.25
23890 - Sheet-Metal Worker Maintenance 21.07
23910 - Small Engine Mechanic 17.24
23931 - Telecommunications Mechanic I 25.74
23932 - Telecommunications Mechanic II 27.10
23950 - Telephone Lineman 33.22

23960 - Welder Combination Maintenance		17.78
23965 - Well Driller		21.49
23970 - Woodcraft Worker		22.18
23980 - Woodworker		16.36
24000 - Personal Needs Occupations		
24550 - Case Manager		14.50
24570 - Child Care Attendant		10.22
24580 - Child Care Center Clerk		13.07
24610 - Chore Aide		9.04
24620 - Family Readiness And Support Services Coordinator		14.50
24630 - Homemaker		16.29
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		26.36
25040 - Sewage Plant Operator		16.74
25070 - Stationary Engineer		26.36
25190 - Ventilation Equipment Tender		17.88
25210 - Water Treatment Plant Operator		16.74
27000 - Protective Service Occupations		
27004 - Alarm Monitor		13.51
27007 - Baggage Inspector		12.55
27008 - Corrections Officer		15.14
27010 - Court Security Officer		16.43
27030 - Detection Dog Handler		14.04
27040 - Detention Officer		15.14
27070 - Firefighter		19.43
27101 - Guard I		12.55
27102 - Guard II		14.04
27131 - Police Officer I		18.67
27132 - Police Officer II		20.74
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.99
28042 - Carnival Equipment Repairer		14.28
28043 - Carnival Worker		9.12
28210 - Gate Attendant/Gate Tender		15.40
28310 - Lifeguard		12.63
28350 - Park Attendant (Aide)		17.23
28510 - Recreation Aide/Health Facility Attendant		12.58
28515 - Recreation Specialist		20.57
28630 - Sports Official		13.72
28690 - Swimming Pool Operator		16.79
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.25
29020 - Hatch Tender		19.25
29030 - Line Handler		19.25
29041 - Stevedore I		17.80
29042 - Stevedore II		20.71
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.97
30022 - Archeological Technician II 20.87
30023 - Archeological Technician III 25.85
30030 - Cartographic Technician 25.85
30040 - Civil Engineering Technician 24.53
30051 - Cryogenic Technician I 27.38
30052 - Cryogenic Technician II 30.24
30061 - Drafter/CAD Operator I 17.97
30062 - Drafter/CAD Operator II 20.87
30063 - Drafter/CAD Operator III 23.28
30064 - Drafter/CAD Operator IV 28.64
30081 - Engineering Technician I 17.13
30082 - Engineering Technician II 19.23
30083 - Engineering Technician III 21.51
30084 - Engineering Technician IV 26.65
30085 - Engineering Technician V 32.59
30086 - Engineering Technician VI 39.44
30090 - Environmental Technician 24.72
30095 - Evidence Control Specialist 24.72
30210 - Laboratory Technician 25.61
30221 - Latent Fingerprint Technician I 27.38
30222 - Latent Fingerprint Technician II 30.24
30240 - Mathematical Technician 25.85
30361 - Paralegal/Legal Assistant I 18.55
30362 - Paralegal/Legal Assistant II 22.97
30363 - Paralegal/Legal Assistant III 26.94
30364 - Paralegal/Legal Assistant IV 34.00
30375 - Petroleum Supply Specialist 30.24
30390 - Photo-Optics Technician 25.85
30395 - Radiation Control Technician 30.24
30461 - Technical Writer I 24.72
30462 - Technical Writer II 30.24
30463 - Technical Writer III 36.58
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.64
30502 - Weather Forecaster II 34.83
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.28
30621 - Weather Observer Senior (see 2) 25.85
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.74
31030 - Bus Driver 15.84
31043 - Driver Courier 13.24
31260 - Parking and Lot Attendant 10.03

31290 - Shuttle Bus Driver	14.55
31310 - Taxi Driver	11.27
31361 - Truckdriver Light	14.55
31362 - Truckdriver Medium	15.82
31363 - Truckdriver Heavy	21.49
31364 - Truckdriver Tractor-Trailer	21.49
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.26
99050 - Desk Clerk	10.22
99095 - Embalmer	25.01
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.72
99252 - Laboratory Animal Caretaker II	13.52
99260 - Marketing Analyst	22.29
99310 - Mortician	25.01
99410 - Pest Controller	14.80
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.20
99711 - Recycling Specialist	20.03
99730 - Refuse Collector	14.23
99810 - Sales Clerk	12.10
99820 - School Crossing Guard	12.85
99830 - Survey Party Chief	22.23
99831 - Surveying Aide	13.20
99832 - Surveying Technician	20.88
99840 - Vending Machine Attendant	12.74
99841 - Vending Machine Repairer	15.68
99842 - Vending Machine Repairer Helper	12.74

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5320
Revision No.: 12
Date Of Last Revision: 06/30/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oklahoma

Area: Oklahoma Counties of Adair Cherokee Craig Delaware Mayes McIntosh Muskogee Nowata Okfuskee Ottawa Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.85
01012 - Accounting Clerk II		15.33
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		19.04
01035 - Court Reporter		19.66
01041 - Customer Service Representative I		10.84
01042 - Customer Service Representative II		12.19
01043 - Customer Service Representative III		13.30
01051 - Data Entry Operator I		12.52
01052 - Data Entry Operator II		13.66
01060 - Dispatcher Motor Vehicle		17.99

01070 - Document Preparation Clerk 12.66
01090 - Duplicating Machine Operator 12.66
01111 - General Clerk I 11.48
01112 - General Clerk II 12.83
01113 - General Clerk III 16.83
01120 - Housing Referral Assistant 16.40
01141 - Messenger Courier 14.18
01191 - Order Clerk I 11.92
01192 - Order Clerk II 13.79
01261 - Personnel Assistant (Employment) I 15.19
01262 - Personnel Assistant (Employment) II 17.00
01263 - Personnel Assistant (Employment) III 18.94
01270 - Production Control Clerk 22.66
01290 - Rental Clerk 13.33
01300 - Scheduler Maintenance 13.15
01311 - Secretary I 13.15
01312 - Secretary II 14.71
01313 - Secretary III 16.40
01320 - Service Order Dispatcher 14.95
01410 - Supply Technician 19.04
01420 - Survey Worker 13.80
01460 - Switchboard Operator/Receptionist 12.54
01531 - Travel Clerk I 13.55
01532 - Travel Clerk II 14.45
01533 - Travel Clerk III 15.15
01611 - Word Processor I 11.77
01612 - Word Processor II 13.35
01613 - Word Processor III 14.97
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.15
05010 - Automotive Electrician 18.19
05040 - Automotive Glass Installer 17.24
05070 - Automotive Worker 17.24
05110 - Mobile Equipment Servicer 15.14
05130 - Motor Equipment Metal Mechanic 19.15
05160 - Motor Equipment Metal Worker 17.24
05190 - Motor Vehicle Mechanic 17.91
05220 - Motor Vehicle Mechanic Helper 13.98
05250 - Motor Vehicle Upholstery Worker 16.08
05280 - Motor Vehicle Wrecker 17.19
05310 - Painter Automotive 18.22
05340 - Radiator Repair Specialist 17.24
05370 - Tire Repairer 13.29
05400 - Transmission Repair Specialist 19.15
07000 - Food Preparation And Service Occupations
07010 - Baker 11.11
07041 - Cook I 10.47
07042 - Cook II 12.32
07070 - Dishwasher 9.03
07130 - Food Service Worker 9.33

07210 - Meat Cutter	12.17
07260 - Waiter/Waitress	9.49
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.54
09040 - Furniture Handler	11.67
09080 - Furniture Refinisher	16.54
09090 - Furniture Refinisher Helper	13.06
09110 - Furniture Repairer Minor	14.73
09130 - Upholsterer	16.54
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.28
11060 - Elevator Operator	11.16
11090 - Gardener	16.25
11122 - Housekeeping Aide	11.16
11150 - Janitor	11.16
11210 - Laborer Grounds Maintenance	11.82
11240 - Maid or Houseman	9.75
11260 - Pruner	10.38
11270 - Tractor Operator	14.79
11330 - Trail Maintenance Worker	11.82
11360 - Window Cleaner	12.71
12000 - Health Occupations	
12010 - Ambulance Driver	14.77
12011 - Breath Alcohol Technician	17.89
12012 - Certified Occupational Therapist Assistant	31.28
12015 - Certified Physical Therapist Assistant	34.98
12020 - Dental Assistant	17.06
12025 - Dental Hygienist	43.24
12030 - EKG Technician	25.05
12035 - Electroneurodiagnostic Technologist	25.05
12040 - Emergency Medical Technician	14.77
12071 - Licensed Practical Nurse I	15.98
12072 - Licensed Practical Nurse II	17.89
12073 - Licensed Practical Nurse III	19.94
12100 - Medical Assistant	13.46
12130 - Medical Laboratory Technician	21.40
12160 - Medical Record Clerk	14.60
12190 - Medical Record Technician	16.34
12195 - Medical Transcriptionist	15.98
12210 - Nuclear Medicine Technologist	39.30
12221 - Nursing Assistant I	11.80
12222 - Nursing Assistant II	13.27
12223 - Nursing Assistant III	14.47
12224 - Nursing Assistant IV	16.24
12235 - Optical Dispenser	14.54
12236 - Optical Technician	15.98
12250 - Pharmacy Technician	14.68
12280 - Phlebotomist	13.68
12305 - Radiologic Technologist	24.31
12311 - Registered Nurse I	23.55

12312 - Registered Nurse II		28.82
12313 - Registered Nurse II Specialist		28.82
12314 - Registered Nurse III		34.86
12315 - Registered Nurse III Anesthetist		34.86
12316 - Registered Nurse IV		41.79
12317 - Scheduler (Drug and Alcohol Testing)		22.15
12320 - Substance Abuse Treatment Counselor		21.47
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.95
13012 - Exhibits Specialist II		22.25
13013 - Exhibits Specialist III		27.23
13041 - Illustrator I		18.95
13042 - Illustrator II		22.25
13043 - Illustrator III		27.23
13047 - Librarian		20.72
13050 - Library Aide/Clerk		10.30
13054 - Library Information Technology Systems Administrator		19.12
13058 - Library Technician		13.71
13061 - Media Specialist I		13.50
13062 - Media Specialist II		15.11
13063 - Media Specialist III		16.84
13071 - Photographer I		15.06
13072 - Photographer II		17.50
13073 - Photographer III		20.54
13074 - Photographer IV		25.14
13075 - Photographer V		30.42
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		15.24
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.21
14042 - Computer Operator II		17.02
14043 - Computer Operator III		21.59
14044 - Computer Operator IV		25.11
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	22.27
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.21
14160 - Personal Computer Support Technician		28.80
14170 - System Support Specialist		25.20
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.14
15020 - Aircrew Training Devices Instructor (Rated)		34.04
15030 - Air Crew Training Devices Instructor (Pilot)		40.79
15050 - Computer Based Training Specialist / Instructor		28.14

15060 - Educational Technologist 26.15
15070 - Flight Instructor (Pilot) 40.79
15080 - Graphic Artist 19.06
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.79
15086 - Maintenance Test Pilot Rotary Wing 40.79
15088 - Non-Maintenance Test/Co-Pilot 40.79
15090 - Technical Instructor 19.11
15095 - Technical Instructor/Course Developer 23.38
15110 - Test Proctor 15.43
15120 - Tutor 15.43
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.61
16030 - Counter Attendant 9.61
16040 - Dry Cleaner 12.25
16070 - Finisher Flatwork Machine 9.61
16090 - Presser Hand 9.61
16110 - Presser Machine Drycleaning 9.61
16130 - Presser Machine Shirts 9.61
16160 - Presser Machine Wearing Apparel Laundry 9.61
16190 - Sewing Machine Operator 13.13
16220 - Tailor 14.01
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.71
19040 - Tool And Die Maker 26.21
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.78
21030 - Material Coordinator 22.66
21040 - Material Expediter 22.66
21050 - Material Handling Laborer 11.36
21071 - Order Filler 11.99
21080 - Production Line Worker (Food Processing) 14.78
21110 - Shipping Packer 15.07
21130 - Shipping/Receiving Clerk 15.07
21140 - Store Worker I 12.19
21150 - Stock Clerk 16.90
21210 - Tools And Parts Attendant 14.78
21410 - Warehouse Specialist 14.78
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.56
23019 - Aircraft Logs and Records Technician 17.80
23021 - Aircraft Mechanic I 22.18
23022 - Aircraft Mechanic II 23.56
23023 - Aircraft Mechanic III 24.99
23040 - Aircraft Mechanic Helper 14.89
23050 - Aircraft Painter 20.71
23060 - Aircraft Servicer 17.80
23070 - Aircraft Survival Flight Equipment Technician 20.71
23080 - Aircraft Worker 19.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 19.25

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 22.18
II
23110 - Appliance Mechanic 20.71
23120 - Bicycle Repairer 16.36
23125 - Cable Splicer 25.63
23130 - Carpenter Maintenance 16.61
23140 - Carpet Layer 19.25
23160 - Electrician Maintenance 23.92
23181 - Electronics Technician Maintenance I 24.44
23182 - Electronics Technician Maintenance II 26.29
23183 - Electronics Technician Maintenance III 28.16
23260 - Fabric Worker 17.80
23290 - Fire Alarm System Mechanic 17.96
23310 - Fire Extinguisher Repairer 16.36
23311 - Fuel Distribution System Mechanic 23.78
23312 - Fuel Distribution System Operator 17.61
23370 - General Maintenance Worker 16.08
23380 - Ground Support Equipment Mechanic 22.18
23381 - Ground Support Equipment Servicer 17.80
23382 - Ground Support Equipment Worker 19.25
23391 - Gunsmith I 16.36
23392 - Gunsmith II 19.25
23393 - Gunsmith III 22.18
23410 - Heating Ventilation And Air-Conditioning 19.43
Mechanic
23411 - Heating Ventilation And Air Contidioning 20.63
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 20.88
23440 - Heavy Equipment Operator 18.18
23460 - Instrument Mechanic 22.18
23465 - Laboratory/Shelter Mechanic 20.71
23470 - Laborer 11.36
23510 - Locksmith 20.71
23530 - Machinery Maintenance Mechanic 29.11
23550 - Machinist Maintenance 21.11
23580 - Maintenance Trades Helper 13.06
23591 - Metrology Technician I 22.18
23592 - Metrology Technician II 23.56
23593 - Metrology Technician III 24.99
23640 - Millwright 26.77
23710 - Office Appliance Repairer 20.71
23760 - Painter Maintenance 16.48
23790 - Pipefitter Maintenance 24.77
23810 - Plumber Maintenance 23.16
23820 - Pneudraulic Systems Mechanic 22.18
23850 - Rigger 22.18
23870 - Scale Mechanic 19.25
23890 - Sheet-Metal Worker Maintenance 21.07
23910 - Small Engine Mechanic 17.24

23931 - Telecommunications Mechanic I	25.74
23932 - Telecommunications Mechanic II	27.10
23950 - Telephone Lineman	33.22
23960 - Welder Combination Maintenance	17.78
23965 - Well Driller	21.49
23970 - Woodcraft Worker	22.18
23980 - Woodworker	16.36
24000 - Personal Needs Occupations	
24550 - Case Manager	14.50
24570 - Child Care Attendant	10.22
24580 - Child Care Center Clerk	13.07
24610 - Chore Aide	9.04
24620 - Family Readiness And Support Services Coordinator	14.50
24630 - Homemaker	16.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.36
25040 - Sewage Plant Operator	16.74
25070 - Stationary Engineer	26.36
25190 - Ventilation Equipment Tender	17.88
25210 - Water Treatment Plant Operator	16.74
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.51
27007 - Baggage Inspector	12.55
27008 - Corrections Officer	15.14
27010 - Court Security Officer	16.43
27030 - Detection Dog Handler	14.04
27040 - Detention Officer	15.14
27070 - Firefighter	19.43
27101 - Guard I	12.55
27102 - Guard II	14.04
27131 - Police Officer I	18.67
27132 - Police Officer II	20.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.99
28042 - Carnival Equipment Repairer	14.28
28043 - Carnival Worker	9.12
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	12.63
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.58
28515 - Recreation Specialist	20.57
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	16.79
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.25
29020 - Hatch Tender	19.25
29030 - Line Handler	19.25
29041 - Stevedore I	17.80
29042 - Stevedore II	20.71

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		17.97
30022 - Archeological Technician II		20.87
30023 - Archeological Technician III		25.85
30030 - Cartographic Technician		25.85
30040 - Civil Engineering Technician		24.53
30051 - Cryogenic Technician I		27.38
30052 - Cryogenic Technician II		30.24
30061 - Drafter/CAD Operator I		17.97
30062 - Drafter/CAD Operator II		20.87
30063 - Drafter/CAD Operator III		23.28
30064 - Drafter/CAD Operator IV		28.64
30081 - Engineering Technician I		17.13
30082 - Engineering Technician II		19.23
30083 - Engineering Technician III		21.51
30084 - Engineering Technician IV		26.65
30085 - Engineering Technician V		32.59
30086 - Engineering Technician VI		39.44
30090 - Environmental Technician		24.72
30095 - Evidence Control Specialist		24.72
30210 - Laboratory Technician		25.61
30221 - Latent Fingerprint Technician I		27.38
30222 - Latent Fingerprint Technician II		30.24
30240 - Mathematical Technician		25.85
30361 - Paralegal/Legal Assistant I		18.55
30362 - Paralegal/Legal Assistant II		22.97
30363 - Paralegal/Legal Assistant III		26.94
30364 - Paralegal/Legal Assistant IV		34.00
30375 - Petroleum Supply Specialist		30.24
30390 - Photo-Optics Technician		25.85
30395 - Radiation Control Technician		30.24
30461 - Technical Writer I		24.72
30462 - Technical Writer II		30.24
30463 - Technical Writer III		36.58
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.64
30502 - Weather Forecaster II		34.83
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.28
30621 - Weather Observer Senior	(see 2)	25.85

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.74

31030 - Bus Driver	15.84
31043 - Driver Courier	13.24
31260 - Parking and Lot Attendant	10.03
31290 - Shuttle Bus Driver	14.55
31310 - Taxi Driver	11.27
31361 - Truckdriver Light	14.55
31362 - Truckdriver Medium	15.82
31363 - Truckdriver Heavy	21.49
31364 - Truckdriver Tractor-Trailer	21.49
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.26
99050 - Desk Clerk	10.22
99095 - Embalmer	25.01
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.72
99252 - Laboratory Animal Caretaker II	13.52
99260 - Marketing Analyst	22.29
99310 - Mortician	25.01
99410 - Pest Controller	14.80
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.20
99711 - Recycling Specialist	20.03
99730 - Refuse Collector	14.23
99810 - Sales Clerk	12.10
99820 - School Crossing Guard	12.85
99830 - Survey Party Chief	22.23
99831 - Surveying Aide	13.20
99832 - Surveying Technician	20.88
99840 - Vending Machine Attendant	12.74
99841 - Vending Machine Repairer	15.68
99842 - Vending Machine Repairer Helper	12.74

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5321
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oklahoma

Area: Oklahoma Counties of Alfalfa Blaine Dewey Ellis Grant Harper Kingfisher Major Noble Payne Woods Woodward

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.04
01012 - Accounting Clerk II		14.63
01013 - Accounting Clerk III		18.28
01020 - Administrative Assistant		22.58
01035 - Court Reporter		18.46
01041 - Customer Service Representative I		11.82
01042 - Customer Service Representative II		13.29
01043 - Customer Service Representative III		14.50
01051 - Data Entry Operator I		15.57
01052 - Data Entry Operator II		16.99
01060 - Dispatcher Motor Vehicle		18.13
01070 - Document Preparation Clerk		14.81
01090 - Duplicating Machine Operator		14.81
01111 - General Clerk I		13.10

01112 - General Clerk II 14.30
01113 - General Clerk III 18.00
01120 - Housing Referral Assistant 18.77
01141 - Messenger Courier 11.18
01191 - Order Clerk I 13.72
01192 - Order Clerk II 14.97
01261 - Personnel Assistant (Employment) I 14.89
01262 - Personnel Assistant (Employment) II 16.66
01263 - Personnel Assistant (Employment) III 18.57
01270 - Production Control Clerk 23.88
01290 - Rental Clerk 14.04
01300 - Scheduler Maintenance 14.72
01311 - Secretary I 14.72
01312 - Secretary II 16.47
01313 - Secretary III 18.77
01320 - Service Order Dispatcher 16.20
01410 - Supply Technician 22.58
01420 - Survey Worker 17.05
01460 - Switchboard Operator/Receptionist 12.74
01531 - Travel Clerk I 12.83
01532 - Travel Clerk II 13.68
01533 - Travel Clerk III 14.28
01611 - Word Processor I 13.12
01612 - Word Processor II 14.72
01613 - Word Processor III 16.47
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.94
05010 - Automotive Electrician 17.65
05040 - Automotive Glass Installer 16.55
05070 - Automotive Worker 16.55
05110 - Mobile Equipment Servicer 14.40
05130 - Motor Equipment Metal Mechanic 18.75
05160 - Motor Equipment Metal Worker 16.55
05190 - Motor Vehicle Mechanic 18.75
05220 - Motor Vehicle Mechanic Helper 13.32
05250 - Motor Vehicle Upholstery Worker 15.48
05280 - Motor Vehicle Wrecker 16.55
05310 - Painter Automotive 17.65
05340 - Radiator Repair Specialist 16.55
05370 - Tire Repairer 13.91
05400 - Transmission Repair Specialist 18.75
07000 - Food Preparation And Service Occupations
07010 - Baker 13.18
07041 - Cook I 10.10
07042 - Cook II 11.61
07070 - Dishwasher 10.35
07130 - Food Service Worker 9.82
07210 - Meat Cutter 13.53
07260 - Waiter/Waitress 9.02
09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 17.13
09040 - Furniture Handler 10.88
09080 - Furniture Refinisher 17.13
09090 - Furniture Refinisher Helper 12.93
09110 - Furniture Repairer Minor 15.03
09130 - Upholsterer 17.13
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.17
11060 - Elevator Operator 11.11
11090 - Gardener 16.96
11122 - Housekeeping Aide 11.11
11150 - Janitor 11.11
11210 - Laborer Grounds Maintenance 13.20
11240 - Maid or Houseman 9.50
11260 - Pruner 11.98
11270 - Tractor Operator 15.69
11330 - Trail Maintenance Worker 13.20
11360 - Window Cleaner 12.24
12000 - Health Occupations
12010 - Ambulance Driver 16.14
12011 - Breath Alcohol Technician 17.35
12012 - Certified Occupational Therapist Assistant 25.26
12015 - Certified Physical Therapist Assistant 30.91
12020 - Dental Assistant 15.82
12025 - Dental Hygienist 39.75
12030 - EKG Technician 25.38
12035 - Electroneurodiagnostic Technologist 25.38
12040 - Emergency Medical Technician 16.14
12071 - Licensed Practical Nurse I 15.51
12072 - Licensed Practical Nurse II 17.35
12073 - Licensed Practical Nurse III 19.35
12100 - Medical Assistant 13.44
12130 - Medical Laboratory Technician 21.48
12160 - Medical Record Clerk 15.27
12190 - Medical Record Technician 17.08
12195 - Medical Transcriptionist 14.68
12210 - Nuclear Medicine Technologist 36.80
12221 - Nursing Assistant I 11.54
12222 - Nursing Assistant II 12.97
12223 - Nursing Assistant III 14.15
12224 - Nursing Assistant IV 15.89
12235 - Optical Dispenser 16.75
12236 - Optical Technician 14.97
12250 - Pharmacy Technician 16.23
12280 - Phlebotomist 14.82
12305 - Radiologic Technologist 25.85
12311 - Registered Nurse I 27.48
12312 - Registered Nurse II 30.22
12313 - Registered Nurse II Specialist 30.22
12314 - Registered Nurse III 36.56

12315 - Registered Nurse III Anesthetist		36.56
12316 - Registered Nurse IV		43.82
12317 - Scheduler (Drug and Alcohol Testing)		21.50
12320 - Substance Abuse Treatment Counselor		20.38
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.53
13012 - Exhibits Specialist II		20.67
13013 - Exhibits Specialist III		24.88
13041 - Illustrator I		20.86
13042 - Illustrator II		25.12
13043 - Illustrator III		30.74
13047 - Librarian		20.60
13050 - Library Aide/Clerk		10.85
13054 - Library Information Technology Systems Administrator		18.60
13058 - Library Technician		13.37
13061 - Media Specialist I		13.42
13062 - Media Specialist II		15.02
13063 - Media Specialist III		16.74
13071 - Photographer I		13.42
13072 - Photographer II		15.16
13073 - Photographer III		18.78
13074 - Photographer IV		22.98
13075 - Photographer V		27.80
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		14.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.91
14042 - Computer Operator II		16.74
14043 - Computer Operator III		18.70
14044 - Computer Operator IV		20.75
14045 - Computer Operator V		22.97
14071 - Computer Programmer I	(see 1)	24.07
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		14.91
14160 - Personal Computer Support Technician		20.75
14170 - System Support Specialist		29.20
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.92
15020 - Aircrew Training Devices Instructor (Rated)		36.20
15030 - Air Crew Training Devices Instructor (Pilot)		39.86
15050 - Computer Based Training Specialist / Instructor		29.92
15060 - Educational Technologist		25.04
15070 - Flight Instructor (Pilot)		39.86
15080 - Graphic Artist		20.81

15085 - Maintenance Test Pilot Fixed Jet/Prop 39.86
15086 - Maintenance Test Pilot Rotary Wing 39.86
15088 - Non-Maintenance Test/Co-Pilot 39.86
15090 - Technical Instructor 21.45
15095 - Technical Instructor/Course Developer 26.25
15110 - Test Proctor 17.32
15120 - Tutor 17.32
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.61
16030 - Counter Attendant 9.61
16040 - Dry Cleaner 12.25
16070 - Finisher Flatwork Machine 9.61
16090 - Presser Hand 9.61
16110 - Presser Machine Drycleaning 9.61
16130 - Presser Machine Shirts 9.61
16160 - Presser Machine Wearing Apparel Laundry 9.61
16190 - Sewing Machine Operator 13.13
16220 - Tailor 14.01
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.69
19040 - Tool And Die Maker 28.08
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.60
21030 - Material Coordinator 23.88
21040 - Material Expediter 23.88
21050 - Material Handling Laborer 12.17
21071 - Order Filler 12.77
21080 - Production Line Worker (Food Processing) 16.60
21110 - Shipping Packer 15.13
21130 - Shipping/Receiving Clerk 15.13
21140 - Store Worker I 13.94
21150 - Stock Clerk 16.90
21210 - Tools And Parts Attendant 16.60
21410 - Warehouse Specialist 16.60
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.81
23019 - Aircraft Logs and Records Technician 21.11
23021 - Aircraft Mechanic I 25.69
23022 - Aircraft Mechanic II 26.81
23023 - Aircraft Mechanic III 27.94
23040 - Aircraft Mechanic Helper 18.66
23050 - Aircraft Painter 22.69
23060 - Aircraft Servicer 21.11
23070 - Aircraft Survival Flight Equipment Technician 22.69
23080 - Aircraft Worker 22.36
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.36
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.69

23110 - Appliance Mechanic 22.69
23120 - Bicycle Repairer 18.52
23125 - Cable Splicer 31.08
23130 - Carpenter Maintenance 18.10
23140 - Carpet Layer 21.28
23160 - Electrician Maintenance 24.25
23181 - Electronics Technician Maintenance I 23.95
23182 - Electronics Technician Maintenance II 25.55
23183 - Electronics Technician Maintenance III 27.14
23260 - Fabric Worker 19.91
23290 - Fire Alarm System Mechanic 22.54
23310 - Fire Extinguisher Repairer 18.52
23311 - Fuel Distribution System Mechanic 28.71
23312 - Fuel Distribution System Operator 21.77
23370 - General Maintenance Worker 17.04
23380 - Ground Support Equipment Mechanic 25.69
23381 - Ground Support Equipment Servicer 21.11
23382 - Ground Support Equipment Worker 22.36
23391 - Gunsmith I 18.52
23392 - Gunsmith II 21.28
23393 - Gunsmith III 24.11
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.89
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.18
23430 - Heavy Equipment Mechanic 23.26
23440 - Heavy Equipment Operator 21.52
23460 - Instrument Mechanic 24.92
23465 - Laboratory/Shelter Mechanic 22.69
23470 - Laborer 12.17
23510 - Locksmith 22.69
23530 - Machinery Maintenance Mechanic 24.18
23550 - Machinist Maintenance 20.04
23580 - Maintenance Trades Helper 16.71
23591 - Metrology Technician I 24.92
23592 - Metrology Technician II 25.98
23593 - Metrology Technician III 27.08
23640 - Millwright 24.11
23710 - Office Appliance Repairer 19.91
23760 - Painter Maintenance 17.94
23790 - Pipefitter Maintenance 23.95
23810 - Plumber Maintenance 22.54
23820 - Pneudraulic Systems Mechanic 24.11
23850 - Rigger 24.11
23870 - Scale Mechanic 21.28
23890 - Sheet-Metal Worker Maintenance 24.11
23910 - Small Engine Mechanic 18.74
23931 - Telecommunications Mechanic I 25.14
23932 - Telecommunications Mechanic II 26.54
23950 - Telephone Lineman 32.07

23960 - Welder Combination Maintenance		19.79
23965 - Well Driller		24.11
23970 - Woodcraft Worker		24.11
23980 - Woodworker		18.52
24000 - Personal Needs Occupations		
24550 - Case Manager		14.27
24570 - Child Care Attendant		9.18
24580 - Child Care Center Clerk		13.27
24610 - Chore Aide		10.14
24620 - Family Readiness And Support Services Coordinator		14.27
24630 - Homemaker		15.64
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.11
25040 - Sewage Plant Operator		16.59
25070 - Stationary Engineer		24.11
25190 - Ventilation Equipment Tender		17.13
25210 - Water Treatment Plant Operator		16.55
27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.33
27007 - Baggage Inspector		12.57
27008 - Corrections Officer		16.93
27010 - Court Security Officer		20.62
27030 - Detection Dog Handler		15.03
27040 - Detention Officer		16.93
27070 - Firefighter		24.14
27101 - Guard I		12.57
27102 - Guard II		15.03
27131 - Police Officer I		23.19
27132 - Police Officer II		25.77
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.54
28042 - Carnival Equipment Repairer		12.47
28043 - Carnival Worker		8.81
28210 - Gate Attendant/Gate Tender		13.61
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		15.51
28510 - Recreation Aide/Health Facility Attendant		11.11
28515 - Recreation Specialist		18.86
28630 - Sports Official		12.12
28690 - Swimming Pool Operator		18.41
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.86
29020 - Hatch Tender		27.86
29030 - Line Handler		27.86
29041 - Stevedore I		26.37
29042 - Stevedore II		29.39
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.91
30022 - Archeological Technician II 20.36
30023 - Archeological Technician III 25.22
30030 - Cartographic Technician 25.22
30040 - Civil Engineering Technician 24.82
30051 - Cryogenic Technician I 27.49
30052 - Cryogenic Technician II 30.36
30061 - Drafter/CAD Operator I 17.91
30062 - Drafter/CAD Operator II 20.36
30063 - Drafter/CAD Operator III 22.71
30064 - Drafter/CAD Operator IV 27.49
30081 - Engineering Technician I 19.05
30082 - Engineering Technician II 21.83
30083 - Engineering Technician III 23.92
30084 - Engineering Technician IV 29.64
30085 - Engineering Technician V 36.26
30086 - Engineering Technician VI 43.86
30090 - Environmental Technician 22.68
30095 - Evidence Control Specialist 24.82
30210 - Laboratory Technician 25.74
30221 - Latent Fingerprint Technician I 27.49
30222 - Latent Fingerprint Technician II 30.36
30240 - Mathematical Technician 25.23
30361 - Paralegal/Legal Assistant I 18.67
30362 - Paralegal/Legal Assistant II 23.12
30363 - Paralegal/Legal Assistant III 28.28
30364 - Paralegal/Legal Assistant IV 34.22
30375 - Petroleum Supply Specialist 30.36
30390 - Photo-Optics Technician 25.22
30395 - Radiation Control Technician 30.36
30461 - Technical Writer I 22.26
30462 - Technical Writer II 27.24
30463 - Technical Writer III 32.96
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.49
30502 - Weather Forecaster II 33.44
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.71
30621 - Weather Observer Senior (see 2) 25.22
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.47
31030 - Bus Driver 19.51
31043 - Driver Courier 13.20
31260 - Parking and Lot Attendant 13.53

31290 - Shuttle Bus Driver	14.21
31310 - Taxi Driver	10.96
31361 - Truckdriver Light	14.21
31362 - Truckdriver Medium	15.85
31363 - Truckdriver Heavy	22.01
31364 - Truckdriver Tractor-Trailer	22.01
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.75
99050 - Desk Clerk	9.28
99095 - Embalmer	25.43
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.72
99252 - Laboratory Animal Caretaker II	12.67
99260 - Marketing Analyst	23.14
99310 - Mortician	25.43
99410 - Pest Controller	14.54
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.92
99711 - Recycling Specialist	22.47
99730 - Refuse Collector	17.17
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	13.86
99830 - Survey Party Chief	23.62
99831 - Surveying Aide	13.28
99832 - Surveying Technician	20.91
99840 - Vending Machine Attendant	12.16
99841 - Vending Machine Repairer	14.63
99842 - Vending Machine Repairer Helper	11.82

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5322
Revision No.: 14
Date Of Last Revision: 06/03/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oklahoma

Area: Oklahoma Counties of Alfalfa Blaine Dewey Ellis Grant Harper Kingfisher Major Noble Payne Woods Woodward

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.04
01012 - Accounting Clerk II		14.63
01013 - Accounting Clerk III		18.28
01020 - Administrative Assistant		22.58
01035 - Court Reporter		18.46
01041 - Customer Service Representative I		11.82
01042 - Customer Service Representative II		13.29
01043 - Customer Service Representative III		14.50
01051 - Data Entry Operator I		15.57
01052 - Data Entry Operator II		16.99
01060 - Dispatcher Motor Vehicle		18.13

01070 - Document Preparation Clerk 14.81
01090 - Duplicating Machine Operator 14.81
01111 - General Clerk I 13.10
01112 - General Clerk II 14.30
01113 - General Clerk III 18.00
01120 - Housing Referral Assistant 18.77
01141 - Messenger Courier 11.18
01191 - Order Clerk I 13.72
01192 - Order Clerk II 14.97
01261 - Personnel Assistant (Employment) I 14.89
01262 - Personnel Assistant (Employment) II 16.66
01263 - Personnel Assistant (Employment) III 18.57
01270 - Production Control Clerk 23.88
01290 - Rental Clerk 14.04
01300 - Scheduler Maintenance 14.72
01311 - Secretary I 14.72
01312 - Secretary II 16.47
01313 - Secretary III 18.77
01320 - Service Order Dispatcher 16.20
01410 - Supply Technician 22.58
01420 - Survey Worker 17.05
01460 - Switchboard Operator/Receptionist 12.74
01531 - Travel Clerk I 12.83
01532 - Travel Clerk II 13.68
01533 - Travel Clerk III 14.28
01611 - Word Processor I 13.12
01612 - Word Processor II 14.72
01613 - Word Processor III 16.47
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.94
05010 - Automotive Electrician 17.65
05040 - Automotive Glass Installer 16.55
05070 - Automotive Worker 16.55
05110 - Mobile Equipment Servicer 14.40
05130 - Motor Equipment Metal Mechanic 18.75
05160 - Motor Equipment Metal Worker 16.55
05190 - Motor Vehicle Mechanic 18.75
05220 - Motor Vehicle Mechanic Helper 13.32
05250 - Motor Vehicle Upholstery Worker 15.48
05280 - Motor Vehicle Wrecker 16.55
05310 - Painter Automotive 17.65
05340 - Radiator Repair Specialist 16.55
05370 - Tire Repairer 13.91
05400 - Transmission Repair Specialist 18.75
07000 - Food Preparation And Service Occupations
07010 - Baker 13.18
07041 - Cook I 10.10
07042 - Cook II 11.61
07070 - Dishwasher 10.35
07130 - Food Service Worker 9.82

07210 - Meat Cutter 13.53
07260 - Waiter/Waitress 9.02
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.13
09040 - Furniture Handler 10.88
09080 - Furniture Refinisher 17.13
09090 - Furniture Refinisher Helper 12.93
09110 - Furniture Repairer Minor 15.03
09130 - Upholsterer 17.13
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.17
11060 - Elevator Operator 11.11
11090 - Gardener 16.96
11122 - Housekeeping Aide 11.11
11150 - Janitor 11.11
11210 - Laborer Grounds Maintenance 13.20
11240 - Maid or Houseman 9.50
11260 - Pruner 11.98
11270 - Tractor Operator 15.69
11330 - Trail Maintenance Worker 13.20
11360 - Window Cleaner 12.24
12000 - Health Occupations
12010 - Ambulance Driver 16.14
12011 - Breath Alcohol Technician 17.35
12012 - Certified Occupational Therapist Assistant 25.26
12015 - Certified Physical Therapist Assistant 30.91
12020 - Dental Assistant 15.82
12025 - Dental Hygienist 39.75
12030 - EKG Technician 25.38
12035 - Electroneurodiagnostic Technologist 25.38
12040 - Emergency Medical Technician 16.14
12071 - Licensed Practical Nurse I 15.51
12072 - Licensed Practical Nurse II 17.35
12073 - Licensed Practical Nurse III 19.35
12100 - Medical Assistant 13.44
12130 - Medical Laboratory Technician 21.48
12160 - Medical Record Clerk 15.27
12190 - Medical Record Technician 17.08
12195 - Medical Transcriptionist 14.68
12210 - Nuclear Medicine Technologist 36.80
12221 - Nursing Assistant I 11.54
12222 - Nursing Assistant II 12.97
12223 - Nursing Assistant III 14.15
12224 - Nursing Assistant IV 15.89
12235 - Optical Dispenser 16.75
12236 - Optical Technician 14.97
12250 - Pharmacy Technician 16.23
12280 - Phlebotomist 14.82
12305 - Radiologic Technologist 25.85
12311 - Registered Nurse I 27.48

12312 - Registered Nurse II		30.22
12313 - Registered Nurse II Specialist		30.22
12314 - Registered Nurse III		36.56
12315 - Registered Nurse III Anesthetist		36.56
12316 - Registered Nurse IV		43.82
12317 - Scheduler (Drug and Alcohol Testing)		21.50
12320 - Substance Abuse Treatment Counselor		20.38
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.53
13012 - Exhibits Specialist II		20.67
13013 - Exhibits Specialist III		24.88
13041 - Illustrator I		20.86
13042 - Illustrator II		25.12
13043 - Illustrator III		30.74
13047 - Librarian		20.60
13050 - Library Aide/Clerk		10.85
13054 - Library Information Technology Systems Administrator		18.60
13058 - Library Technician		13.37
13061 - Media Specialist I		13.42
13062 - Media Specialist II		15.02
13063 - Media Specialist III		16.74
13071 - Photographer I		13.42
13072 - Photographer II		15.16
13073 - Photographer III		18.78
13074 - Photographer IV		22.98
13075 - Photographer V		27.80
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		14.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.91
14042 - Computer Operator II		16.74
14043 - Computer Operator III		18.70
14044 - Computer Operator IV		20.75
14045 - Computer Operator V		22.97
14071 - Computer Programmer I	(see 1)	24.07
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		14.91
14160 - Personal Computer Support Technician		20.75
14170 - System Support Specialist		29.20
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.92
15020 - Aircrew Training Devices Instructor (Rated)		36.20
15030 - Air Crew Training Devices Instructor (Pilot)		39.86
15050 - Computer Based Training Specialist / Instructor		29.92

15060 - Educational Technologist 25.04
15070 - Flight Instructor (Pilot) 39.86
15080 - Graphic Artist 20.81
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.86
15086 - Maintenance Test Pilot Rotary Wing 39.86
15088 - Non-Maintenance Test/Co-Pilot 39.86
15090 - Technical Instructor 21.45
15095 - Technical Instructor/Course Developer 26.25
15110 - Test Proctor 17.32
15120 - Tutor 17.32
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.61
16030 - Counter Attendant 9.61
16040 - Dry Cleaner 12.25
16070 - Finisher Flatwork Machine 9.61
16090 - Presser Hand 9.61
16110 - Presser Machine Drycleaning 9.61
16130 - Presser Machine Shirts 9.61
16160 - Presser Machine Wearing Apparel Laundry 9.61
16190 - Sewing Machine Operator 13.13
16220 - Tailor 14.01
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.69
19040 - Tool And Die Maker 28.08
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.60
21030 - Material Coordinator 23.88
21040 - Material Expediter 23.88
21050 - Material Handling Laborer 12.17
21071 - Order Filler 12.77
21080 - Production Line Worker (Food Processing) 16.60
21110 - Shipping Packer 15.13
21130 - Shipping/Receiving Clerk 15.13
21140 - Store Worker I 13.94
21150 - Stock Clerk 16.90
21210 - Tools And Parts Attendant 16.60
21410 - Warehouse Specialist 16.60
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.81
23019 - Aircraft Logs and Records Technician 21.11
23021 - Aircraft Mechanic I 25.69
23022 - Aircraft Mechanic II 26.81
23023 - Aircraft Mechanic III 27.94
23040 - Aircraft Mechanic Helper 18.66
23050 - Aircraft Painter 22.69
23060 - Aircraft Servicer 21.11
23070 - Aircraft Survival Flight Equipment Technician 22.69
23080 - Aircraft Worker 22.36
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 22.36

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 25.69
II
23110 - Appliance Mechanic 22.69
23120 - Bicycle Repairer 18.52
23125 - Cable Splicer 31.08
23130 - Carpenter Maintenance 18.10
23140 - Carpet Layer 21.28
23160 - Electrician Maintenance 24.25
23181 - Electronics Technician Maintenance I 23.95
23182 - Electronics Technician Maintenance II 25.55
23183 - Electronics Technician Maintenance III 27.14
23260 - Fabric Worker 19.91
23290 - Fire Alarm System Mechanic 22.54
23310 - Fire Extinguisher Repairer 18.52
23311 - Fuel Distribution System Mechanic 28.71
23312 - Fuel Distribution System Operator 21.77
23370 - General Maintenance Worker 17.04
23380 - Ground Support Equipment Mechanic 25.69
23381 - Ground Support Equipment Servicer 21.11
23382 - Ground Support Equipment Worker 22.36
23391 - Gunsmith I 18.52
23392 - Gunsmith II 21.28
23393 - Gunsmith III 24.11
23410 - Heating Ventilation And Air-Conditioning 22.89
Mechanic
23411 - Heating Ventilation And Air Contidioning 24.18
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 23.26
23440 - Heavy Equipment Operator 21.52
23460 - Instrument Mechanic 24.92
23465 - Laboratory/Shelter Mechanic 22.69
23470 - Laborer 12.17
23510 - Locksmith 22.69
23530 - Machinery Maintenance Mechanic 24.18
23550 - Machinist Maintenance 20.04
23580 - Maintenance Trades Helper 16.71
23591 - Metrology Technician I 24.92
23592 - Metrology Technician II 25.98
23593 - Metrology Technician III 27.08
23640 - Millwright 24.11
23710 - Office Appliance Repairer 19.91
23760 - Painter Maintenance 17.94
23790 - Pipefitter Maintenance 23.95
23810 - Plumber Maintenance 22.54
23820 - Pneudraulic Systems Mechanic 24.11
23850 - Rigger 24.11
23870 - Scale Mechanic 21.28
23890 - Sheet-Metal Worker Maintenance 24.11
23910 - Small Engine Mechanic 18.74

23931 - Telecommunications Mechanic I	25.14
23932 - Telecommunications Mechanic II	26.54
23950 - Telephone Lineman	32.07
23960 - Welder Combination Maintenance	19.79
23965 - Well Driller	24.11
23970 - Woodcraft Worker	24.11
23980 - Woodworker	18.52
24000 - Personal Needs Occupations	
24550 - Case Manager	14.27
24570 - Child Care Attendant	9.18
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	10.14
24620 - Family Readiness And Support Services Coordinator	14.27
24630 - Homemaker	15.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.11
25040 - Sewage Plant Operator	16.59
25070 - Stationary Engineer	24.11
25190 - Ventilation Equipment Tender	17.13
25210 - Water Treatment Plant Operator	16.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	12.57
27008 - Corrections Officer	16.93
27010 - Court Security Officer	20.62
27030 - Detection Dog Handler	15.03
27040 - Detention Officer	16.93
27070 - Firefighter	24.14
27101 - Guard I	12.57
27102 - Guard II	15.03
27131 - Police Officer I	23.19
27132 - Police Officer II	25.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.54
28042 - Carnival Equipment Repairer	12.47
28043 - Carnival Worker	8.81
28210 - Gate Attendant/Gate Tender	13.61
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	15.51
28510 - Recreation Aide/Health Facility Attendant	11.11
28515 - Recreation Specialist	18.86
28630 - Sports Official	12.12
28690 - Swimming Pool Operator	18.41
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.86
29020 - Hatch Tender	27.86
29030 - Line Handler	27.86
29041 - Stevedore I	26.37
29042 - Stevedore II	29.39

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		17.91
30022 - Archeological Technician II		20.36
30023 - Archeological Technician III		25.22
30030 - Cartographic Technician		25.22
30040 - Civil Engineering Technician		24.82
30051 - Cryogenic Technician I		27.49
30052 - Cryogenic Technician II		30.36
30061 - Drafter/CAD Operator I		17.91
30062 - Drafter/CAD Operator II		20.36
30063 - Drafter/CAD Operator III		22.71
30064 - Drafter/CAD Operator IV		27.49
30081 - Engineering Technician I		19.05
30082 - Engineering Technician II		21.83
30083 - Engineering Technician III		23.92
30084 - Engineering Technician IV		29.64
30085 - Engineering Technician V		36.26
30086 - Engineering Technician VI		43.86
30090 - Environmental Technician		22.68
30095 - Evidence Control Specialist		24.82
30210 - Laboratory Technician		25.74
30221 - Latent Fingerprint Technician I		27.49
30222 - Latent Fingerprint Technician II		30.36
30240 - Mathematical Technician		25.23
30361 - Paralegal/Legal Assistant I		18.67
30362 - Paralegal/Legal Assistant II		23.12
30363 - Paralegal/Legal Assistant III		28.28
30364 - Paralegal/Legal Assistant IV		34.22
30375 - Petroleum Supply Specialist		30.36
30390 - Photo-Optics Technician		25.22
30395 - Radiation Control Technician		30.36
30461 - Technical Writer I		22.26
30462 - Technical Writer II		27.24
30463 - Technical Writer III		32.96
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.49
30502 - Weather Forecaster II		33.44
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.71
30621 - Weather Observer Senior	(see 2)	25.22

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.47

31030 - Bus Driver	19.51
31043 - Driver Courier	13.20
31260 - Parking and Lot Attendant	13.53
31290 - Shuttle Bus Driver	14.21
31310 - Taxi Driver	10.96
31361 - Truckdriver Light	14.21
31362 - Truckdriver Medium	15.85
31363 - Truckdriver Heavy	22.01
31364 - Truckdriver Tractor-Trailer	22.01
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.75
99050 - Desk Clerk	9.28
99095 - Embalmer	25.43
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.72
99252 - Laboratory Animal Caretaker II	12.67
99260 - Marketing Analyst	23.14
99310 - Mortician	25.43
99410 - Pest Controller	14.54
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.92
99711 - Recycling Specialist	22.47
99730 - Refuse Collector	17.17
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	13.86
99830 - Survey Party Chief	23.62
99831 - Surveying Aide	13.28
99832 - Surveying Technician	20.91
99840 - Vending Machine Attendant	12.16
99841 - Vending Machine Repairer	14.63
99842 - Vending Machine Repairer Helper	11.82

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5323
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oklahoma

Area: Oklahoma County of Kay

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.96
01012 - Accounting Clerk II		15.30
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		20.82
01035 - Court Reporter		19.66
01041 - Customer Service Representative I		11.82
01042 - Customer Service Representative II		13.29
01043 - Customer Service Representative III		14.50
01051 - Data Entry Operator I		15.57
01052 - Data Entry Operator II		16.99
01060 - Dispatcher Motor Vehicle		18.13
01070 - Document Preparation Clerk		13.93
01090 - Duplicating Machine Operator		13.93
01111 - General Clerk I		12.68
01112 - General Clerk II		13.83

01113 - General Clerk III 16.83
01120 - Housing Referral Assistant 18.36
01141 - Messenger Courier 11.72
01191 - Order Clerk I 13.01
01192 - Order Clerk II 14.97
01261 - Personnel Assistant (Employment) I 14.89
01262 - Personnel Assistant (Employment) II 16.66
01263 - Personnel Assistant (Employment) III 18.57
01270 - Production Control Clerk 23.73
01290 - Rental Clerk 13.33
01300 - Scheduler Maintenance 14.72
01311 - Secretary I 14.72
01312 - Secretary II 16.47
01313 - Secretary III 18.36
01320 - Service Order Dispatcher 16.20
01410 - Supply Technician 20.82
01420 - Survey Worker 13.91
01460 - Switchboard Operator/Receptionist 12.03
01531 - Travel Clerk I 12.83
01532 - Travel Clerk II 13.68
01533 - Travel Clerk III 14.28
01611 - Word Processor I 13.12
01612 - Word Processor II 14.72
01613 - Word Processor III 16.47
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.94
05010 - Automotive Electrician 18.19
05040 - Automotive Glass Installer 17.24
05070 - Automotive Worker 17.24
05110 - Mobile Equipment Servicer 15.14
05130 - Motor Equipment Metal Mechanic 19.15
05160 - Motor Equipment Metal Worker 17.24
05190 - Motor Vehicle Mechanic 18.75
05220 - Motor Vehicle Mechanic Helper 13.98
05250 - Motor Vehicle Upholstery Worker 16.08
05280 - Motor Vehicle Wrecker 17.19
05310 - Painter Automotive 18.22
05340 - Radiator Repair Specialist 17.24
05370 - Tire Repairer 13.91
05400 - Transmission Repair Specialist 19.15
07000 - Food Preparation And Service Occupations
07010 - Baker 13.18
07041 - Cook I 10.10
07042 - Cook II 11.61
07070 - Dishwasher 10.35
07130 - Food Service Worker 9.82
07210 - Meat Cutter 13.53
07260 - Waiter/Waitress 9.02
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.13

09040 - Furniture Handler 11.67
09080 - Furniture Refinisher 17.13
09090 - Furniture Refinisher Helper 13.06
09110 - Furniture Repairer Minor 15.03
09130 - Upholsterer 17.13
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.65
11060 - Elevator Operator 11.11
11090 - Gardener 16.96
11122 - Housekeeping Aide 11.11
11150 - Janitor 11.11
11210 - Laborer Grounds Maintenance 13.20
11240 - Maid or Houseman 9.50
11260 - Pruner 11.98
11270 - Tractor Operator 15.69
11330 - Trail Maintenance Worker 13.20
11360 - Window Cleaner 12.24
12000 - Health Occupations
12010 - Ambulance Driver 16.14
12011 - Breath Alcohol Technician 16.75
12012 - Certified Occupational Therapist Assistant 22.97
12015 - Certified Physical Therapist Assistant 30.91
12020 - Dental Assistant 15.82
12025 - Dental Hygienist 39.75
12030 - EKG Technician 25.38
12035 - Electroneurodiagnostic Technologist 25.38
12040 - Emergency Medical Technician 16.14
12071 - Licensed Practical Nurse I 14.97
12072 - Licensed Practical Nurse II 16.75
12073 - Licensed Practical Nurse III 18.67
12100 - Medical Assistant 13.44
12130 - Medical Laboratory Technician 19.06
12160 - Medical Record Clerk 14.62
12190 - Medical Record Technician 16.36
12195 - Medical Transcriptionist 14.83
12210 - Nuclear Medicine Technologist 36.80
12221 - Nursing Assistant I 11.54
12222 - Nursing Assistant II 12.97
12223 - Nursing Assistant III 14.15
12224 - Nursing Assistant IV 15.89
12235 - Optical Dispenser 16.75
12236 - Optical Technician 14.97
12250 - Pharmacy Technician 13.40
12280 - Phlebotomist 14.82
12305 - Radiologic Technologist 25.85
12311 - Registered Nurse I 23.12
12312 - Registered Nurse II 28.29
12313 - Registered Nurse II Specialist 28.29
12314 - Registered Nurse III 34.23
12315 - Registered Nurse III Anesthetist 34.23

12316 - Registered Nurse IV		41.02
12317 - Scheduler (Drug and Alcohol Testing)		20.74
12320 - Substance Abuse Treatment Counselor		20.38
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.95
13012 - Exhibits Specialist II		22.25
13013 - Exhibits Specialist III		27.23
13041 - Illustrator I		18.95
13042 - Illustrator II		22.25
13043 - Illustrator III		27.23
13047 - Librarian		20.68
13050 - Library Aide/Clerk		9.47
13054 - Library Information Technology Systems Administrator		19.12
13058 - Library Technician		13.71
13061 - Media Specialist I		13.50
13062 - Media Specialist II		15.11
13063 - Media Specialist III		16.84
13071 - Photographer I		15.06
13072 - Photographer II		17.50
13073 - Photographer III		20.54
13074 - Photographer IV		25.14
13075 - Photographer V		30.42
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		15.24
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.71
14042 - Computer Operator II		16.45
14043 - Computer Operator III		21.59
14044 - Computer Operator IV		25.11
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	22.47
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		14.71
14160 - Personal Computer Support Technician		28.80
14170 - System Support Specialist		29.20
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.14
15020 - Aircrew Training Devices Instructor (Rated)		34.04
15030 - Air Crew Training Devices Instructor (Pilot)		40.79
15050 - Computer Based Training Specialist / Instructor		28.14
15060 - Educational Technologist		25.04
15070 - Flight Instructor (Pilot)		40.79
15080 - Graphic Artist		19.06
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.00

15086 - Maintenance Test Pilot Rotary Wing 40.00
15088 - Non-Maintenance Test/Co-Pilot 40.00
15090 - Technical Instructor 21.45
15095 - Technical Instructor/Course Developer 26.25
15110 - Test Proctor 17.32
15120 - Tutor 17.32
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.61
16030 - Counter Attendant 9.61
16040 - Dry Cleaner 12.25
16070 - Finisher Flatwork Machine 9.61
16090 - Presser Hand 9.61
16110 - Presser Machine Drycleaning 9.61
16130 - Presser Machine Shirts 9.61
16160 - Presser Machine Wearing Apparel Laundry 9.61
16190 - Sewing Machine Operator 13.13
16220 - Tailor 14.01
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.69
19040 - Tool And Die Maker 28.08
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.30
21030 - Material Coordinator 23.73
21040 - Material Expediter 23.73
21050 - Material Handling Laborer 12.17
21071 - Order Filler 11.52
21080 - Production Line Worker (Food Processing) 16.30
21110 - Shipping Packer 15.13
21130 - Shipping/Receiving Clerk 15.13
21140 - Store Worker I 12.39
21150 - Stock Clerk 16.90
21210 - Tools And Parts Attendant 16.30
21410 - Warehouse Specialist 16.30
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.46
23019 - Aircraft Logs and Records Technician 19.91
23021 - Aircraft Mechanic I 24.11
23022 - Aircraft Mechanic II 25.46
23023 - Aircraft Mechanic III 26.82
23040 - Aircraft Mechanic Helper 17.13
23050 - Aircraft Painter 22.69
23060 - Aircraft Servicer 19.91
23070 - Aircraft Survival Flight Equipment Technician 22.69
23080 - Aircraft Worker 21.28
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.28
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.11
23110 - Appliance Mechanic 22.69

23120 - Bicycle Repairer	18.52
23125 - Cable Splicer	30.09
23130 - Carpenter Maintenance	17.25
23140 - Carpet Layer	21.28
23160 - Electrician Maintenance	24.25
23181 - Electronics Technician Maintenance I	23.95
23182 - Electronics Technician Maintenance II	25.55
23183 - Electronics Technician Maintenance III	27.74
23260 - Fabric Worker	19.91
23290 - Fire Alarm System Mechanic	21.74
23310 - Fire Extinguisher Repairer	18.52
23311 - Fuel Distribution System Mechanic	23.35
23312 - Fuel Distribution System Operator	18.99
23370 - General Maintenance Worker	16.08
23380 - Ground Support Equipment Mechanic	24.11
23381 - Ground Support Equipment Servicer	19.91
23382 - Ground Support Equipment Worker	21.28
23391 - Gunsmith I	18.52
23392 - Gunsmith II	21.28
23393 - Gunsmith III	24.11
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.88
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.15
23430 - Heavy Equipment Mechanic	23.90
23440 - Heavy Equipment Operator	21.52
23460 - Instrument Mechanic	24.11
23465 - Laboratory/Shelter Mechanic	22.69
23470 - Laborer	12.17
23510 - Locksmith	22.69
23530 - Machinery Maintenance Mechanic	24.18
23550 - Machinist Maintenance	19.82
23580 - Maintenance Trades Helper	16.67
23591 - Metrology Technician I	24.11
23592 - Metrology Technician II	25.46
23593 - Metrology Technician III	26.82
23640 - Millwright	24.46
23710 - Office Appliance Repairer	19.91
23760 - Painter Maintenance	16.66
23790 - Pipefitter Maintenance	23.95
23810 - Plumber Maintenance	22.54
23820 - Pneudraulic Systems Mechanic	24.11
23850 - Rigger	24.11
23870 - Scale Mechanic	21.28
23890 - Sheet-Metal Worker Maintenance	21.07
23910 - Small Engine Mechanic	17.94
23931 - Telecommunications Mechanic I	26.12
23932 - Telecommunications Mechanic II	27.58
23950 - Telephone Lineman	32.07
23960 - Welder Combination Maintenance	19.79

23965 - Well Driller	23.18
23970 - Woodcraft Worker	24.11
23980 - Woodworker	18.52
24000 - Personal Needs Occupations	
24550 - Case Manager	14.48
24570 - Child Care Attendant	10.22
24580 - Child Care Center Clerk	13.07
24610 - Chore Aide	10.14
24620 - Family Readiness And Support Services Coordinator	14.48
24630 - Homemaker	16.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.11
25040 - Sewage Plant Operator	16.55
25070 - Stationary Engineer	24.11
25190 - Ventilation Equipment Tender	17.13
25210 - Water Treatment Plant Operator	16.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	11.94
27008 - Corrections Officer	16.91
27010 - Court Security Officer	17.93
27030 - Detection Dog Handler	13.80
27040 - Detention Officer	16.91
27070 - Firefighter	19.43
27101 - Guard I	11.94
27102 - Guard II	13.80
27131 - Police Officer I	19.06
27132 - Police Officer II	21.17
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.88
28042 - Carnival Equipment Repairer	12.87
28043 - Carnival Worker	8.97
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.48
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.44
28515 - Recreation Specialist	18.86
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	17.25
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.70
29020 - Hatch Tender	25.70
29030 - Line Handler	25.70
29041 - Stevedore I	24.48
29042 - Stevedore II	27.07
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.97
30022 - Archeological Technician II		20.87
30023 - Archeological Technician III		25.85
30030 - Cartographic Technician		25.85
30040 - Civil Engineering Technician		24.82
30051 - Cryogenic Technician I		27.49
30052 - Cryogenic Technician II		30.36
30061 - Drafter/CAD Operator I		17.97
30062 - Drafter/CAD Operator II		20.87
30063 - Drafter/CAD Operator III		23.28
30064 - Drafter/CAD Operator IV		28.64
30081 - Engineering Technician I		17.13
30082 - Engineering Technician II		19.23
30083 - Engineering Technician III		21.51
30084 - Engineering Technician IV		26.65
30085 - Engineering Technician V		32.59
30086 - Engineering Technician VI		39.44
30090 - Environmental Technician		21.49
30095 - Evidence Control Specialist		24.82
30210 - Laboratory Technician		28.17
30221 - Latent Fingerprint Technician I		27.49
30222 - Latent Fingerprint Technician II		30.36
30240 - Mathematical Technician		25.85
30361 - Paralegal/Legal Assistant I		18.26
30362 - Paralegal/Legal Assistant II		21.08
30363 - Paralegal/Legal Assistant III		24.49
30364 - Paralegal/Legal Assistant IV		31.22
30375 - Petroleum Supply Specialist		30.36
30390 - Photo-Optics Technician		25.85
30395 - Radiation Control Technician		30.36
30461 - Technical Writer I		22.68
30462 - Technical Writer II		27.74
30463 - Technical Writer III		33.57
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.64
30502 - Weather Forecaster II		34.84
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.28
30621 - Weather Observer Senior	(see 2)	25.85
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.91
31030 - Bus Driver		17.42
31043 - Driver Courier		13.13
31260 - Parking and Lot Attendant		13.11
31290 - Shuttle Bus Driver		14.19

31310 - Taxi Driver	10.96
31361 - Truckdriver Light	14.19
31362 - Truckdriver Medium	15.25
31363 - Truckdriver Heavy	22.01
31364 - Truckdriver Tractor-Trailer	22.01
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.75
99050 - Desk Clerk	10.22
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.72
99252 - Laboratory Animal Caretaker II	12.67
99260 - Marketing Analyst	23.14
99310 - Mortician	25.35
99410 - Pest Controller	14.80
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.48
99711 - Recycling Specialist	21.96
99730 - Refuse Collector	16.77
99810 - Sales Clerk	12.10
99820 - School Crossing Guard	13.86
99830 - Survey Party Chief	22.23
99831 - Surveying Aide	13.20
99832 - Surveying Technician	20.88
99840 - Vending Machine Attendant	12.74
99841 - Vending Machine Repairer	15.68
99842 - Vending Machine Repairer Helper	12.74

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5324
Revision No.: 14
Date Of Last Revision: 06/03/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oklahoma

Area: Oklahoma County of Kay

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.96
01012 - Accounting Clerk II		15.30
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		20.82
01035 - Court Reporter		19.66
01041 - Customer Service Representative I		11.82
01042 - Customer Service Representative II		13.29
01043 - Customer Service Representative III		14.50
01051 - Data Entry Operator I		15.57
01052 - Data Entry Operator II		16.99
01060 - Dispatcher Motor Vehicle		18.13
01070 - Document Preparation Clerk		13.93

01090 - Duplicating Machine Operator	13.93
01111 - General Clerk I	12.68
01112 - General Clerk II	13.83
01113 - General Clerk III	16.83
01120 - Housing Referral Assistant	18.36
01141 - Messenger Courier	11.72
01191 - Order Clerk I	13.01
01192 - Order Clerk II	14.97
01261 - Personnel Assistant (Employment) I	14.89
01262 - Personnel Assistant (Employment) II	16.66
01263 - Personnel Assistant (Employment) III	18.57
01270 - Production Control Clerk	23.73
01290 - Rental Clerk	13.33
01300 - Scheduler Maintenance	14.72
01311 - Secretary I	14.72
01312 - Secretary II	16.47
01313 - Secretary III	18.36
01320 - Service Order Dispatcher	16.20
01410 - Supply Technician	20.82
01420 - Survey Worker	13.91
01460 - Switchboard Operator/Receptionist	12.03
01531 - Travel Clerk I	12.83
01532 - Travel Clerk II	13.68
01533 - Travel Clerk III	14.28
01611 - Word Processor I	13.12
01612 - Word Processor II	14.72
01613 - Word Processor III	16.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.94
05010 - Automotive Electrician	18.19
05040 - Automotive Glass Installer	17.24
05070 - Automotive Worker	17.24
05110 - Mobile Equipment Servicer	15.14
05130 - Motor Equipment Metal Mechanic	19.15
05160 - Motor Equipment Metal Worker	17.24
05190 - Motor Vehicle Mechanic	18.75
05220 - Motor Vehicle Mechanic Helper	13.98
05250 - Motor Vehicle Upholstery Worker	16.08
05280 - Motor Vehicle Wrecker	17.19
05310 - Painter Automotive	18.22
05340 - Radiator Repair Specialist	17.24
05370 - Tire Repairer	13.91
05400 - Transmission Repair Specialist	19.15
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.18
07041 - Cook I	10.10
07042 - Cook II	11.61
07070 - Dishwasher	10.35
07130 - Food Service Worker	9.82
07210 - Meat Cutter	13.53

07260 - Waiter/Waitress	9.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.13
09040 - Furniture Handler	11.67
09080 - Furniture Refinisher	17.13
09090 - Furniture Refinisher Helper	13.06
09110 - Furniture Repairer Minor	15.03
09130 - Upholsterer	17.13
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.65
11060 - Elevator Operator	11.11
11090 - Gardener	16.96
11122 - Housekeeping Aide	11.11
11150 - Janitor	11.11
11210 - Laborer Grounds Maintenance	13.20
11240 - Maid or Houseman	9.50
11260 - Pruner	11.98
11270 - Tractor Operator	15.69
11330 - Trail Maintenance Worker	13.20
11360 - Window Cleaner	12.24
12000 - Health Occupations	
12010 - Ambulance Driver	16.14
12011 - Breath Alcohol Technician	16.75
12012 - Certified Occupational Therapist Assistant	22.97
12015 - Certified Physical Therapist Assistant	30.91
12020 - Dental Assistant	15.82
12025 - Dental Hygienist	39.75
12030 - EKG Technician	25.38
12035 - Electroneurodiagnostic Technologist	25.38
12040 - Emergency Medical Technician	16.14
12071 - Licensed Practical Nurse I	14.97
12072 - Licensed Practical Nurse II	16.75
12073 - Licensed Practical Nurse III	18.67
12100 - Medical Assistant	13.44
12130 - Medical Laboratory Technician	19.06
12160 - Medical Record Clerk	14.62
12190 - Medical Record Technician	16.36
12195 - Medical Transcriptionist	14.83
12210 - Nuclear Medicine Technologist	36.80
12221 - Nursing Assistant I	11.54
12222 - Nursing Assistant II	12.97
12223 - Nursing Assistant III	14.15
12224 - Nursing Assistant IV	15.89
12235 - Optical Dispenser	16.75
12236 - Optical Technician	14.97
12250 - Pharmacy Technician	13.40
12280 - Phlebotomist	14.82
12305 - Radiologic Technologist	25.85
12311 - Registered Nurse I	23.12
12312 - Registered Nurse II	28.29

12313 - Registered Nurse II Specialist		28.29
12314 - Registered Nurse III		34.23
12315 - Registered Nurse III Anesthetist		34.23
12316 - Registered Nurse IV		41.02
12317 - Scheduler (Drug and Alcohol Testing)		20.74
12320 - Substance Abuse Treatment Counselor		20.38
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.95
13012 - Exhibits Specialist II		22.25
13013 - Exhibits Specialist III		27.23
13041 - Illustrator I		18.95
13042 - Illustrator II		22.25
13043 - Illustrator III		27.23
13047 - Librarian		20.68
13050 - Library Aide/Clerk		9.47
13054 - Library Information Technology Systems Administrator		19.12
13058 - Library Technician		13.71
13061 - Media Specialist I		13.50
13062 - Media Specialist II		15.11
13063 - Media Specialist III		16.84
13071 - Photographer I		15.06
13072 - Photographer II		17.50
13073 - Photographer III		20.54
13074 - Photographer IV		25.14
13075 - Photographer V		30.42
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		15.24
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.71
14042 - Computer Operator II		16.45
14043 - Computer Operator III		21.59
14044 - Computer Operator IV		25.11
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	22.47
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		14.71
14160 - Personal Computer Support Technician		28.80
14170 - System Support Specialist		29.20
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.14
15020 - Aircrew Training Devices Instructor (Rated)		34.04
15030 - Air Crew Training Devices Instructor (Pilot)		40.79
15050 - Computer Based Training Specialist / Instructor		28.14
15060 - Educational Technologist		25.04

15070 - Flight Instructor (Pilot) 40.79
15080 - Graphic Artist 19.06
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.00
15086 - Maintenance Test Pilot Rotary Wing 40.00
15088 - Non-Maintenance Test/Co-Pilot 40.00
15090 - Technical Instructor 21.45
15095 - Technical Instructor/Course Developer 26.25
15110 - Test Proctor 17.32
15120 - Tutor 17.32
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.61
16030 - Counter Attendant 9.61
16040 - Dry Cleaner 12.25
16070 - Finisher Flatwork Machine 9.61
16090 - Presser Hand 9.61
16110 - Presser Machine Drycleaning 9.61
16130 - Presser Machine Shirts 9.61
16160 - Presser Machine Wearing Apparel Laundry 9.61
16190 - Sewing Machine Operator 13.13
16220 - Tailor 14.01
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.69
19040 - Tool And Die Maker 28.08
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.30
21030 - Material Coordinator 23.73
21040 - Material Expediter 23.73
21050 - Material Handling Laborer 12.17
21071 - Order Filler 11.52
21080 - Production Line Worker (Food Processing) 16.30
21110 - Shipping Packer 15.13
21130 - Shipping/Receiving Clerk 15.13
21140 - Store Worker I 12.39
21150 - Stock Clerk 16.90
21210 - Tools And Parts Attendant 16.30
21410 - Warehouse Specialist 16.30
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.46
23019 - Aircraft Logs and Records Technician 19.91
23021 - Aircraft Mechanic I 24.11
23022 - Aircraft Mechanic II 25.46
23023 - Aircraft Mechanic III 26.82
23040 - Aircraft Mechanic Helper 17.13
23050 - Aircraft Painter 22.69
23060 - Aircraft Servicer 19.91
23070 - Aircraft Survival Flight Equipment Technician 22.69
23080 - Aircraft Worker 21.28
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.28

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.11
23110 - Appliance Mechanic 22.69
23120 - Bicycle Repairer 18.52
23125 - Cable Splicer 30.09
23130 - Carpenter Maintenance 17.25
23140 - Carpet Layer 21.28
23160 - Electrician Maintenance 24.25
23181 - Electronics Technician Maintenance I 23.95
23182 - Electronics Technician Maintenance II 25.55
23183 - Electronics Technician Maintenance III 27.74
23260 - Fabric Worker 19.91
23290 - Fire Alarm System Mechanic 21.74
23310 - Fire Extinguisher Repairer 18.52
23311 - Fuel Distribution System Mechanic 23.35
23312 - Fuel Distribution System Operator 18.99
23370 - General Maintenance Worker 16.08
23380 - Ground Support Equipment Mechanic 24.11
23381 - Ground Support Equipment Servicer 19.91
23382 - Ground Support Equipment Worker 21.28
23391 - Gunsmith I 18.52
23392 - Gunsmith II 21.28
23393 - Gunsmith III 24.11
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.88
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.15
23430 - Heavy Equipment Mechanic 23.90
23440 - Heavy Equipment Operator 21.52
23460 - Instrument Mechanic 24.11
23465 - Laboratory/Shelter Mechanic 22.69
23470 - Laborer 12.17
23510 - Locksmith 22.69
23530 - Machinery Maintenance Mechanic 24.18
23550 - Machinist Maintenance 19.82
23580 - Maintenance Trades Helper 16.67
23591 - Metrology Technician I 24.11
23592 - Metrology Technician II 25.46
23593 - Metrology Technician III 26.82
23640 - Millwright 24.46
23710 - Office Appliance Repairer 19.91
23760 - Painter Maintenance 16.66
23790 - Pipefitter Maintenance 23.95
23810 - Plumber Maintenance 22.54
23820 - Pneudraulic Systems Mechanic 24.11
23850 - Rigger 24.11
23870 - Scale Mechanic 21.28
23890 - Sheet-Metal Worker Maintenance 21.07
23910 - Small Engine Mechanic 17.94
23931 - Telecommunications Mechanic I 26.12

23932 - Telecommunications Mechanic II 27.58
23950 - Telephone Lineman 32.07
23960 - Welder Combination Maintenance 19.79
23965 - Well Driller 23.18
23970 - Woodcraft Worker 24.11
23980 - Woodworker 18.52
24000 - Personal Needs Occupations
24550 - Case Manager 14.48
24570 - Child Care Attendant 10.22
24580 - Child Care Center Clerk 13.07
24610 - Chore Aide 10.14
24620 - Family Readiness And Support Services Coordinator 14.48
24630 - Homemaker 16.29
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.11
25040 - Sewage Plant Operator 16.55
25070 - Stationary Engineer 24.11
25190 - Ventilation Equipment Tender 17.13
25210 - Water Treatment Plant Operator 16.55
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.33
27007 - Baggage Inspector 11.94
27008 - Corrections Officer 16.91
27010 - Court Security Officer 17.93
27030 - Detection Dog Handler 13.80
27040 - Detention Officer 16.91
27070 - Firefighter 19.43
27101 - Guard I 11.94
27102 - Guard II 13.80
27131 - Police Officer I 19.06
27132 - Police Officer II 21.17
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.88
28042 - Carnival Equipment Repairer 12.87
28043 - Carnival Worker 8.97
28210 - Gate Attendant/Gate Tender 14.00
28310 - Lifeguard 11.48
28350 - Park Attendant (Aide) 15.66
28510 - Recreation Aide/Health Facility Attendant 11.44
28515 - Recreation Specialist 18.86
28630 - Sports Official 12.47
28690 - Swimming Pool Operator 17.25
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.70
29020 - Hatch Tender 25.70
29030 - Line Handler 25.70
29041 - Stevedore I 24.48
29042 - Stevedore II 27.07
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.97
30022 - Archeological Technician II 20.87
30023 - Archeological Technician III 25.85
30030 - Cartographic Technician 25.85
30040 - Civil Engineering Technician 24.82
30051 - Cryogenic Technician I 27.49
30052 - Cryogenic Technician II 30.36
30061 - Drafter/CAD Operator I 17.97
30062 - Drafter/CAD Operator II 20.87
30063 - Drafter/CAD Operator III 23.28
30064 - Drafter/CAD Operator IV 28.64
30081 - Engineering Technician I 17.13
30082 - Engineering Technician II 19.23
30083 - Engineering Technician III 21.51
30084 - Engineering Technician IV 26.65
30085 - Engineering Technician V 32.59
30086 - Engineering Technician VI 39.44
30090 - Environmental Technician 21.49
30095 - Evidence Control Specialist 24.82
30210 - Laboratory Technician 28.17
30221 - Latent Fingerprint Technician I 27.49
30222 - Latent Fingerprint Technician II 30.36
30240 - Mathematical Technician 25.85
30361 - Paralegal/Legal Assistant I 18.26
30362 - Paralegal/Legal Assistant II 21.08
30363 - Paralegal/Legal Assistant III 24.49
30364 - Paralegal/Legal Assistant IV 31.22
30375 - Petroleum Supply Specialist 30.36
30390 - Photo-Optics Technician 25.85
30395 - Radiation Control Technician 30.36
30461 - Technical Writer I 22.68
30462 - Technical Writer II 27.74
30463 - Technical Writer III 33.57
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.64
30502 - Weather Forecaster II 34.84
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.28
30621 - Weather Observer Senior (see 2) 25.85
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.91
31030 - Bus Driver 17.42

31043 - Driver Courier	13.13
31260 - Parking and Lot Attendant	13.11
31290 - Shuttle Bus Driver	14.19
31310 - Taxi Driver	10.96
31361 - Truckdriver Light	14.19
31362 - Truckdriver Medium	15.25
31363 - Truckdriver Heavy	22.01
31364 - Truckdriver Tractor-Trailer	22.01
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.75
99050 - Desk Clerk	10.22
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.72
99252 - Laboratory Animal Caretaker II	12.67
99260 - Marketing Analyst	23.14
99310 - Mortician	25.35
99410 - Pest Controller	14.80
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.48
99711 - Recycling Specialist	21.96
99730 - Refuse Collector	16.77
99810 - Sales Clerk	12.10
99820 - School Crossing Guard	13.86
99830 - Survey Party Chief	22.23
99831 - Surveying Aide	13.20
99832 - Surveying Technician	20.88
99840 - Vending Machine Attendant	12.74
99841 - Vending Machine Repairer	15.68
99842 - Vending Machine Repairer Helper	12.74

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5325
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oklahoma

Area: Oklahoma Counties of Beaver Cimarron Texas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.96
01012 - Accounting Clerk II		14.55
01013 - Accounting Clerk III		16.28
01020 - Administrative Assistant		21.36
01035 - Court Reporter		16.93
01041 - Customer Service Representative I		11.82
01042 - Customer Service Representative II		13.29
01043 - Customer Service Representative III		14.50
01051 - Data Entry Operator I		15.57
01052 - Data Entry Operator II		16.99
01060 - Dispatcher Motor Vehicle		18.03
01070 - Document Preparation Clerk		13.15
01090 - Duplicating Machine Operator		13.15
01111 - General Clerk I		12.68
01112 - General Clerk II		16.25

01113 - General Clerk III 16.70
01120 - Housing Referral Assistant 19.21
01141 - Messenger Courier 10.96
01191 - Order Clerk I 12.24
01192 - Order Clerk II 14.17
01261 - Personnel Assistant (Employment) I 14.89
01262 - Personnel Assistant (Employment) II 17.32
01263 - Personnel Assistant (Employment) III 18.57
01270 - Production Control Clerk 23.73
01290 - Rental Clerk 13.42
01300 - Scheduler Maintenance 15.37
01311 - Secretary I 15.37
01312 - Secretary II 17.77
01313 - Secretary III 19.21
01320 - Service Order Dispatcher 16.09
01410 - Supply Technician 21.36
01420 - Survey Worker 15.22
01460 - Switchboard Operator/Receptionist 12.03
01531 - Travel Clerk I 12.83
01532 - Travel Clerk II 13.68
01533 - Travel Clerk III 14.28
01611 - Word Processor I 13.12
01612 - Word Processor II 14.72
01613 - Word Processor III 16.47
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.94
05010 - Automotive Electrician 19.89
05040 - Automotive Glass Installer 18.62
05070 - Automotive Worker 18.62
05110 - Mobile Equipment Servicer 16.12
05130 - Motor Equipment Metal Mechanic 21.12
05160 - Motor Equipment Metal Worker 18.62
05190 - Motor Vehicle Mechanic 21.40
05220 - Motor Vehicle Mechanic Helper 14.89
05250 - Motor Vehicle Upholstery Worker 17.39
05280 - Motor Vehicle Wrecker 18.62
05310 - Painter Automotive 19.89
05340 - Radiator Repair Specialist 18.62
05370 - Tire Repairer 13.91
05400 - Transmission Repair Specialist 21.12
07000 - Food Preparation And Service Occupations
07010 - Baker 12.78
07041 - Cook I 10.10
07042 - Cook II 11.61
07070 - Dishwasher 10.35
07130 - Food Service Worker 9.82
07210 - Meat Cutter 13.53
07260 - Waiter/Waitress 9.02
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.02

09040 - Furniture Handler 11.85
09080 - Furniture Refinisher 19.02
09090 - Furniture Refinisher Helper 14.25
09110 - Furniture Repairer Minor 16.63
09130 - Upholsterer 19.02
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.95
11060 - Elevator Operator 11.11
11090 - Gardener 16.96
11122 - Housekeeping Aide 11.51
11150 - Janitor 11.51
11210 - Laborer Grounds Maintenance 13.20
11240 - Maid or Houseman 9.50
11260 - Pruner 11.98
11270 - Tractor Operator 15.69
11330 - Trail Maintenance Worker 13.20
11360 - Window Cleaner 12.24
12000 - Health Occupations
12010 - Ambulance Driver 16.14
12011 - Breath Alcohol Technician 16.75
12012 - Certified Occupational Therapist Assistant 24.04
12015 - Certified Physical Therapist Assistant 30.91
12020 - Dental Assistant 15.82
12025 - Dental Hygienist 39.75
12030 - EKG Technician 25.38
12035 - Electroneurodiagnostic Technologist 25.38
12040 - Emergency Medical Technician 16.14
12071 - Licensed Practical Nurse I 14.97
12072 - Licensed Practical Nurse II 16.75
12073 - Licensed Practical Nurse III 18.67
12100 - Medical Assistant 13.44
12130 - Medical Laboratory Technician 20.00
12160 - Medical Record Clerk 14.62
12190 - Medical Record Technician 16.38
12195 - Medical Transcriptionist 14.68
12210 - Nuclear Medicine Technologist 36.80
12221 - Nursing Assistant I 11.54
12222 - Nursing Assistant II 12.97
12223 - Nursing Assistant III 14.15
12224 - Nursing Assistant IV 15.89
12235 - Optical Dispenser 16.75
12236 - Optical Technician 14.97
12250 - Pharmacy Technician 14.75
12280 - Phlebotomist 14.82
12305 - Radiologic Technologist 25.85
12311 - Registered Nurse I 24.19
12312 - Registered Nurse II 29.61
12313 - Registered Nurse II Specialist 29.61
12314 - Registered Nurse III 35.83
12315 - Registered Nurse III Anesthetist 35.83

12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		20.74
12320 - Substance Abuse Treatment Counselor		20.38
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.34
13012 - Exhibits Specialist II		20.25
13013 - Exhibits Specialist III		24.77
13041 - Illustrator I		16.34
13042 - Illustrator II		20.25
13043 - Illustrator III		24.77
13047 - Librarian		22.42
13050 - Library Aide/Clerk		10.33
13054 - Library Information Technology Systems Administrator		20.25
13058 - Library Technician		14.76
13061 - Media Specialist I		14.62
13062 - Media Specialist II		16.34
13063 - Media Specialist III		18.23
13071 - Photographer I		13.42
13072 - Photographer II		15.63
13073 - Photographer III		18.60
13074 - Photographer IV		22.75
13075 - Photographer V		27.53
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		14.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.98
14042 - Computer Operator II		15.64
14043 - Computer Operator III		19.48
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.96
14071 - Computer Programmer I	(see 1)	22.47
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		13.98
14160 - Personal Computer Support Technician		21.63
14170 - System Support Specialist		29.20
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.48
15020 - Aircrew Training Devices Instructor (Rated)		34.92
15030 - Air Crew Training Devices Instructor (Pilot)		40.60
15050 - Computer Based Training Specialist / Instructor		27.72
15060 - Educational Technologist		26.44
15070 - Flight Instructor (Pilot)		40.60
15080 - Graphic Artist		19.64
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.00

15086 - Maintenance Test Pilot Rotary Wing 40.00
15088 - Non-Maintenance Test/Co-Pilot 40.00
15090 - Technical Instructor 21.45
15095 - Technical Instructor/Course Developer 26.25
15110 - Test Proctor 17.77
15120 - Tutor 17.77
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.61
16030 - Counter Attendant 9.61
16040 - Dry Cleaner 12.25
16070 - Finisher Flatwork Machine 9.61
16090 - Presser Hand 9.61
16110 - Presser Machine Drycleaning 9.61
16130 - Presser Machine Shirts 9.61
16160 - Presser Machine Wearing Apparel Laundry 9.61
16190 - Sewing Machine Operator 13.13
16220 - Tailor 14.01
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.69
19040 - Tool And Die Maker 28.08
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.37
21030 - Material Coordinator 23.73
21040 - Material Expediter 23.73
21050 - Material Handling Laborer 12.17
21071 - Order Filler 11.52
21080 - Production Line Worker (Food Processing) 16.37
21110 - Shipping Packer 15.13
21130 - Shipping/Receiving Clerk 15.13
21140 - Store Worker I 12.39
21150 - Stock Clerk 16.69
21210 - Tools And Parts Attendant 16.37
21410 - Warehouse Specialist 16.37
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.64
23019 - Aircraft Logs and Records Technician 20.59
23021 - Aircraft Mechanic I 26.08
23022 - Aircraft Mechanic II 27.64
23023 - Aircraft Mechanic III 29.18
23040 - Aircraft Mechanic Helper 18.38
23050 - Aircraft Painter 23.74
23060 - Aircraft Servicer 20.59
23070 - Aircraft Survival Flight Equipment Technician 23.74
23080 - Aircraft Worker 22.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.07
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.08
23110 - Appliance Mechanic 22.69

23120 - Bicycle Repairer 18.52
23125 - Cable Splicer 31.08
23130 - Carpenter Maintenance 17.25
23140 - Carpet Layer 21.28
23160 - Electrician Maintenance 24.25
23181 - Electronics Technician Maintenance I 23.95
23182 - Electronics Technician Maintenance II 25.55
23183 - Electronics Technician Maintenance III 27.14
23260 - Fabric Worker 19.91
23290 - Fire Alarm System Mechanic 23.27
23310 - Fire Extinguisher Repairer 18.52
23311 - Fuel Distribution System Mechanic 23.28
23312 - Fuel Distribution System Operator 18.22
23370 - General Maintenance Worker 15.84
23380 - Ground Support Equipment Mechanic 26.08
23381 - Ground Support Equipment Servicer 20.59
23382 - Ground Support Equipment Worker 22.07
23391 - Gunsmith I 18.52
23392 - Gunsmith II 21.28
23393 - Gunsmith III 24.11
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.21
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.49
23430 - Heavy Equipment Mechanic 23.28
23440 - Heavy Equipment Operator 21.52
23460 - Instrument Mechanic 24.11
23465 - Laboratory/Shelter Mechanic 22.69
23470 - Laborer 12.17
23510 - Locksmith 22.69
23530 - Machinery Maintenance Mechanic 24.18
23550 - Machinist Maintenance 20.04
23580 - Maintenance Trades Helper 16.67
23591 - Metrology Technician I 24.11
23592 - Metrology Technician II 25.46
23593 - Metrology Technician III 26.82
23640 - Millwright 24.11
23710 - Office Appliance Repairer 18.66
23760 - Painter Maintenance 16.96
23790 - Pipefitter Maintenance 23.95
23810 - Plumber Maintenance 22.54
23820 - Pneudraulic Systems Mechanic 24.11
23850 - Rigger 24.11
23870 - Scale Mechanic 21.28
23890 - Sheet-Metal Worker Maintenance 23.28
23910 - Small Engine Mechanic 17.94
23931 - Telecommunications Mechanic I 25.14
23932 - Telecommunications Mechanic II 26.54
23950 - Telephone Lineman 32.07
23960 - Welder Combination Maintenance 19.79

23965 - Well Driller	24.11
23970 - Woodcraft Worker	24.11
23980 - Woodworker	18.52
24000 - Personal Needs Occupations	
24550 - Case Manager	13.33
24570 - Child Care Attendant	9.18
24580 - Child Care Center Clerk	12.97
24610 - Chore Aide	10.14
24620 - Family Readiness And Support Services Coordinator	13.33
24630 - Homemaker	15.93
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.11
25040 - Sewage Plant Operator	17.29
25070 - Stationary Engineer	24.11
25190 - Ventilation Equipment Tender	17.13
25210 - Water Treatment Plant Operator	17.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	12.58
27008 - Corrections Officer	17.93
27010 - Court Security Officer	19.36
27030 - Detection Dog Handler	15.74
27040 - Detention Officer	17.93
27070 - Firefighter	20.08
27101 - Guard I	12.58
27102 - Guard II	15.74
27131 - Police Officer I	23.04
27132 - Police Officer II	25.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.54
28042 - Carnival Equipment Repairer	12.47
28043 - Carnival Worker	8.81
28210 - Gate Attendant/Gate Tender	13.61
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.23
28510 - Recreation Aide/Health Facility Attendant	11.11
28515 - Recreation Specialist	18.86
28630 - Sports Official	12.12
28690 - Swimming Pool Operator	15.72
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.93
29020 - Hatch Tender	26.93
29030 - Line Handler	26.93
29041 - Stevedore I	25.00
29042 - Stevedore II	28.83
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.91
30022 - Archeological Technician II		20.04
30023 - Archeological Technician III		24.82
30030 - Cartographic Technician		24.82
30040 - Civil Engineering Technician		24.39
30051 - Cryogenic Technician I		27.49
30052 - Cryogenic Technician II		30.36
30061 - Drafter/CAD Operator I		17.91
30062 - Drafter/CAD Operator II		20.04
30063 - Drafter/CAD Operator III		22.34
30064 - Drafter/CAD Operator IV		27.49
30081 - Engineering Technician I		15.07
30082 - Engineering Technician II		16.90
30083 - Engineering Technician III		18.91
30084 - Engineering Technician IV		23.43
30085 - Engineering Technician V		28.66
30086 - Engineering Technician VI		34.67
30090 - Environmental Technician		22.68
30095 - Evidence Control Specialist		24.82
30210 - Laboratory Technician		26.74
30221 - Latent Fingerprint Technician I		27.49
30222 - Latent Fingerprint Technician II		30.36
30240 - Mathematical Technician		24.82
30361 - Paralegal/Legal Assistant I		17.50
30362 - Paralegal/Legal Assistant II		21.67
30363 - Paralegal/Legal Assistant III		26.50
30364 - Paralegal/Legal Assistant IV		32.07
30375 - Petroleum Supply Specialist		30.36
30390 - Photo-Optics Technician		24.82
30395 - Radiation Control Technician		30.36
30461 - Technical Writer I		22.68
30462 - Technical Writer II		27.74
30463 - Technical Writer III		33.57
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.49
30502 - Weather Forecaster II		33.44
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.34
30621 - Weather Observer Senior	(see 2)	24.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.98
31030 - Bus Driver		22.53
31043 - Driver Courier		13.13
31260 - Parking and Lot Attendant		13.33
31290 - Shuttle Bus Driver		14.19

31310 - Taxi Driver	10.96
31361 - Truckdriver Light	14.19
31362 - Truckdriver Medium	15.45
31363 - Truckdriver Heavy	22.01
31364 - Truckdriver Tractor-Trailer	22.01
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.75
99050 - Desk Clerk	11.45
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.72
99252 - Laboratory Animal Caretaker II	12.67
99260 - Marketing Analyst	23.14
99310 - Mortician	25.35
99410 - Pest Controller	14.59
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.92
99711 - Recycling Specialist	22.47
99730 - Refuse Collector	16.94
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	13.86
99830 - Survey Party Chief	18.20
99831 - Surveying Aide	12.66
99832 - Surveying Technician	17.37
99840 - Vending Machine Attendant	11.45
99841 - Vending Machine Repairer	14.36
99842 - Vending Machine Repairer Helper	11.45

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5326
Revision No.: 14
Date Of Last Revision: 06/03/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oklahoma

Area: Oklahoma Counties of Beaver Cimarron Texas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.96
01012 - Accounting Clerk II		14.55
01013 - Accounting Clerk III		16.28
01020 - Administrative Assistant		21.36
01035 - Court Reporter		16.93
01041 - Customer Service Representative I		11.82
01042 - Customer Service Representative II		13.29
01043 - Customer Service Representative III		14.50
01051 - Data Entry Operator I		15.57
01052 - Data Entry Operator II		16.99
01060 - Dispatcher Motor Vehicle		18.03
01070 - Document Preparation Clerk		13.15

01090 - Duplicating Machine Operator 13.15
01111 - General Clerk I 12.68
01112 - General Clerk II 16.25
01113 - General Clerk III 16.70
01120 - Housing Referral Assistant 19.21
01141 - Messenger Courier 10.96
01191 - Order Clerk I 12.24
01192 - Order Clerk II 14.17
01261 - Personnel Assistant (Employment) I 14.89
01262 - Personnel Assistant (Employment) II 17.32
01263 - Personnel Assistant (Employment) III 18.57
01270 - Production Control Clerk 23.73
01290 - Rental Clerk 13.42
01300 - Scheduler Maintenance 15.37
01311 - Secretary I 15.37
01312 - Secretary II 17.77
01313 - Secretary III 19.21
01320 - Service Order Dispatcher 16.09
01410 - Supply Technician 21.36
01420 - Survey Worker 15.22
01460 - Switchboard Operator/Receptionist 12.03
01531 - Travel Clerk I 12.83
01532 - Travel Clerk II 13.68
01533 - Travel Clerk III 14.28
01611 - Word Processor I 13.12
01612 - Word Processor II 14.72
01613 - Word Processor III 16.47
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.94
05010 - Automotive Electrician 19.89
05040 - Automotive Glass Installer 18.62
05070 - Automotive Worker 18.62
05110 - Mobile Equipment Servicer 16.12
05130 - Motor Equipment Metal Mechanic 21.12
05160 - Motor Equipment Metal Worker 18.62
05190 - Motor Vehicle Mechanic 21.40
05220 - Motor Vehicle Mechanic Helper 14.89
05250 - Motor Vehicle Upholstery Worker 17.39
05280 - Motor Vehicle Wrecker 18.62
05310 - Painter Automotive 19.89
05340 - Radiator Repair Specialist 18.62
05370 - Tire Repairer 13.91
05400 - Transmission Repair Specialist 21.12
07000 - Food Preparation And Service Occupations
07010 - Baker 12.78
07041 - Cook I 10.10
07042 - Cook II 11.61
07070 - Dishwasher 10.35
07130 - Food Service Worker 9.82
07210 - Meat Cutter 13.53

07260 - Waiter/Waitress	9.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	19.02
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer Minor	16.63
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.95
11060 - Elevator Operator	11.11
11090 - Gardener	16.96
11122 - Housekeeping Aide	11.51
11150 - Janitor	11.51
11210 - Laborer Grounds Maintenance	13.20
11240 - Maid or Houseman	9.50
11260 - Pruner	11.98
11270 - Tractor Operator	15.69
11330 - Trail Maintenance Worker	13.20
11360 - Window Cleaner	12.24
12000 - Health Occupations	
12010 - Ambulance Driver	16.14
12011 - Breath Alcohol Technician	16.75
12012 - Certified Occupational Therapist Assistant	24.04
12015 - Certified Physical Therapist Assistant	30.91
12020 - Dental Assistant	15.82
12025 - Dental Hygienist	39.75
12030 - EKG Technician	25.38
12035 - Electroneurodiagnostic Technologist	25.38
12040 - Emergency Medical Technician	16.14
12071 - Licensed Practical Nurse I	14.97
12072 - Licensed Practical Nurse II	16.75
12073 - Licensed Practical Nurse III	18.67
12100 - Medical Assistant	13.44
12130 - Medical Laboratory Technician	20.00
12160 - Medical Record Clerk	14.62
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	14.68
12210 - Nuclear Medicine Technologist	36.80
12221 - Nursing Assistant I	11.54
12222 - Nursing Assistant II	12.97
12223 - Nursing Assistant III	14.15
12224 - Nursing Assistant IV	15.89
12235 - Optical Dispenser	16.75
12236 - Optical Technician	14.97
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.82
12305 - Radiologic Technologist	25.85
12311 - Registered Nurse I	24.19
12312 - Registered Nurse II	29.61

12313 - Registered Nurse II Specialist		29.61
12314 - Registered Nurse III		35.83
12315 - Registered Nurse III Anesthetist		35.83
12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		20.74
12320 - Substance Abuse Treatment Counselor		20.38
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.34
13012 - Exhibits Specialist II		20.25
13013 - Exhibits Specialist III		24.77
13041 - Illustrator I		16.34
13042 - Illustrator II		20.25
13043 - Illustrator III		24.77
13047 - Librarian		22.42
13050 - Library Aide/Clerk		10.33
13054 - Library Information Technology Systems Administrator		20.25
13058 - Library Technician		14.76
13061 - Media Specialist I		14.62
13062 - Media Specialist II		16.34
13063 - Media Specialist III		18.23
13071 - Photographer I		13.42
13072 - Photographer II		15.63
13073 - Photographer III		18.60
13074 - Photographer IV		22.75
13075 - Photographer V		27.53
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		14.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.98
14042 - Computer Operator II		15.64
14043 - Computer Operator III		19.48
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.96
14071 - Computer Programmer I	(see 1)	22.47
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		13.98
14160 - Personal Computer Support Technician		21.63
14170 - System Support Specialist		29.20
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.48
15020 - Aircrew Training Devices Instructor (Rated)		34.92
15030 - Air Crew Training Devices Instructor (Pilot)		40.60
15050 - Computer Based Training Specialist / Instructor		27.72
15060 - Educational Technologist		26.44

15070 - Flight Instructor (Pilot) 40.60
15080 - Graphic Artist 19.64
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.00
15086 - Maintenance Test Pilot Rotary Wing 40.00
15088 - Non-Maintenance Test/Co-Pilot 40.00
15090 - Technical Instructor 21.45
15095 - Technical Instructor/Course Developer 26.25
15110 - Test Proctor 17.77
15120 - Tutor 17.77
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.61
16030 - Counter Attendant 9.61
16040 - Dry Cleaner 12.25
16070 - Finisher Flatwork Machine 9.61
16090 - Presser Hand 9.61
16110 - Presser Machine Drycleaning 9.61
16130 - Presser Machine Shirts 9.61
16160 - Presser Machine Wearing Apparel Laundry 9.61
16190 - Sewing Machine Operator 13.13
16220 - Tailor 14.01
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.69
19040 - Tool And Die Maker 28.08
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.37
21030 - Material Coordinator 23.73
21040 - Material Expediter 23.73
21050 - Material Handling Laborer 12.17
21071 - Order Filler 11.52
21080 - Production Line Worker (Food Processing) 16.37
21110 - Shipping Packer 15.13
21130 - Shipping/Receiving Clerk 15.13
21140 - Store Worker I 12.39
21150 - Stock Clerk 16.69
21210 - Tools And Parts Attendant 16.37
21410 - Warehouse Specialist 16.37
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.64
23019 - Aircraft Logs and Records Technician 20.59
23021 - Aircraft Mechanic I 26.08
23022 - Aircraft Mechanic II 27.64
23023 - Aircraft Mechanic III 29.18
23040 - Aircraft Mechanic Helper 18.38
23050 - Aircraft Painter 23.74
23060 - Aircraft Servicer 20.59
23070 - Aircraft Survival Flight Equipment Technician 23.74
23080 - Aircraft Worker 22.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.07

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.08
23110 - Appliance Mechanic 22.69
23120 - Bicycle Repairer 18.52
23125 - Cable Splicer 31.08
23130 - Carpenter Maintenance 17.25
23140 - Carpet Layer 21.28
23160 - Electrician Maintenance 24.25
23181 - Electronics Technician Maintenance I 23.95
23182 - Electronics Technician Maintenance II 25.55
23183 - Electronics Technician Maintenance III 27.14
23260 - Fabric Worker 19.91
23290 - Fire Alarm System Mechanic 23.27
23310 - Fire Extinguisher Repairer 18.52
23311 - Fuel Distribution System Mechanic 23.28
23312 - Fuel Distribution System Operator 18.22
23370 - General Maintenance Worker 15.84
23380 - Ground Support Equipment Mechanic 26.08
23381 - Ground Support Equipment Servicer 20.59
23382 - Ground Support Equipment Worker 22.07
23391 - Gunsmith I 18.52
23392 - Gunsmith II 21.28
23393 - Gunsmith III 24.11
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.21
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.49
23430 - Heavy Equipment Mechanic 23.28
23440 - Heavy Equipment Operator 21.52
23460 - Instrument Mechanic 24.11
23465 - Laboratory/Shelter Mechanic 22.69
23470 - Laborer 12.17
23510 - Locksmith 22.69
23530 - Machinery Maintenance Mechanic 24.18
23550 - Machinist Maintenance 20.04
23580 - Maintenance Trades Helper 16.67
23591 - Metrology Technician I 24.11
23592 - Metrology Technician II 25.46
23593 - Metrology Technician III 26.82
23640 - Millwright 24.11
23710 - Office Appliance Repairer 18.66
23760 - Painter Maintenance 16.96
23790 - Pipefitter Maintenance 23.95
23810 - Plumber Maintenance 22.54
23820 - Pneudraulic Systems Mechanic 24.11
23850 - Rigger 24.11
23870 - Scale Mechanic 21.28
23890 - Sheet-Metal Worker Maintenance 23.28
23910 - Small Engine Mechanic 17.94
23931 - Telecommunications Mechanic I 25.14

23932 - Telecommunications Mechanic II 26.54
23950 - Telephone Lineman 32.07
23960 - Welder Combination Maintenance 19.79
23965 - Well Driller 24.11
23970 - Woodcraft Worker 24.11
23980 - Woodworker 18.52
24000 - Personal Needs Occupations
24550 - Case Manager 13.33
24570 - Child Care Attendant 9.18
24580 - Child Care Center Clerk 12.97
24610 - Chore Aide 10.14
24620 - Family Readiness And Support Services Coordinator 13.33
24630 - Homemaker 15.93
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.11
25040 - Sewage Plant Operator 17.29
25070 - Stationary Engineer 24.11
25190 - Ventilation Equipment Tender 17.13
25210 - Water Treatment Plant Operator 17.29
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.33
27007 - Baggage Inspector 12.58
27008 - Corrections Officer 17.93
27010 - Court Security Officer 19.36
27030 - Detection Dog Handler 15.74
27040 - Detention Officer 17.93
27070 - Firefighter 20.08
27101 - Guard I 12.58
27102 - Guard II 15.74
27131 - Police Officer I 23.04
27132 - Police Officer II 25.60
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.54
28042 - Carnival Equipment Repairer 12.47
28043 - Carnival Worker 8.81
28210 - Gate Attendant/Gate Tender 13.61
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 15.23
28510 - Recreation Aide/Health Facility Attendant 11.11
28515 - Recreation Specialist 18.86
28630 - Sports Official 12.12
28690 - Swimming Pool Operator 15.72
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.93
29020 - Hatch Tender 26.93
29030 - Line Handler 26.93
29041 - Stevedore I 25.00
29042 - Stevedore II 28.83
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.91
30022 - Archeological Technician II 20.04
30023 - Archeological Technician III 24.82
30030 - Cartographic Technician 24.82
30040 - Civil Engineering Technician 24.39
30051 - Cryogenic Technician I 27.49
30052 - Cryogenic Technician II 30.36
30061 - Drafter/CAD Operator I 17.91
30062 - Drafter/CAD Operator II 20.04
30063 - Drafter/CAD Operator III 22.34
30064 - Drafter/CAD Operator IV 27.49
30081 - Engineering Technician I 15.07
30082 - Engineering Technician II 16.90
30083 - Engineering Technician III 18.91
30084 - Engineering Technician IV 23.43
30085 - Engineering Technician V 28.66
30086 - Engineering Technician VI 34.67
30090 - Environmental Technician 22.68
30095 - Evidence Control Specialist 24.82
30210 - Laboratory Technician 26.74
30221 - Latent Fingerprint Technician I 27.49
30222 - Latent Fingerprint Technician II 30.36
30240 - Mathematical Technician 24.82
30361 - Paralegal/Legal Assistant I 17.50
30362 - Paralegal/Legal Assistant II 21.67
30363 - Paralegal/Legal Assistant III 26.50
30364 - Paralegal/Legal Assistant IV 32.07
30375 - Petroleum Supply Specialist 30.36
30390 - Photo-Optics Technician 24.82
30395 - Radiation Control Technician 30.36
30461 - Technical Writer I 22.68
30462 - Technical Writer II 27.74
30463 - Technical Writer III 33.57
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.49
30502 - Weather Forecaster II 33.44
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.34
30621 - Weather Observer Senior (see 2) 24.82
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.98
31030 - Bus Driver 22.53

31043 - Driver Courier	13.13
31260 - Parking and Lot Attendant	13.33
31290 - Shuttle Bus Driver	14.19
31310 - Taxi Driver	10.96
31361 - Truckdriver Light	14.19
31362 - Truckdriver Medium	15.45
31363 - Truckdriver Heavy	22.01
31364 - Truckdriver Tractor-Trailer	22.01
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.75
99050 - Desk Clerk	11.45
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.72
99252 - Laboratory Animal Caretaker II	12.67
99260 - Marketing Analyst	23.14
99310 - Mortician	25.35
99410 - Pest Controller	14.59
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.92
99711 - Recycling Specialist	22.47
99730 - Refuse Collector	16.94
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	13.86
99830 - Survey Party Chief	18.20
99831 - Surveying Aide	12.66
99832 - Surveying Technician	17.37
99840 - Vending Machine Attendant	11.45
99841 - Vending Machine Repairer	14.36
99842 - Vending Machine Repairer Helper	11.45

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5327
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oklahoma

Area: Oklahoma Counties of Beckham Caddo Custer Roger Mills Washita

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.85
01012 - Accounting Clerk II		15.54
01013 - Accounting Clerk III		18.28
01020 - Administrative Assistant		22.58
01035 - Court Reporter		18.46
01041 - Customer Service Representative I		12.40
01042 - Customer Service Representative II		13.95
01043 - Customer Service Representative III		15.21
01051 - Data Entry Operator I		13.12
01052 - Data Entry Operator II		14.31
01060 - Dispatcher Motor Vehicle		18.76
01070 - Document Preparation Clerk		13.52
01090 - Duplicating Machine Operator		13.52
01111 - General Clerk I		13.25
01112 - General Clerk II		14.45

01113 - General Clerk III 18.00
01120 - Housing Referral Assistant 18.92
01141 - Messenger Courier 11.02
01191 - Order Clerk I 12.71
01192 - Order Clerk II 14.08
01261 - Personnel Assistant (Employment) I 15.30
01262 - Personnel Assistant (Employment) II 17.12
01263 - Personnel Assistant (Employment) III 19.08
01270 - Production Control Clerk 24.37
01290 - Rental Clerk 14.04
01300 - Scheduler Maintenance 15.17
01311 - Secretary I 15.17
01312 - Secretary II 16.98
01313 - Secretary III 18.92
01320 - Service Order Dispatcher 16.56
01410 - Supply Technician 22.58
01420 - Survey Worker 17.05
01460 - Switchboard Operator/Receptionist 12.75
01531 - Travel Clerk I 12.32
01532 - Travel Clerk II 13.14
01533 - Travel Clerk III 13.77
01611 - Word Processor I 13.52
01612 - Word Processor II 15.17
01613 - Word Processor III 16.98
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.95
05010 - Automotive Electrician 17.65
05040 - Automotive Glass Installer 16.74
05070 - Automotive Worker 16.47
05110 - Mobile Equipment Servicer 14.70
05130 - Motor Equipment Metal Mechanic 18.24
05160 - Motor Equipment Metal Worker 16.47
05190 - Motor Vehicle Mechanic 18.24
05220 - Motor Vehicle Mechanic Helper 13.89
05250 - Motor Vehicle Upholstery Worker 15.61
05280 - Motor Vehicle Wrecker 16.47
05310 - Painter Automotive 17.36
05340 - Radiator Repair Specialist 16.47
05370 - Tire Repairer 14.62
05400 - Transmission Repair Specialist 18.24
07000 - Food Preparation And Service Occupations
07010 - Baker 12.73
07041 - Cook I 9.26
07042 - Cook II 10.38
07070 - Dishwasher 8.94
07130 - Food Service Worker 9.33
07210 - Meat Cutter 13.95
07260 - Waiter/Waitress 9.08
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.23

09040 - Furniture Handler 12.05
09080 - Furniture Refinisher 17.23
09090 - Furniture Refinisher Helper 13.66
09110 - Furniture Repairer Minor 15.49
09130 - Upholsterer 17.23
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.39
11060 - Elevator Operator 13.39
11090 - Gardener 16.25
11122 - Housekeeping Aide 10.90
11150 - Janitor 10.90
11210 - Laborer Grounds Maintenance 13.43
11240 - Maid or Houseman 9.74
11260 - Pruner 12.53
11270 - Tractor Operator 15.22
11330 - Trail Maintenance Worker 13.43
11360 - Window Cleaner 11.68
12000 - Health Occupations
12010 - Ambulance Driver 16.58
12011 - Breath Alcohol Technician 18.02
12012 - Certified Occupational Therapist Assistant 25.26
12015 - Certified Physical Therapist Assistant 26.74
12020 - Dental Assistant 17.33
12025 - Dental Hygienist 42.99
12030 - EKG Technician 26.19
12035 - Electroneurodiagnostic Technologist 26.19
12040 - Emergency Medical Technician 16.58
12071 - Licensed Practical Nurse I 15.60
12072 - Licensed Practical Nurse II 17.45
12073 - Licensed Practical Nurse III 19.45
12100 - Medical Assistant 12.55
12130 - Medical Laboratory Technician 22.48
12160 - Medical Record Clerk 14.20
12190 - Medical Record Technician 15.89
12195 - Medical Transcriptionist 15.45
12210 - Nuclear Medicine Technologist 38.34
12221 - Nursing Assistant I 11.56
12222 - Nursing Assistant II 13.00
12223 - Nursing Assistant III 14.18
12224 - Nursing Assistant IV 15.91
12235 - Optical Dispenser 14.87
12236 - Optical Technician 15.45
12250 - Pharmacy Technician 16.23
12280 - Phlebotomist 15.45
12305 - Radiologic Technologist 22.99
12311 - Registered Nurse I 27.48
12312 - Registered Nurse II 30.22
12313 - Registered Nurse II Specialist 30.22
12314 - Registered Nurse III 36.56
12315 - Registered Nurse III Anesthetist 36.56

12316 - Registered Nurse IV		43.82
12317 - Scheduler (Drug and Alcohol Testing)		22.32
12320 - Substance Abuse Treatment Counselor		23.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.53
13012 - Exhibits Specialist II		20.67
13013 - Exhibits Specialist III		24.88
13041 - Illustrator I		20.86
13042 - Illustrator II		25.12
13043 - Illustrator III		30.74
13047 - Librarian		21.79
13050 - Library Aide/Clerk		11.94
13054 - Library Information Technology Systems Administrator		19.67
13058 - Library Technician		12.31
13061 - Media Specialist I		14.19
13062 - Media Specialist II		15.88
13063 - Media Specialist III		17.70
13071 - Photographer I		14.19
13072 - Photographer II		15.88
13073 - Photographer III		19.67
13074 - Photographer IV		24.06
13075 - Photographer V		29.11
13090 - Technical Order Library Clerk		15.77
13110 - Video Teleconference Technician		14.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.74
14043 - Computer Operator III		18.70
14044 - Computer Operator IV		20.75
14045 - Computer Operator V		22.97
14071 - Computer Programmer I	(see 1)	24.07
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		16.40
14160 - Personal Computer Support Technician		22.83
14170 - System Support Specialist		27.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.92
15020 - Aircrew Training Devices Instructor (Rated)		36.20
15030 - Air Crew Training Devices Instructor (Pilot)		41.29
15050 - Computer Based Training Specialist / Instructor		29.92
15060 - Educational Technologist		24.98
15070 - Flight Instructor (Pilot)		41.29
15080 - Graphic Artist		25.18
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.29

15086 - Maintenance Test Pilot Rotary Wing 41.29
15088 - Non-Maintenance Test/Co-Pilot 41.29
15090 - Technical Instructor 28.04
15095 - Technical Instructor/Course Developer 34.30
15110 - Test Proctor 22.64
15120 - Tutor 22.64
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.23
16030 - Counter Attendant 9.23
16040 - Dry Cleaner 11.33
16070 - Finisher Flatwork Machine 9.23
16090 - Presser Hand 9.23
16110 - Presser Machine Drycleaning 9.23
16130 - Presser Machine Shirts 9.23
16160 - Presser Machine Wearing Apparel Laundry 9.23
16190 - Sewing Machine Operator 12.06
16220 - Tailor 12.80
16250 - Washer Machine 9.85
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.52
19040 - Tool And Die Maker 26.91
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.03
21030 - Material Coordinator 24.37
21040 - Material Expediter 24.37
21050 - Material Handling Laborer 14.20
21071 - Order Filler 15.06
21080 - Production Line Worker (Food Processing) 16.03
21110 - Shipping Packer 16.41
21130 - Shipping/Receiving Clerk 16.41
21140 - Store Worker I 14.53
21150 - Stock Clerk 17.96
21210 - Tools And Parts Attendant 16.03
21410 - Warehouse Specialist 16.03
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.13
23019 - Aircraft Logs and Records Technician 25.47
23021 - Aircraft Mechanic I 29.75
23022 - Aircraft Mechanic II 31.13
23023 - Aircraft Mechanic III 32.50
23040 - Aircraft Mechanic Helper 22.46
23050 - Aircraft Painter 28.32
23060 - Aircraft Servicer 25.47
23070 - Aircraft Survival Flight Equipment Technician 28.32
23080 - Aircraft Worker 26.87
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.87
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.75
23110 - Appliance Mechanic 22.44

23120 - Bicycle Repairer	18.99
23125 - Cable Splicer	33.11
23130 - Carpenter Maintenance	18.53
23140 - Carpet Layer	21.36
23160 - Electrician Maintenance	22.90
23181 - Electronics Technician Maintenance I	30.22
23182 - Electronics Technician Maintenance II	31.86
23183 - Electronics Technician Maintenance III	33.47
23260 - Fabric Worker	20.25
23290 - Fire Alarm System Mechanic	23.66
23310 - Fire Extinguisher Repairer	19.06
23311 - Fuel Distribution System Mechanic	23.73
23312 - Fuel Distribution System Operator	19.06
23370 - General Maintenance Worker	17.04
23380 - Ground Support Equipment Mechanic	29.75
23381 - Ground Support Equipment Servicer	25.47
23382 - Ground Support Equipment Worker	26.87
23391 - Gunsmith I	19.06
23392 - Gunsmith II	21.36
23393 - Gunsmith III	23.66
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.81
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	19.98
23430 - Heavy Equipment Mechanic	19.72
23440 - Heavy Equipment Operator	22.90
23460 - Instrument Mechanic	24.92
23465 - Laboratory/Shelter Mechanic	22.52
23470 - Laborer	14.20
23510 - Locksmith	22.52
23530 - Machinery Maintenance Mechanic	28.65
23550 - Machinist Maintenance	18.92
23580 - Maintenance Trades Helper	14.63
23591 - Metrology Technician I	24.92
23592 - Metrology Technician II	25.98
23593 - Metrology Technician III	27.08
23640 - Millwright	23.66
23710 - Office Appliance Repairer	22.08
23760 - Painter Maintenance	17.94
23790 - Pipefitter Maintenance	20.06
23810 - Plumber Maintenance	19.20
23820 - Pneudraulic Systems Mechanic	23.66
23850 - Rigger	25.07
23870 - Scale Mechanic	21.36
23890 - Sheet-Metal Worker Maintenance	26.03
23910 - Small Engine Mechanic	21.36
23931 - Telecommunications Mechanic I	26.55
23932 - Telecommunications Mechanic II	27.78
23950 - Telephone Lineman	23.99
23960 - Welder Combination Maintenance	20.30

23965 - Well Driller	25.41
23970 - Woodcraft Worker	23.66
23980 - Woodworker	19.06
24000 - Personal Needs Occupations	
24550 - Case Manager	16.62
24570 - Child Care Attendant	9.92
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	9.45
24620 - Family Readiness And Support Services Coordinator	16.62
24630 - Homemaker	16.62
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.66
25040 - Sewage Plant Operator	16.59
25070 - Stationary Engineer	23.66
25190 - Ventilation Equipment Tender	17.86
25210 - Water Treatment Plant Operator	16.35
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.09
27007 - Baggage Inspector	14.12
27008 - Corrections Officer	17.03
27010 - Court Security Officer	20.62
27030 - Detection Dog Handler	15.80
27040 - Detention Officer	17.03
27070 - Firefighter	24.14
27101 - Guard I	14.12
27102 - Guard II	15.80
27131 - Police Officer I	23.19
27132 - Police Officer II	25.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.08
28042 - Carnival Equipment Repairer	11.82
28043 - Carnival Worker	9.11
28210 - Gate Attendant/Gate Tender	15.51
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	17.36
28510 - Recreation Aide/Health Facility Attendant	12.67
28515 - Recreation Specialist	21.50
28630 - Sports Official	13.82
28690 - Swimming Pool Operator	22.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.36
29020 - Hatch Tender	21.36
29030 - Line Handler	21.36
29041 - Stevedore I	20.25
29042 - Stevedore II	22.52
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.50
30022 - Archeological Technician II		20.70
30023 - Archeological Technician III		25.64
30030 - Cartographic Technician		25.64
30040 - Civil Engineering Technician		25.64
30051 - Cryogenic Technician I		28.40
30052 - Cryogenic Technician II		31.37
30061 - Drafter/CAD Operator I		18.50
30062 - Drafter/CAD Operator II		20.70
30063 - Drafter/CAD Operator III		23.08
30064 - Drafter/CAD Operator IV		28.40
30081 - Engineering Technician I		19.05
30082 - Engineering Technician II		21.83
30083 - Engineering Technician III		23.92
30084 - Engineering Technician IV		29.64
30085 - Engineering Technician V		36.26
30086 - Engineering Technician VI		43.86
30090 - Environmental Technician		25.64
30095 - Evidence Control Specialist		25.64
30210 - Laboratory Technician		23.08
30221 - Latent Fingerprint Technician I		28.40
30222 - Latent Fingerprint Technician II		31.37
30240 - Mathematical Technician		25.64
30361 - Paralegal/Legal Assistant I		18.67
30362 - Paralegal/Legal Assistant II		23.12
30363 - Paralegal/Legal Assistant III		28.28
30364 - Paralegal/Legal Assistant IV		34.22
30375 - Petroleum Supply Specialist		31.37
30390 - Photo-Optics Technician		25.64
30395 - Radiation Control Technician		31.37
30461 - Technical Writer I		25.64
30462 - Technical Writer II		31.37
30463 - Technical Writer III		37.95
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.40
30502 - Weather Forecaster II		34.55
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.08
30621 - Weather Observer Senior	(see 2)	25.64
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.47
31030 - Bus Driver		19.51
31043 - Driver Courier		15.73
31260 - Parking and Lot Attendant		15.06
31290 - Shuttle Bus Driver		16.78

31310 - Taxi Driver	11.38
31361 - Truckdriver Light	16.78
31362 - Truckdriver Medium	17.83
31363 - Truckdriver Heavy	21.90
31364 - Truckdriver Tractor-Trailer	21.90
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.52
99050 - Desk Clerk	9.38
99095 - Embalmer	25.43
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.94
99252 - Laboratory Animal Caretaker II	13.75
99260 - Marketing Analyst	27.72
99310 - Mortician	25.43
99410 - Pest Controller	18.17
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.08
99711 - Recycling Specialist	19.28
99730 - Refuse Collector	16.10
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	15.73
99830 - Survey Party Chief	23.62
99831 - Surveying Aide	13.28
99832 - Surveying Technician	20.91
99840 - Vending Machine Attendant	17.81
99841 - Vending Machine Repairer	21.42
99842 - Vending Machine Repairer Helper	17.30

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5328
Revision No.: 14
Date Of Last Revision: 06/03/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oklahoma

Area: Oklahoma Counties of Beckham Caddo Custer Roger Mills Washita

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.85
01012 - Accounting Clerk II		15.54
01013 - Accounting Clerk III		18.28
01020 - Administrative Assistant		22.58
01035 - Court Reporter		18.46
01041 - Customer Service Representative I		12.40
01042 - Customer Service Representative II		13.95
01043 - Customer Service Representative III		15.21
01051 - Data Entry Operator I		13.12
01052 - Data Entry Operator II		14.31
01060 - Dispatcher Motor Vehicle		18.76
01070 - Document Preparation Clerk		13.52

01090 - Duplicating Machine Operator 13.52
01111 - General Clerk I 13.25
01112 - General Clerk II 14.45
01113 - General Clerk III 18.00
01120 - Housing Referral Assistant 18.92
01141 - Messenger Courier 11.02
01191 - Order Clerk I 12.71
01192 - Order Clerk II 14.08
01261 - Personnel Assistant (Employment) I 15.30
01262 - Personnel Assistant (Employment) II 17.12
01263 - Personnel Assistant (Employment) III 19.08
01270 - Production Control Clerk 24.37
01290 - Rental Clerk 14.04
01300 - Scheduler Maintenance 15.17
01311 - Secretary I 15.17
01312 - Secretary II 16.98
01313 - Secretary III 18.92
01320 - Service Order Dispatcher 16.56
01410 - Supply Technician 22.58
01420 - Survey Worker 17.05
01460 - Switchboard Operator/Receptionist 12.75
01531 - Travel Clerk I 12.32
01532 - Travel Clerk II 13.14
01533 - Travel Clerk III 13.77
01611 - Word Processor I 13.52
01612 - Word Processor II 15.17
01613 - Word Processor III 16.98
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.95
05010 - Automotive Electrician 17.65
05040 - Automotive Glass Installer 16.74
05070 - Automotive Worker 16.47
05110 - Mobile Equipment Servicer 14.70
05130 - Motor Equipment Metal Mechanic 18.24
05160 - Motor Equipment Metal Worker 16.47
05190 - Motor Vehicle Mechanic 18.24
05220 - Motor Vehicle Mechanic Helper 13.89
05250 - Motor Vehicle Upholstery Worker 15.61
05280 - Motor Vehicle Wrecker 16.47
05310 - Painter Automotive 17.36
05340 - Radiator Repair Specialist 16.47
05370 - Tire Repairer 14.62
05400 - Transmission Repair Specialist 18.24
07000 - Food Preparation And Service Occupations
07010 - Baker 12.73
07041 - Cook I 9.26
07042 - Cook II 10.38
07070 - Dishwasher 8.94
07130 - Food Service Worker 9.33
07210 - Meat Cutter 13.95

07260 - Waiter/Waitress	9.08
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.23
09040 - Furniture Handler	12.05
09080 - Furniture Refinisher	17.23
09090 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer Minor	15.49
09130 - Upholsterer	17.23
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.39
11060 - Elevator Operator	13.39
11090 - Gardener	16.25
11122 - Housekeeping Aide	10.90
11150 - Janitor	10.90
11210 - Laborer Grounds Maintenance	13.43
11240 - Maid or Houseman	9.74
11260 - Pruner	12.53
11270 - Tractor Operator	15.22
11330 - Trail Maintenance Worker	13.43
11360 - Window Cleaner	11.68
12000 - Health Occupations	
12010 - Ambulance Driver	16.58
12011 - Breath Alcohol Technician	18.02
12012 - Certified Occupational Therapist Assistant	25.26
12015 - Certified Physical Therapist Assistant	26.74
12020 - Dental Assistant	17.33
12025 - Dental Hygienist	42.99
12030 - EKG Technician	26.19
12035 - Electroneurodiagnostic Technologist	26.19
12040 - Emergency Medical Technician	16.58
12071 - Licensed Practical Nurse I	15.60
12072 - Licensed Practical Nurse II	17.45
12073 - Licensed Practical Nurse III	19.45
12100 - Medical Assistant	12.55
12130 - Medical Laboratory Technician	22.48
12160 - Medical Record Clerk	14.20
12190 - Medical Record Technician	15.89
12195 - Medical Transcriptionist	15.45
12210 - Nuclear Medicine Technologist	38.34
12221 - Nursing Assistant I	11.56
12222 - Nursing Assistant II	13.00
12223 - Nursing Assistant III	14.18
12224 - Nursing Assistant IV	15.91
12235 - Optical Dispenser	14.87
12236 - Optical Technician	15.45
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	15.45
12305 - Radiologic Technologist	22.99
12311 - Registered Nurse I	27.48
12312 - Registered Nurse II	30.22

12313 - Registered Nurse II Specialist		30.22
12314 - Registered Nurse III		36.56
12315 - Registered Nurse III Anesthetist		36.56
12316 - Registered Nurse IV		43.82
12317 - Scheduler (Drug and Alcohol Testing)		22.32
12320 - Substance Abuse Treatment Counselor		23.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.53
13012 - Exhibits Specialist II		20.67
13013 - Exhibits Specialist III		24.88
13041 - Illustrator I		20.86
13042 - Illustrator II		25.12
13043 - Illustrator III		30.74
13047 - Librarian		21.79
13050 - Library Aide/Clerk		11.94
13054 - Library Information Technology Systems Administrator		19.67
13058 - Library Technician		12.31
13061 - Media Specialist I		14.19
13062 - Media Specialist II		15.88
13063 - Media Specialist III		17.70
13071 - Photographer I		14.19
13072 - Photographer II		15.88
13073 - Photographer III		19.67
13074 - Photographer IV		24.06
13075 - Photographer V		29.11
13090 - Technical Order Library Clerk		15.77
13110 - Video Teleconference Technician		14.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.74
14043 - Computer Operator III		18.70
14044 - Computer Operator IV		20.75
14045 - Computer Operator V		22.97
14071 - Computer Programmer I	(see 1)	24.07
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		16.40
14160 - Personal Computer Support Technician		22.83
14170 - System Support Specialist		27.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.92
15020 - Aircrew Training Devices Instructor (Rated)		36.20
15030 - Air Crew Training Devices Instructor (Pilot)		41.29
15050 - Computer Based Training Specialist / Instructor		29.92
15060 - Educational Technologist		24.98

15070 - Flight Instructor (Pilot) 41.29
15080 - Graphic Artist 25.18
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.29
15086 - Maintenance Test Pilot Rotary Wing 41.29
15088 - Non-Maintenance Test/Co-Pilot 41.29
15090 - Technical Instructor 28.04
15095 - Technical Instructor/Course Developer 34.30
15110 - Test Proctor 22.64
15120 - Tutor 22.64
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.23
16030 - Counter Attendant 9.23
16040 - Dry Cleaner 11.33
16070 - Finisher Flatwork Machine 9.23
16090 - Presser Hand 9.23
16110 - Presser Machine Drycleaning 9.23
16130 - Presser Machine Shirts 9.23
16160 - Presser Machine Wearing Apparel Laundry 9.23
16190 - Sewing Machine Operator 12.06
16220 - Tailor 12.80
16250 - Washer Machine 9.85
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.52
19040 - Tool And Die Maker 26.91
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.03
21030 - Material Coordinator 24.37
21040 - Material Expediter 24.37
21050 - Material Handling Laborer 14.20
21071 - Order Filler 15.06
21080 - Production Line Worker (Food Processing) 16.03
21110 - Shipping Packer 16.41
21130 - Shipping/Receiving Clerk 16.41
21140 - Store Worker I 14.53
21150 - Stock Clerk 17.96
21210 - Tools And Parts Attendant 16.03
21410 - Warehouse Specialist 16.03
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.13
23019 - Aircraft Logs and Records Technician 25.47
23021 - Aircraft Mechanic I 29.75
23022 - Aircraft Mechanic II 31.13
23023 - Aircraft Mechanic III 32.50
23040 - Aircraft Mechanic Helper 22.46
23050 - Aircraft Painter 28.32
23060 - Aircraft Servicer 25.47
23070 - Aircraft Survival Flight Equipment Technician 28.32
23080 - Aircraft Worker 26.87
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.87

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.75
23110 - Appliance Mechanic 22.44
23120 - Bicycle Repairer 18.99
23125 - Cable Splicer 33.11
23130 - Carpenter Maintenance 18.53
23140 - Carpet Layer 21.36
23160 - Electrician Maintenance 22.90
23181 - Electronics Technician Maintenance I 30.22
23182 - Electronics Technician Maintenance II 31.86
23183 - Electronics Technician Maintenance III 33.47
23260 - Fabric Worker 20.25
23290 - Fire Alarm System Mechanic 23.66
23310 - Fire Extinguisher Repairer 19.06
23311 - Fuel Distribution System Mechanic 23.73
23312 - Fuel Distribution System Operator 19.06
23370 - General Maintenance Worker 17.04
23380 - Ground Support Equipment Mechanic 29.75
23381 - Ground Support Equipment Servicer 25.47
23382 - Ground Support Equipment Worker 26.87
23391 - Gunsmith I 19.06
23392 - Gunsmith II 21.36
23393 - Gunsmith III 23.66
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.81
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.98
23430 - Heavy Equipment Mechanic 19.72
23440 - Heavy Equipment Operator 22.90
23460 - Instrument Mechanic 24.92
23465 - Laboratory/Shelter Mechanic 22.52
23470 - Laborer 14.20
23510 - Locksmith 22.52
23530 - Machinery Maintenance Mechanic 28.65
23550 - Machinist Maintenance 18.92
23580 - Maintenance Trades Helper 14.63
23591 - Metrology Technician I 24.92
23592 - Metrology Technician II 25.98
23593 - Metrology Technician III 27.08
23640 - Millwright 23.66
23710 - Office Appliance Repairer 22.08
23760 - Painter Maintenance 17.94
23790 - Pipefitter Maintenance 20.06
23810 - Plumber Maintenance 19.20
23820 - Pneudraulic Systems Mechanic 23.66
23850 - Rigger 25.07
23870 - Scale Mechanic 21.36
23890 - Sheet-Metal Worker Maintenance 26.03
23910 - Small Engine Mechanic 21.36
23931 - Telecommunications Mechanic I 26.55

23932 - Telecommunications Mechanic II 27.78
23950 - Telephone Lineman 23.99
23960 - Welder Combination Maintenance 20.30
23965 - Well Driller 25.41
23970 - Woodcraft Worker 23.66
23980 - Woodworker 19.06
24000 - Personal Needs Occupations
24550 - Case Manager 16.62
24570 - Child Care Attendant 9.92
24580 - Child Care Center Clerk 13.27
24610 - Chore Aide 9.45
24620 - Family Readiness And Support Services Coordinator 16.62
24630 - Homemaker 16.62
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.66
25040 - Sewage Plant Operator 16.59
25070 - Stationary Engineer 23.66
25190 - Ventilation Equipment Tender 17.86
25210 - Water Treatment Plant Operator 16.35
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.09
27007 - Baggage Inspector 14.12
27008 - Corrections Officer 17.03
27010 - Court Security Officer 20.62
27030 - Detection Dog Handler 15.80
27040 - Detention Officer 17.03
27070 - Firefighter 24.14
27101 - Guard I 14.12
27102 - Guard II 15.80
27131 - Police Officer I 23.19
27132 - Police Officer II 25.77
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.08
28042 - Carnival Equipment Repairer 11.82
28043 - Carnival Worker 9.11
28210 - Gate Attendant/Gate Tender 15.51
28310 - Lifeguard 12.47
28350 - Park Attendant (Aide) 17.36
28510 - Recreation Aide/Health Facility Attendant 12.67
28515 - Recreation Specialist 21.50
28630 - Sports Official 13.82
28690 - Swimming Pool Operator 22.87
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.36
29020 - Hatch Tender 21.36
29030 - Line Handler 21.36
29041 - Stevedore I 20.25
29042 - Stevedore II 22.52
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.50
30022 - Archeological Technician II 20.70
30023 - Archeological Technician III 25.64
30030 - Cartographic Technician 25.64
30040 - Civil Engineering Technician 25.64
30051 - Cryogenic Technician I 28.40
30052 - Cryogenic Technician II 31.37
30061 - Drafter/CAD Operator I 18.50
30062 - Drafter/CAD Operator II 20.70
30063 - Drafter/CAD Operator III 23.08
30064 - Drafter/CAD Operator IV 28.40
30081 - Engineering Technician I 19.05
30082 - Engineering Technician II 21.83
30083 - Engineering Technician III 23.92
30084 - Engineering Technician IV 29.64
30085 - Engineering Technician V 36.26
30086 - Engineering Technician VI 43.86
30090 - Environmental Technician 25.64
30095 - Evidence Control Specialist 25.64
30210 - Laboratory Technician 23.08
30221 - Latent Fingerprint Technician I 28.40
30222 - Latent Fingerprint Technician II 31.37
30240 - Mathematical Technician 25.64
30361 - Paralegal/Legal Assistant I 18.67
30362 - Paralegal/Legal Assistant II 23.12
30363 - Paralegal/Legal Assistant III 28.28
30364 - Paralegal/Legal Assistant IV 34.22
30375 - Petroleum Supply Specialist 31.37
30390 - Photo-Optics Technician 25.64
30395 - Radiation Control Technician 31.37
30461 - Technical Writer I 25.64
30462 - Technical Writer II 31.37
30463 - Technical Writer III 37.95
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.40
30502 - Weather Forecaster II 34.55
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.08
30621 - Weather Observer Senior (see 2) 25.64
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.47
31030 - Bus Driver 19.51

31043 - Driver Courier	15.73
31260 - Parking and Lot Attendant	15.06
31290 - Shuttle Bus Driver	16.78
31310 - Taxi Driver	11.38
31361 - Truckdriver Light	16.78
31362 - Truckdriver Medium	17.83
31363 - Truckdriver Heavy	21.90
31364 - Truckdriver Tractor-Trailer	21.90
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.52
99050 - Desk Clerk	9.38
99095 - Embalmer	25.43
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.94
99252 - Laboratory Animal Caretaker II	13.75
99260 - Marketing Analyst	27.72
99310 - Mortician	25.43
99410 - Pest Controller	18.17
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.08
99711 - Recycling Specialist	19.28
99730 - Refuse Collector	16.10
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	15.73
99830 - Survey Party Chief	23.62
99831 - Surveying Aide	13.28
99832 - Surveying Technician	20.91
99840 - Vending Machine Attendant	17.81
99841 - Vending Machine Repairer	21.42
99842 - Vending Machine Repairer Helper	17.30

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5329
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oklahoma

Area: Oklahoma Counties of Greer Harmon Jackson Jefferson Kiowa Stephens Tillman

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.85
01012 - Accounting Clerk II		15.54
01013 - Accounting Clerk III		17.39
01020 - Administrative Assistant		18.62
01035 - Court Reporter		16.98
01041 - Customer Service Representative I		12.40
01042 - Customer Service Representative II		13.95
01043 - Customer Service Representative III		15.21
01051 - Data Entry Operator I		13.12
01052 - Data Entry Operator II		14.31
01060 - Dispatcher Motor Vehicle		18.33
01070 - Document Preparation Clerk		13.50
01090 - Duplicating Machine Operator		13.50
01111 - General Clerk I		13.25

01112 - General Clerk II	14.45
01113 - General Clerk III	16.22
01120 - Housing Referral Assistant	18.92
01141 - Messenger Courier	11.02
01191 - Order Clerk I	12.39
01192 - Order Clerk II	13.52
01261 - Personnel Assistant (Employment) I	15.30
01262 - Personnel Assistant (Employment) II	17.12
01263 - Personnel Assistant (Employment) III	19.08
01270 - Production Control Clerk	24.15
01290 - Rental Clerk	11.30
01300 - Scheduler Maintenance	15.17
01311 - Secretary I	15.17
01312 - Secretary II	16.98
01313 - Secretary III	18.92
01320 - Service Order Dispatcher	16.38
01410 - Supply Technician	18.62
01420 - Survey Worker	13.56
01460 - Switchboard Operator/Receptionist	12.75
01531 - Travel Clerk I	11.48
01532 - Travel Clerk II	12.40
01533 - Travel Clerk III	13.07
01611 - Word Processor I	13.52
01612 - Word Processor II	15.17
01613 - Word Processor III	16.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.13
05010 - Automotive Electrician	17.65
05040 - Automotive Glass Installer	16.74
05070 - Automotive Worker	16.74
05110 - Mobile Equipment Servicer	14.89
05130 - Motor Equipment Metal Mechanic	18.54
05160 - Motor Equipment Metal Worker	16.74
05190 - Motor Vehicle Mechanic	18.54
05220 - Motor Vehicle Mechanic Helper	13.90
05250 - Motor Vehicle Upholstery Worker	15.84
05280 - Motor Vehicle Wrecker	16.74
05310 - Painter Automotive	17.65
05340 - Radiator Repair Specialist	16.74
05370 - Tire Repairer	14.62
05400 - Transmission Repair Specialist	18.54
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.73
07041 - Cook I	9.86
07042 - Cook II	11.09
07070 - Dishwasher	8.94
07130 - Food Service Worker	9.33
07210 - Meat Cutter	14.31
07260 - Waiter/Waitress	9.08
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 17.23
09040 - Furniture Handler 12.62
09080 - Furniture Refinisher 17.23
09090 - Furniture Refinisher Helper 14.52
09110 - Furniture Repairer Minor 16.54
09130 - Upholsterer 17.23
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.95
11060 - Elevator Operator 12.95
11090 - Gardener 16.25
11122 - Housekeeping Aide 10.90
11150 - Janitor 10.90
11210 - Laborer Grounds Maintenance 13.43
11240 - Maid or Houseman 9.74
11260 - Pruner 12.53
11270 - Tractor Operator 15.22
11330 - Trail Maintenance Worker 13.43
11360 - Window Cleaner 11.68
12000 - Health Occupations
12010 - Ambulance Driver 16.38
12011 - Breath Alcohol Technician 18.02
12012 - Certified Occupational Therapist Assistant 24.75
12015 - Certified Physical Therapist Assistant 27.80
12020 - Dental Assistant 17.33
12025 - Dental Hygienist 42.99
12030 - EKG Technician 26.44
12035 - Electroneurodiagnostic Technologist 26.44
12040 - Emergency Medical Technician 16.38
12071 - Licensed Practical Nurse I 15.60
12072 - Licensed Practical Nurse II 17.45
12073 - Licensed Practical Nurse III 19.45
12100 - Medical Assistant 12.66
12130 - Medical Laboratory Technician 22.48
12160 - Medical Record Clerk 14.20
12190 - Medical Record Technician 15.89
12195 - Medical Transcriptionist 15.60
12210 - Nuclear Medicine Technologist 38.34
12221 - Nursing Assistant I 11.56
12222 - Nursing Assistant II 13.00
12223 - Nursing Assistant III 14.18
12224 - Nursing Assistant IV 15.91
12235 - Optical Dispenser 14.87
12236 - Optical Technician 15.60
12250 - Pharmacy Technician 14.12
12280 - Phlebotomist 15.45
12305 - Radiologic Technologist 22.99
12311 - Registered Nurse I 22.89
12312 - Registered Nurse II 28.00
12313 - Registered Nurse II Specialist 28.00
12314 - Registered Nurse III 33.88

12315 - Registered Nurse III Anesthetist		33.88
12316 - Registered Nurse IV		40.60
12317 - Scheduler (Drug and Alcohol Testing)		22.32
12320 - Substance Abuse Treatment Counselor		23.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.60
13012 - Exhibits Specialist II		20.57
13013 - Exhibits Specialist III		25.16
13041 - Illustrator I		16.60
13042 - Illustrator II		20.57
13043 - Illustrator III		25.16
13047 - Librarian		22.77
13050 - Library Aide/Clerk		12.55
13054 - Library Information Technology Systems Administrator		20.57
13058 - Library Technician		12.79
13061 - Media Specialist I		14.84
13062 - Media Specialist II		16.60
13063 - Media Specialist III		18.51
13071 - Photographer I		14.19
13072 - Photographer II		15.88
13073 - Photographer III		19.67
13074 - Photographer IV		24.06
13075 - Photographer V		29.11
13090 - Technical Order Library Clerk		15.77
13110 - Video Teleconference Technician		14.19
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.73
14043 - Computer Operator III		18.65
14044 - Computer Operator IV		21.48
14045 - Computer Operator V		23.85
14071 - Computer Programmer I	(see 1)	19.41
14072 - Computer Programmer II	(see 1)	24.05
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		14.97
14160 - Personal Computer Support Technician		23.63
14170 - System Support Specialist		28.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.48
15020 - Aircrew Training Devices Instructor (Rated)		34.45
15030 - Air Crew Training Devices Instructor (Pilot)		41.29
15050 - Computer Based Training Specialist / Instructor		28.48
15060 - Educational Technologist		30.46
15070 - Flight Instructor (Pilot)		41.29
15080 - Graphic Artist		25.06

15085 - Maintenance Test Pilot Fixed Jet/Prop 41.29
15086 - Maintenance Test Pilot Rotary Wing 41.29
15088 - Non-Maintenance Test/Co-Pilot 41.29
15090 - Technical Instructor 28.04
15095 - Technical Instructor/Course Developer 34.30
15110 - Test Proctor 22.64
15120 - Tutor 22.64
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.23
16030 - Counter Attendant 9.23
16040 - Dry Cleaner 11.33
16070 - Finisher Flatwork Machine 9.23
16090 - Presser Hand 9.23
16110 - Presser Machine Drycleaning 9.23
16130 - Presser Machine Shirts 9.23
16160 - Presser Machine Wearing Apparel Laundry 9.23
16190 - Sewing Machine Operator 12.06
16220 - Tailor 12.80
16250 - Washer Machine 9.85
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.52
19040 - Tool And Die Maker 26.91
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.03
21030 - Material Coordinator 24.15
21040 - Material Expediter 24.15
21050 - Material Handling Laborer 14.20
21071 - Order Filler 13.73
21080 - Production Line Worker (Food Processing) 16.03
21110 - Shipping Packer 16.41
21130 - Shipping/Receiving Clerk 16.41
21140 - Store Worker I 14.53
21150 - Stock Clerk 17.96
21210 - Tools And Parts Attendant 16.03
21410 - Warehouse Specialist 16.03
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.13
23019 - Aircraft Logs and Records Technician 25.47
23021 - Aircraft Mechanic I 29.75
23022 - Aircraft Mechanic II 31.13
23023 - Aircraft Mechanic III 32.50
23040 - Aircraft Mechanic Helper 22.46
23050 - Aircraft Painter 28.32
23060 - Aircraft Servicer 25.47
23070 - Aircraft Survival Flight Equipment Technician 28.32
23080 - Aircraft Worker 26.87
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.87
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.75

23110 - Appliance Mechanic 22.52
23120 - Bicycle Repairer 18.99
23125 - Cable Splicer 33.11
23130 - Carpenter Maintenance 18.53
23140 - Carpet Layer 21.36
23160 - Electrician Maintenance 23.73
23181 - Electronics Technician Maintenance I 30.22
23182 - Electronics Technician Maintenance II 31.86
23183 - Electronics Technician Maintenance III 33.47
23260 - Fabric Worker 20.25
23290 - Fire Alarm System Mechanic 23.58
23310 - Fire Extinguisher Repairer 19.06
23311 - Fuel Distribution System Mechanic 23.66
23312 - Fuel Distribution System Operator 19.06
23370 - General Maintenance Worker 15.70
23380 - Ground Support Equipment Mechanic 29.75
23381 - Ground Support Equipment Servicer 25.47
23382 - Ground Support Equipment Worker 26.87
23391 - Gunsmith I 19.06
23392 - Gunsmith II 21.36
23393 - Gunsmith III 23.66
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.00
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.38
23430 - Heavy Equipment Mechanic 19.72
23440 - Heavy Equipment Operator 22.90
23460 - Instrument Mechanic 23.66
23465 - Laboratory/Shelter Mechanic 22.52
23470 - Laborer 14.20
23510 - Locksmith 22.52
23530 - Machinery Maintenance Mechanic 28.31
23550 - Machinist Maintenance 19.49
23580 - Maintenance Trades Helper 14.63
23591 - Metrology Technician I 23.66
23592 - Metrology Technician II 24.75
23593 - Metrology Technician III 25.84
23640 - Millwright 23.66
23710 - Office Appliance Repairer 22.08
23760 - Painter Maintenance 17.78
23790 - Pipefitter Maintenance 20.06
23810 - Plumber Maintenance 19.09
23820 - Pneudraulic Systems Mechanic 23.66
23850 - Rigger 25.07
23870 - Scale Mechanic 21.36
23890 - Sheet-Metal Worker Maintenance 26.03
23910 - Small Engine Mechanic 21.36
23931 - Telecommunications Mechanic I 26.55
23932 - Telecommunications Mechanic II 27.78
23950 - Telephone Lineman 23.99

23960 - Welder Combination Maintenance		20.30
23965 - Well Driller		25.41
23970 - Woodcraft Worker		23.66
23980 - Woodworker		19.06
24000 - Personal Needs Occupations		
24550 - Case Manager		13.71
24570 - Child Care Attendant		9.92
24580 - Child Care Center Clerk		12.38
24610 - Chore Aide		9.45
24620 - Family Readiness And Support Services Coordinator		13.71
24630 - Homemaker		13.71
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.58
25040 - Sewage Plant Operator		16.47
25070 - Stationary Engineer		23.58
25190 - Ventilation Equipment Tender		17.80
25210 - Water Treatment Plant Operator		16.47
27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.09
27007 - Baggage Inspector		14.12
27008 - Corrections Officer		17.03
27010 - Court Security Officer		17.30
27030 - Detection Dog Handler		15.80
27040 - Detention Officer		17.03
27070 - Firefighter		17.67
27101 - Guard I		14.12
27102 - Guard II		15.80
27131 - Police Officer I		20.01
27132 - Police Officer II		22.24
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.11
28042 - Carnival Equipment Repairer		12.97
28043 - Carnival Worker		9.68
28210 - Gate Attendant/Gate Tender		15.51
28310 - Lifeguard		12.11
28350 - Park Attendant (Aide)		17.36
28510 - Recreation Aide/Health Facility Attendant		12.67
28515 - Recreation Specialist		21.50
28630 - Sports Official		13.82
28690 - Swimming Pool Operator		19.40
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.36
29020 - Hatch Tender		21.36
29030 - Line Handler		21.36
29041 - Stevedore I		20.25
29042 - Stevedore II		22.52
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.50
30022 - Archeological Technician II 20.70
30023 - Archeological Technician III 25.64
30030 - Cartographic Technician 25.64
30040 - Civil Engineering Technician 25.64
30051 - Cryogenic Technician I 28.40
30052 - Cryogenic Technician II 31.37
30061 - Drafter/CAD Operator I 18.50
30062 - Drafter/CAD Operator II 20.70
30063 - Drafter/CAD Operator III 23.08
30064 - Drafter/CAD Operator IV 28.40
30081 - Engineering Technician I 16.48
30082 - Engineering Technician II 18.50
30083 - Engineering Technician III 20.70
30084 - Engineering Technician IV 25.64
30085 - Engineering Technician V 31.37
30086 - Engineering Technician VI 37.95
30090 - Environmental Technician 25.64
30095 - Evidence Control Specialist 25.64
30210 - Laboratory Technician 23.08
30221 - Latent Fingerprint Technician I 28.40
30222 - Latent Fingerprint Technician II 31.37
30240 - Mathematical Technician 25.64
30361 - Paralegal/Legal Assistant I 16.86
30362 - Paralegal/Legal Assistant II 20.88
30363 - Paralegal/Legal Assistant III 25.55
30364 - Paralegal/Legal Assistant IV 30.91
30375 - Petroleum Supply Specialist 31.37
30390 - Photo-Optics Technician 25.64
30395 - Radiation Control Technician 31.37
30461 - Technical Writer I 25.64
30462 - Technical Writer II 31.37
30463 - Technical Writer III 37.95
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.40
30502 - Weather Forecaster II 34.55
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.08
30621 - Weather Observer Senior (see 2) 25.64
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.83
31030 - Bus Driver 18.24
31043 - Driver Courier 15.16
31260 - Parking and Lot Attendant 15.06

31290 - Shuttle Bus Driver	16.25
31310 - Taxi Driver	11.38
31361 - Truckdriver Light	16.25
31362 - Truckdriver Medium	16.58
31363 - Truckdriver Heavy	21.90
31364 - Truckdriver Tractor-Trailer	21.90
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.52
99050 - Desk Clerk	9.38
99095 - Embalmer	25.36
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.37
99252 - Laboratory Animal Caretaker II	15.39
99260 - Marketing Analyst	27.72
99310 - Mortician	25.36
99410 - Pest Controller	20.66
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.02
99711 - Recycling Specialist	19.28
99730 - Refuse Collector	15.87
99810 - Sales Clerk	10.98
99820 - School Crossing Guard	15.73
99830 - Survey Party Chief	18.63
99831 - Surveying Aide	12.51
99832 - Surveying Technician	16.91
99840 - Vending Machine Attendant	18.56
99841 - Vending Machine Repairer	22.20
99842 - Vending Machine Repairer Helper	18.56

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5330
Revision No.: 14
Date Of Last Revision: 06/03/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oklahoma

Area: Oklahoma Counties of Greer Harmon Jackson Jefferson Kiowa Stephens Tillman

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.85
01012 - Accounting Clerk II		15.54
01013 - Accounting Clerk III		17.39
01020 - Administrative Assistant		18.62
01035 - Court Reporter		16.98
01041 - Customer Service Representative I		12.40
01042 - Customer Service Representative II		13.95
01043 - Customer Service Representative III		15.21
01051 - Data Entry Operator I		13.12
01052 - Data Entry Operator II		14.31
01060 - Dispatcher Motor Vehicle		18.33

01070 - Document Preparation Clerk	13.50
01090 - Duplicating Machine Operator	13.50
01111 - General Clerk I	13.25
01112 - General Clerk II	14.45
01113 - General Clerk III	16.22
01120 - Housing Referral Assistant	18.92
01141 - Messenger Courier	11.02
01191 - Order Clerk I	12.39
01192 - Order Clerk II	13.52
01261 - Personnel Assistant (Employment) I	15.30
01262 - Personnel Assistant (Employment) II	17.12
01263 - Personnel Assistant (Employment) III	19.08
01270 - Production Control Clerk	24.15
01290 - Rental Clerk	11.30
01300 - Scheduler Maintenance	15.17
01311 - Secretary I	15.17
01312 - Secretary II	16.98
01313 - Secretary III	18.92
01320 - Service Order Dispatcher	16.38
01410 - Supply Technician	18.62
01420 - Survey Worker	13.56
01460 - Switchboard Operator/Receptionist	12.75
01531 - Travel Clerk I	11.48
01532 - Travel Clerk II	12.40
01533 - Travel Clerk III	13.07
01611 - Word Processor I	13.52
01612 - Word Processor II	15.17
01613 - Word Processor III	16.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.13
05010 - Automotive Electrician	17.65
05040 - Automotive Glass Installer	16.74
05070 - Automotive Worker	16.74
05110 - Mobile Equipment Servicer	14.89
05130 - Motor Equipment Metal Mechanic	18.54
05160 - Motor Equipment Metal Worker	16.74
05190 - Motor Vehicle Mechanic	18.54
05220 - Motor Vehicle Mechanic Helper	13.90
05250 - Motor Vehicle Upholstery Worker	15.84
05280 - Motor Vehicle Wrecker	16.74
05310 - Painter Automotive	17.65
05340 - Radiator Repair Specialist	16.74
05370 - Tire Repairer	14.62
05400 - Transmission Repair Specialist	18.54
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.73
07041 - Cook I	9.86
07042 - Cook II	11.09
07070 - Dishwasher	8.94
07130 - Food Service Worker	9.33

07210 - Meat Cutter 14.31
07260 - Waiter/Waitress 9.08
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.23
09040 - Furniture Handler 12.62
09080 - Furniture Refinisher 17.23
09090 - Furniture Refinisher Helper 14.52
09110 - Furniture Repairer Minor 16.54
09130 - Upholsterer 17.23
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.95
11060 - Elevator Operator 12.95
11090 - Gardener 16.25
11122 - Housekeeping Aide 10.90
11150 - Janitor 10.90
11210 - Laborer Grounds Maintenance 13.43
11240 - Maid or Houseman 9.74
11260 - Pruner 12.53
11270 - Tractor Operator 15.22
11330 - Trail Maintenance Worker 13.43
11360 - Window Cleaner 11.68
12000 - Health Occupations
12010 - Ambulance Driver 16.38
12011 - Breath Alcohol Technician 18.02
12012 - Certified Occupational Therapist Assistant 24.75
12015 - Certified Physical Therapist Assistant 27.80
12020 - Dental Assistant 17.33
12025 - Dental Hygienist 42.99
12030 - EKG Technician 26.44
12035 - Electroneurodiagnostic Technologist 26.44
12040 - Emergency Medical Technician 16.38
12071 - Licensed Practical Nurse I 15.60
12072 - Licensed Practical Nurse II 17.45
12073 - Licensed Practical Nurse III 19.45
12100 - Medical Assistant 12.66
12130 - Medical Laboratory Technician 22.48
12160 - Medical Record Clerk 14.20
12190 - Medical Record Technician 15.89
12195 - Medical Transcriptionist 15.60
12210 - Nuclear Medicine Technologist 38.34
12221 - Nursing Assistant I 11.56
12222 - Nursing Assistant II 13.00
12223 - Nursing Assistant III 14.18
12224 - Nursing Assistant IV 15.91
12235 - Optical Dispenser 14.87
12236 - Optical Technician 15.60
12250 - Pharmacy Technician 14.12
12280 - Phlebotomist 15.45
12305 - Radiologic Technologist 22.99
12311 - Registered Nurse I 22.89

12312 - Registered Nurse II		28.00
12313 - Registered Nurse II Specialist		28.00
12314 - Registered Nurse III		33.88
12315 - Registered Nurse III Anesthetist		33.88
12316 - Registered Nurse IV		40.60
12317 - Scheduler (Drug and Alcohol Testing)		22.32
12320 - Substance Abuse Treatment Counselor		23.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.60
13012 - Exhibits Specialist II		20.57
13013 - Exhibits Specialist III		25.16
13041 - Illustrator I		16.60
13042 - Illustrator II		20.57
13043 - Illustrator III		25.16
13047 - Librarian		22.77
13050 - Library Aide/Clerk		12.55
13054 - Library Information Technology Systems Administrator		20.57
13058 - Library Technician		12.79
13061 - Media Specialist I		14.84
13062 - Media Specialist II		16.60
13063 - Media Specialist III		18.51
13071 - Photographer I		14.19
13072 - Photographer II		15.88
13073 - Photographer III		19.67
13074 - Photographer IV		24.06
13075 - Photographer V		29.11
13090 - Technical Order Library Clerk		15.77
13110 - Video Teleconference Technician		14.19
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.73
14043 - Computer Operator III		18.65
14044 - Computer Operator IV		21.48
14045 - Computer Operator V		23.85
14071 - Computer Programmer I	(see 1)	19.41
14072 - Computer Programmer II	(see 1)	24.05
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		14.97
14160 - Personal Computer Support Technician		23.63
14170 - System Support Specialist		28.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.48
15020 - Aircrew Training Devices Instructor (Rated)		34.45
15030 - Air Crew Training Devices Instructor (Pilot)		41.29
15050 - Computer Based Training Specialist / Instructor		28.48

15060 - Educational Technologist 30.46
15070 - Flight Instructor (Pilot) 41.29
15080 - Graphic Artist 25.06
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.29
15086 - Maintenance Test Pilot Rotary Wing 41.29
15088 - Non-Maintenance Test/Co-Pilot 41.29
15090 - Technical Instructor 28.04
15095 - Technical Instructor/Course Developer 34.30
15110 - Test Proctor 22.64
15120 - Tutor 22.64
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.23
16030 - Counter Attendant 9.23
16040 - Dry Cleaner 11.33
16070 - Finisher Flatwork Machine 9.23
16090 - Presser Hand 9.23
16110 - Presser Machine Drycleaning 9.23
16130 - Presser Machine Shirts 9.23
16160 - Presser Machine Wearing Apparel Laundry 9.23
16190 - Sewing Machine Operator 12.06
16220 - Tailor 12.80
16250 - Washer Machine 9.85
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.52
19040 - Tool And Die Maker 26.91
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.03
21030 - Material Coordinator 24.15
21040 - Material Expediter 24.15
21050 - Material Handling Laborer 14.20
21071 - Order Filler 13.73
21080 - Production Line Worker (Food Processing) 16.03
21110 - Shipping Packer 16.41
21130 - Shipping/Receiving Clerk 16.41
21140 - Store Worker I 14.53
21150 - Stock Clerk 17.96
21210 - Tools And Parts Attendant 16.03
21410 - Warehouse Specialist 16.03
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.13
23019 - Aircraft Logs and Records Technician 25.47
23021 - Aircraft Mechanic I 29.75
23022 - Aircraft Mechanic II 31.13
23023 - Aircraft Mechanic III 32.50
23040 - Aircraft Mechanic Helper 22.46
23050 - Aircraft Painter 28.32
23060 - Aircraft Servicer 25.47
23070 - Aircraft Survival Flight Equipment Technician 28.32
23080 - Aircraft Worker 26.87
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 26.87

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 29.75
II
23110 - Appliance Mechanic 22.52
23120 - Bicycle Repairer 18.99
23125 - Cable Splicer 33.11
23130 - Carpenter Maintenance 18.53
23140 - Carpet Layer 21.36
23160 - Electrician Maintenance 23.73
23181 - Electronics Technician Maintenance I 30.22
23182 - Electronics Technician Maintenance II 31.86
23183 - Electronics Technician Maintenance III 33.47
23260 - Fabric Worker 20.25
23290 - Fire Alarm System Mechanic 23.58
23310 - Fire Extinguisher Repairer 19.06
23311 - Fuel Distribution System Mechanic 23.66
23312 - Fuel Distribution System Operator 19.06
23370 - General Maintenance Worker 15.70
23380 - Ground Support Equipment Mechanic 29.75
23381 - Ground Support Equipment Servicer 25.47
23382 - Ground Support Equipment Worker 26.87
23391 - Gunsmith I 19.06
23392 - Gunsmith II 21.36
23393 - Gunsmith III 23.66
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.00
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.38
23430 - Heavy Equipment Mechanic 19.72
23440 - Heavy Equipment Operator 22.90
23460 - Instrument Mechanic 23.66
23465 - Laboratory/Shelter Mechanic 22.52
23470 - Laborer 14.20
23510 - Locksmith 22.52
23530 - Machinery Maintenance Mechanic 28.31
23550 - Machinist Maintenance 19.49
23580 - Maintenance Trades Helper 14.63
23591 - Metrology Technician I 23.66
23592 - Metrology Technician II 24.75
23593 - Metrology Technician III 25.84
23640 - Millwright 23.66
23710 - Office Appliance Repairer 22.08
23760 - Painter Maintenance 17.78
23790 - Pipefitter Maintenance 20.06
23810 - Plumber Maintenance 19.09
23820 - Pneudraulic Systems Mechanic 23.66
23850 - Rigger 25.07
23870 - Scale Mechanic 21.36
23890 - Sheet-Metal Worker Maintenance 26.03
23910 - Small Engine Mechanic 21.36

23931 - Telecommunications Mechanic I	26.55
23932 - Telecommunications Mechanic II	27.78
23950 - Telephone Lineman	23.99
23960 - Welder Combination Maintenance	20.30
23965 - Well Driller	25.41
23970 - Woodcraft Worker	23.66
23980 - Woodworker	19.06
24000 - Personal Needs Occupations	
24550 - Case Manager	13.71
24570 - Child Care Attendant	9.92
24580 - Child Care Center Clerk	12.38
24610 - Chore Aide	9.45
24620 - Family Readiness And Support Services Coordinator	13.71
24630 - Homemaker	13.71
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.58
25040 - Sewage Plant Operator	16.47
25070 - Stationary Engineer	23.58
25190 - Ventilation Equipment Tender	17.80
25210 - Water Treatment Plant Operator	16.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.09
27007 - Baggage Inspector	14.12
27008 - Corrections Officer	17.03
27010 - Court Security Officer	17.30
27030 - Detection Dog Handler	15.80
27040 - Detention Officer	17.03
27070 - Firefighter	17.67
27101 - Guard I	14.12
27102 - Guard II	15.80
27131 - Police Officer I	20.01
27132 - Police Officer II	22.24
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.11
28042 - Carnival Equipment Repairer	12.97
28043 - Carnival Worker	9.68
28210 - Gate Attendant/Gate Tender	15.51
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	17.36
28510 - Recreation Aide/Health Facility Attendant	12.67
28515 - Recreation Specialist	21.50
28630 - Sports Official	13.82
28690 - Swimming Pool Operator	19.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.36
29020 - Hatch Tender	21.36
29030 - Line Handler	21.36
29041 - Stevedore I	20.25
29042 - Stevedore II	22.52

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		18.50
30022 - Archeological Technician II		20.70
30023 - Archeological Technician III		25.64
30030 - Cartographic Technician		25.64
30040 - Civil Engineering Technician		25.64
30051 - Cryogenic Technician I		28.40
30052 - Cryogenic Technician II		31.37
30061 - Drafter/CAD Operator I		18.50
30062 - Drafter/CAD Operator II		20.70
30063 - Drafter/CAD Operator III		23.08
30064 - Drafter/CAD Operator IV		28.40
30081 - Engineering Technician I		16.48
30082 - Engineering Technician II		18.50
30083 - Engineering Technician III		20.70
30084 - Engineering Technician IV		25.64
30085 - Engineering Technician V		31.37
30086 - Engineering Technician VI		37.95
30090 - Environmental Technician		25.64
30095 - Evidence Control Specialist		25.64
30210 - Laboratory Technician		23.08
30221 - Latent Fingerprint Technician I		28.40
30222 - Latent Fingerprint Technician II		31.37
30240 - Mathematical Technician		25.64
30361 - Paralegal/Legal Assistant I		16.86
30362 - Paralegal/Legal Assistant II		20.88
30363 - Paralegal/Legal Assistant III		25.55
30364 - Paralegal/Legal Assistant IV		30.91
30375 - Petroleum Supply Specialist		31.37
30390 - Photo-Optics Technician		25.64
30395 - Radiation Control Technician		31.37
30461 - Technical Writer I		25.64
30462 - Technical Writer II		31.37
30463 - Technical Writer III		37.95
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.40
30502 - Weather Forecaster II		34.55
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.08
30621 - Weather Observer Senior	(see 2)	25.64

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.83

31030 - Bus Driver	18.24
31043 - Driver Courier	15.16
31260 - Parking and Lot Attendant	15.06
31290 - Shuttle Bus Driver	16.25
31310 - Taxi Driver	11.38
31361 - Truckdriver Light	16.25
31362 - Truckdriver Medium	16.58
31363 - Truckdriver Heavy	21.90
31364 - Truckdriver Tractor-Trailer	21.90
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.52
99050 - Desk Clerk	9.38
99095 - Embalmer	25.36
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.37
99252 - Laboratory Animal Caretaker II	15.39
99260 - Marketing Analyst	27.72
99310 - Mortician	25.36
99410 - Pest Controller	20.66
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.02
99711 - Recycling Specialist	19.28
99730 - Refuse Collector	15.87
99810 - Sales Clerk	10.98
99820 - School Crossing Guard	15.73
99830 - Survey Party Chief	18.63
99831 - Surveying Aide	12.51
99832 - Surveying Technician	16.91
99840 - Vending Machine Attendant	18.56
99841 - Vending Machine Repairer	22.20
99842 - Vending Machine Repairer Helper	18.56

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5331
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oklahoma

Area: Oklahoma Counties of Atoka Bryan Carter Coal Garvin Hughes Johnston Love Marshall Murray Pontotoc Pottawatomie Seminole

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.19
01012 - Accounting Clerk II		14.81
01013 - Accounting Clerk III		18.54
01020 - Administrative Assistant		22.58
01035 - Court Reporter		18.46
01041 - Customer Service Representative I		11.13
01042 - Customer Service Representative II		12.51
01043 - Customer Service Representative III		13.65
01051 - Data Entry Operator I		14.97
01052 - Data Entry Operator II		16.33
01060 - Dispatcher Motor Vehicle		21.55
01070 - Document Preparation Clerk		13.46
01090 - Duplicating Machine Operator		13.46
01111 - General Clerk I		13.10

01112 - General Clerk II 14.30
01113 - General Clerk III 18.00
01120 - Housing Referral Assistant 18.77
01141 - Messenger Courier 12.34
01191 - Order Clerk I 13.98
01192 - Order Clerk II 15.49
01261 - Personnel Assistant (Employment) I 15.33
01262 - Personnel Assistant (Employment) II 17.15
01263 - Personnel Assistant (Employment) III 19.12
01270 - Production Control Clerk 21.75
01290 - Rental Clerk 14.52
01300 - Scheduler Maintenance 14.04
01311 - Secretary I 14.04
01312 - Secretary II 16.20
01313 - Secretary III 18.77
01320 - Service Order Dispatcher 19.26
01410 - Supply Technician 22.58
01420 - Survey Worker 17.05
01460 - Switchboard Operator/Receptionist 13.16
01531 - Travel Clerk I 12.83
01532 - Travel Clerk II 13.68
01533 - Travel Clerk III 14.28
01611 - Word Processor I 12.54
01612 - Word Processor II 14.07
01613 - Word Processor III 15.80
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.27
05010 - Automotive Electrician 17.24
05040 - Automotive Glass Installer 16.31
05070 - Automotive Worker 14.90
05110 - Mobile Equipment Servicer 13.22
05130 - Motor Equipment Metal Mechanic 16.68
05160 - Motor Equipment Metal Worker 14.90
05190 - Motor Vehicle Mechanic 16.68
05220 - Motor Vehicle Mechanic Helper 12.63
05250 - Motor Vehicle Upholstery Worker 14.06
05280 - Motor Vehicle Wrecker 14.90
05310 - Painter Automotive 15.80
05340 - Radiator Repair Specialist 14.90
05370 - Tire Repairer 13.78
05400 - Transmission Repair Specialist 16.68
07000 - Food Preparation And Service Occupations
07010 - Baker 11.29
07041 - Cook I 9.31
07042 - Cook II 10.56
07070 - Dishwasher 9.25
07130 - Food Service Worker 9.59
07210 - Meat Cutter 13.28
07260 - Waiter/Waitress 8.84
09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 16.18
09040 - Furniture Handler 10.83
09080 - Furniture Refinisher 16.18
09090 - Furniture Refinisher Helper 12.53
09110 - Furniture Repairer Minor 14.40
09130 - Upholsterer 16.18
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.52
11060 - Elevator Operator 11.13
11090 - Gardener 14.12
11122 - Housekeeping Aide 11.13
11150 - Janitor 11.13
11210 - Laborer Grounds Maintenance 11.38
11240 - Maid or Houseman 9.66
11260 - Pruner 10.52
11270 - Tractor Operator 13.16
11330 - Trail Maintenance Worker 11.38
11360 - Window Cleaner 12.04
12000 - Health Occupations
12010 - Ambulance Driver 15.25
12011 - Breath Alcohol Technician 17.53
12012 - Certified Occupational Therapist Assistant 30.57
12015 - Certified Physical Therapist Assistant 32.48
12020 - Dental Assistant 17.79
12025 - Dental Hygienist 37.34
12030 - EKG Technician 25.36
12035 - Electroneurodiagnostic Technologist 25.36
12040 - Emergency Medical Technician 15.25
12071 - Licensed Practical Nurse I 15.66
12072 - Licensed Practical Nurse II 17.53
12073 - Licensed Practical Nurse III 19.53
12100 - Medical Assistant 13.92
12130 - Medical Laboratory Technician 20.57
12160 - Medical Record Clerk 13.88
12190 - Medical Record Technician 15.53
12195 - Medical Transcriptionist 15.66
12210 - Nuclear Medicine Technologist 38.50
12221 - Nursing Assistant I 11.47
12222 - Nursing Assistant II 12.90
12223 - Nursing Assistant III 14.07
12224 - Nursing Assistant IV 15.79
12235 - Optical Dispenser 14.41
12236 - Optical Technician 15.66
12250 - Pharmacy Technician 16.23
12280 - Phlebotomist 13.85
12305 - Radiologic Technologist 24.01
12311 - Registered Nurse I 27.48
12312 - Registered Nurse II 30.22
12313 - Registered Nurse II Specialist 30.22
12314 - Registered Nurse III 36.56

12315 - Registered Nurse III Anesthetist		36.56
12316 - Registered Nurse IV		43.82
12317 - Scheduler (Drug and Alcohol Testing)		21.71
12320 - Substance Abuse Treatment Counselor		20.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.53
13012 - Exhibits Specialist II		20.67
13013 - Exhibits Specialist III		24.88
13041 - Illustrator I		20.86
13042 - Illustrator II		25.12
13043 - Illustrator III		30.74
13047 - Librarian		20.37
13050 - Library Aide/Clerk		13.11
13054 - Library Information Technology Systems Administrator		18.40
13058 - Library Technician		13.77
13061 - Media Specialist I		13.27
13062 - Media Specialist II		14.85
13063 - Media Specialist III		16.56
13071 - Photographer I		13.27
13072 - Photographer II		15.16
13073 - Photographer III		18.78
13074 - Photographer IV		22.98
13075 - Photographer V		27.80
13090 - Technical Order Library Clerk		16.47
13110 - Video Teleconference Technician		14.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.74
14043 - Computer Operator III		18.70
14044 - Computer Operator IV		20.75
14045 - Computer Operator V		22.97
14071 - Computer Programmer I	(see 1)	24.07
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		16.40
14160 - Personal Computer Support Technician		22.83
14170 - System Support Specialist		28.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.92
15020 - Aircrew Training Devices Instructor (Rated)		36.20
15030 - Air Crew Training Devices Instructor (Pilot)		42.81
15050 - Computer Based Training Specialist / Instructor		29.92
15060 - Educational Technologist		27.48
15070 - Flight Instructor (Pilot)		42.81
15080 - Graphic Artist		20.81

15085 - Maintenance Test Pilot Fixed Jet/Prop 42.81
15086 - Maintenance Test Pilot Rotary Wing 42.81
15088 - Non-Maintenance Test/Co-Pilot 42.81
15090 - Technical Instructor 17.74
15095 - Technical Instructor/Course Developer 21.70
15110 - Test Proctor 15.76
15120 - Tutor 15.76
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.61
16030 - Counter Attendant 9.61
16040 - Dry Cleaner 12.25
16070 - Finisher Flatwork Machine 9.61
16090 - Presser Hand 9.61
16110 - Presser Machine Drycleaning 9.61
16130 - Presser Machine Shirts 9.61
16160 - Presser Machine Wearing Apparel Laundry 9.61
16190 - Sewing Machine Operator 13.13
16220 - Tailor 14.01
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.95
19040 - Tool And Die Maker 29.92
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.03
21030 - Material Coordinator 22.82
21040 - Material Expediter 22.82
21050 - Material Handling Laborer 14.77
21071 - Order Filler 12.77
21080 - Production Line Worker (Food Processing) 18.03
21110 - Shipping Packer 16.78
21130 - Shipping/Receiving Clerk 16.78
21140 - Store Worker I 14.20
21150 - Stock Clerk 18.20
21210 - Tools And Parts Attendant 18.03
21410 - Warehouse Specialist 18.03
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.37
23019 - Aircraft Logs and Records Technician 19.19
23021 - Aircraft Mechanic I 23.35
23022 - Aircraft Mechanic II 24.37
23023 - Aircraft Mechanic III 25.40
23040 - Aircraft Mechanic Helper 16.96
23050 - Aircraft Painter 21.33
23060 - Aircraft Servicer 19.19
23070 - Aircraft Survival Flight Equipment Technician 21.33
23080 - Aircraft Worker 20.33
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.33
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.35

23110 - Appliance Mechanic 22.09
23120 - Bicycle Repairer 18.44
23125 - Cable Splicer 27.59
23130 - Carpenter Maintenance 21.80
23140 - Carpet Layer 20.91
23160 - Electrician Maintenance 26.96
23181 - Electronics Technician Maintenance I 26.12
23182 - Electronics Technician Maintenance II 27.68
23183 - Electronics Technician Maintenance III 29.20
23260 - Fabric Worker 19.73
23290 - Fire Alarm System Mechanic 23.41
23310 - Fire Extinguisher Repairer 18.44
23311 - Fuel Distribution System Mechanic 31.58
23312 - Fuel Distribution System Operator 23.95
23370 - General Maintenance Worker 17.04
23380 - Ground Support Equipment Mechanic 23.35
23381 - Ground Support Equipment Servicer 19.19
23382 - Ground Support Equipment Worker 20.33
23391 - Gunsmith I 18.44
23392 - Gunsmith II 20.91
23393 - Gunsmith III 23.41
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.63
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.65
23430 - Heavy Equipment Mechanic 20.81
23440 - Heavy Equipment Operator 18.50
23460 - Instrument Mechanic 24.92
23465 - Laboratory/Shelter Mechanic 22.18
23470 - Laborer 14.77
23510 - Locksmith 22.18
23530 - Machinery Maintenance Mechanic 27.42
23550 - Machinist Maintenance 21.07
23580 - Maintenance Trades Helper 14.15
23591 - Metrology Technician I 24.92
23592 - Metrology Technician II 25.98
23593 - Metrology Technician III 27.08
23640 - Millwright 25.66
23710 - Office Appliance Repairer 19.09
23760 - Painter Maintenance 18.21
23790 - Pipefitter Maintenance 21.97
23810 - Plumber Maintenance 21.12
23820 - Pneudraulic Systems Mechanic 23.41
23850 - Rigger 24.94
23870 - Scale Mechanic 20.91
23890 - Sheet-Metal Worker Maintenance 22.11
23910 - Small Engine Mechanic 18.74
23931 - Telecommunications Mechanic I 22.77
23932 - Telecommunications Mechanic II 23.76
23950 - Telephone Lineman 26.81

23960 - Welder Combination Maintenance		18.92
23965 - Well Driller		23.41
23970 - Woodcraft Worker		23.41
23980 - Woodworker		18.44
24000 - Personal Needs Occupations		
24550 - Case Manager		14.27
24570 - Child Care Attendant		9.60
24580 - Child Care Center Clerk		13.27
24610 - Chore Aide		9.25
24620 - Family Readiness And Support Services Coordinator		14.27
24630 - Homemaker		15.64
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.41
25040 - Sewage Plant Operator		17.71
25070 - Stationary Engineer		23.41
25190 - Ventilation Equipment Tender		17.17
25210 - Water Treatment Plant Operator		17.71
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.88
27007 - Baggage Inspector		14.67
27008 - Corrections Officer		15.88
27010 - Court Security Officer		20.62
27030 - Detection Dog Handler		16.42
27040 - Detention Officer		15.88
27070 - Firefighter		24.14
27101 - Guard I		14.67
27102 - Guard II		16.42
27131 - Police Officer I		23.19
27132 - Police Officer II		25.77
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.45
28042 - Carnival Equipment Repairer		12.30
28043 - Carnival Worker		9.15
28210 - Gate Attendant/Gate Tender		14.45
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		16.45
28510 - Recreation Aide/Health Facility Attendant		11.80
28515 - Recreation Specialist		19.72
28630 - Sports Official		12.88
28690 - Swimming Pool Operator		18.41
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.85
29020 - Hatch Tender		26.85
29030 - Line Handler		26.85
29041 - Stevedore I		25.33
29042 - Stevedore II		28.47
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.25
30022 - Archeological Technician II 20.36
30023 - Archeological Technician III 25.22
30030 - Cartographic Technician 25.22
30040 - Civil Engineering Technician 24.94
30051 - Cryogenic Technician I 25.90
30052 - Cryogenic Technician II 28.60
30061 - Drafter/CAD Operator I 17.25
30062 - Drafter/CAD Operator II 20.36
30063 - Drafter/CAD Operator III 22.71
30064 - Drafter/CAD Operator IV 26.48
30081 - Engineering Technician I 19.05
30082 - Engineering Technician II 21.83
30083 - Engineering Technician III 23.92
30084 - Engineering Technician IV 29.64
30085 - Engineering Technician V 36.26
30086 - Engineering Technician VI 43.86
30090 - Environmental Technician 23.38
30095 - Evidence Control Specialist 23.38
30210 - Laboratory Technician 24.10
30221 - Latent Fingerprint Technician I 25.90
30222 - Latent Fingerprint Technician II 28.60
30240 - Mathematical Technician 25.23
30361 - Paralegal/Legal Assistant I 18.67
30362 - Paralegal/Legal Assistant II 23.12
30363 - Paralegal/Legal Assistant III 28.28
30364 - Paralegal/Legal Assistant IV 34.22
30375 - Petroleum Supply Specialist 28.60
30390 - Photo-Optics Technician 25.22
30395 - Radiation Control Technician 28.60
30461 - Technical Writer I 23.78
30462 - Technical Writer II 29.08
30463 - Technical Writer III 35.19
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.48
30502 - Weather Forecaster II 32.21
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.71
30621 - Weather Observer Senior (see 2) 25.22
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.92
31030 - Bus Driver 17.74
31043 - Driver Courier 15.55
31260 - Parking and Lot Attendant 10.68

31290 - Shuttle Bus Driver	16.71
31310 - Taxi Driver	10.60
31361 - Truckdriver Light	16.71
31362 - Truckdriver Medium	17.87
31363 - Truckdriver Heavy	21.55
31364 - Truckdriver Tractor-Trailer	21.55
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.65
99050 - Desk Clerk	10.00
99095 - Embalmer	26.02
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.94
99252 - Laboratory Animal Caretaker II	13.75
99260 - Marketing Analyst	22.67
99310 - Mortician	26.02
99410 - Pest Controller	15.54
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.53
99711 - Recycling Specialist	17.42
99730 - Refuse Collector	14.64
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	13.17
99830 - Survey Party Chief	26.08
99831 - Surveying Aide	14.66
99832 - Surveying Technician	23.09
99840 - Vending Machine Attendant	12.76
99841 - Vending Machine Repairer	15.53
99842 - Vending Machine Repairer Helper	12.76

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5332
Revision No.: 14
Date Of Last Revision: 06/03/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oklahoma

Area: Oklahoma Counties of Atoka Bryan Carter Coal Garvin Hughes Johnston Love Marshall Murray Pontotoc Pottawatomie Seminole

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.19
01012 - Accounting Clerk II		14.81
01013 - Accounting Clerk III		18.54
01020 - Administrative Assistant		22.58
01035 - Court Reporter		18.46
01041 - Customer Service Representative I		11.13
01042 - Customer Service Representative II		12.51
01043 - Customer Service Representative III		13.65
01051 - Data Entry Operator I		14.97
01052 - Data Entry Operator II		16.33
01060 - Dispatcher Motor Vehicle		21.55

01070 - Document Preparation Clerk 13.46
01090 - Duplicating Machine Operator 13.46
01111 - General Clerk I 13.10
01112 - General Clerk II 14.30
01113 - General Clerk III 18.00
01120 - Housing Referral Assistant 18.77
01141 - Messenger Courier 12.34
01191 - Order Clerk I 13.98
01192 - Order Clerk II 15.49
01261 - Personnel Assistant (Employment) I 15.33
01262 - Personnel Assistant (Employment) II 17.15
01263 - Personnel Assistant (Employment) III 19.12
01270 - Production Control Clerk 21.75
01290 - Rental Clerk 14.52
01300 - Scheduler Maintenance 14.04
01311 - Secretary I 14.04
01312 - Secretary II 16.20
01313 - Secretary III 18.77
01320 - Service Order Dispatcher 19.26
01410 - Supply Technician 22.58
01420 - Survey Worker 17.05
01460 - Switchboard Operator/Receptionist 13.16
01531 - Travel Clerk I 12.83
01532 - Travel Clerk II 13.68
01533 - Travel Clerk III 14.28
01611 - Word Processor I 12.54
01612 - Word Processor II 14.07
01613 - Word Processor III 15.80
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.27
05010 - Automotive Electrician 17.24
05040 - Automotive Glass Installer 16.31
05070 - Automotive Worker 14.90
05110 - Mobile Equipment Servicer 13.22
05130 - Motor Equipment Metal Mechanic 16.68
05160 - Motor Equipment Metal Worker 14.90
05190 - Motor Vehicle Mechanic 16.68
05220 - Motor Vehicle Mechanic Helper 12.63
05250 - Motor Vehicle Upholstery Worker 14.06
05280 - Motor Vehicle Wrecker 14.90
05310 - Painter Automotive 15.80
05340 - Radiator Repair Specialist 14.90
05370 - Tire Repairer 13.78
05400 - Transmission Repair Specialist 16.68
07000 - Food Preparation And Service Occupations
07010 - Baker 11.29
07041 - Cook I 9.31
07042 - Cook II 10.56
07070 - Dishwasher 9.25
07130 - Food Service Worker 9.59

07210 - Meat Cutter	13.28
07260 - Waiter/Waitress	8.84
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.18
09040 - Furniture Handler	10.83
09080 - Furniture Refinisher	16.18
09090 - Furniture Refinisher Helper	12.53
09110 - Furniture Repairer Minor	14.40
09130 - Upholsterer	16.18
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.52
11060 - Elevator Operator	11.13
11090 - Gardener	14.12
11122 - Housekeeping Aide	11.13
11150 - Janitor	11.13
11210 - Laborer Grounds Maintenance	11.38
11240 - Maid or Houseman	9.66
11260 - Pruner	10.52
11270 - Tractor Operator	13.16
11330 - Trail Maintenance Worker	11.38
11360 - Window Cleaner	12.04
12000 - Health Occupations	
12010 - Ambulance Driver	15.25
12011 - Breath Alcohol Technician	17.53
12012 - Certified Occupational Therapist Assistant	30.57
12015 - Certified Physical Therapist Assistant	32.48
12020 - Dental Assistant	17.79
12025 - Dental Hygienist	37.34
12030 - EKG Technician	25.36
12035 - Electroneurodiagnostic Technologist	25.36
12040 - Emergency Medical Technician	15.25
12071 - Licensed Practical Nurse I	15.66
12072 - Licensed Practical Nurse II	17.53
12073 - Licensed Practical Nurse III	19.53
12100 - Medical Assistant	13.92
12130 - Medical Laboratory Technician	20.57
12160 - Medical Record Clerk	13.88
12190 - Medical Record Technician	15.53
12195 - Medical Transcriptionist	15.66
12210 - Nuclear Medicine Technologist	38.50
12221 - Nursing Assistant I	11.47
12222 - Nursing Assistant II	12.90
12223 - Nursing Assistant III	14.07
12224 - Nursing Assistant IV	15.79
12235 - Optical Dispenser	14.41
12236 - Optical Technician	15.66
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	13.85
12305 - Radiologic Technologist	24.01
12311 - Registered Nurse I	27.48

12312 - Registered Nurse II		30.22
12313 - Registered Nurse II Specialist		30.22
12314 - Registered Nurse III		36.56
12315 - Registered Nurse III Anesthetist		36.56
12316 - Registered Nurse IV		43.82
12317 - Scheduler (Drug and Alcohol Testing)		21.71
12320 - Substance Abuse Treatment Counselor		20.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.53
13012 - Exhibits Specialist II		20.67
13013 - Exhibits Specialist III		24.88
13041 - Illustrator I		20.86
13042 - Illustrator II		25.12
13043 - Illustrator III		30.74
13047 - Librarian		20.37
13050 - Library Aide/Clerk		13.11
13054 - Library Information Technology Systems Administrator		18.40
13058 - Library Technician		13.77
13061 - Media Specialist I		13.27
13062 - Media Specialist II		14.85
13063 - Media Specialist III		16.56
13071 - Photographer I		13.27
13072 - Photographer II		15.16
13073 - Photographer III		18.78
13074 - Photographer IV		22.98
13075 - Photographer V		27.80
13090 - Technical Order Library Clerk		16.47
13110 - Video Teleconference Technician		14.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.74
14043 - Computer Operator III		18.70
14044 - Computer Operator IV		20.75
14045 - Computer Operator V		22.97
14071 - Computer Programmer I	(see 1)	24.07
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		16.40
14160 - Personal Computer Support Technician		22.83
14170 - System Support Specialist		28.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.92
15020 - Aircrew Training Devices Instructor (Rated)		36.20
15030 - Air Crew Training Devices Instructor (Pilot)		42.81
15050 - Computer Based Training Specialist / Instructor		29.92

15060 - Educational Technologist 27.48
15070 - Flight Instructor (Pilot) 42.81
15080 - Graphic Artist 20.81
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.81
15086 - Maintenance Test Pilot Rotary Wing 42.81
15088 - Non-Maintenance Test/Co-Pilot 42.81
15090 - Technical Instructor 17.74
15095 - Technical Instructor/Course Developer 21.70
15110 - Test Proctor 15.76
15120 - Tutor 15.76
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.61
16030 - Counter Attendant 9.61
16040 - Dry Cleaner 12.25
16070 - Finisher Flatwork Machine 9.61
16090 - Presser Hand 9.61
16110 - Presser Machine Drycleaning 9.61
16130 - Presser Machine Shirts 9.61
16160 - Presser Machine Wearing Apparel Laundry 9.61
16190 - Sewing Machine Operator 13.13
16220 - Tailor 14.01
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.95
19040 - Tool And Die Maker 29.92
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.03
21030 - Material Coordinator 22.82
21040 - Material Expediter 22.82
21050 - Material Handling Laborer 14.77
21071 - Order Filler 12.77
21080 - Production Line Worker (Food Processing) 18.03
21110 - Shipping Packer 16.78
21130 - Shipping/Receiving Clerk 16.78
21140 - Store Worker I 14.20
21150 - Stock Clerk 18.20
21210 - Tools And Parts Attendant 18.03
21410 - Warehouse Specialist 18.03
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.37
23019 - Aircraft Logs and Records Technician 19.19
23021 - Aircraft Mechanic I 23.35
23022 - Aircraft Mechanic II 24.37
23023 - Aircraft Mechanic III 25.40
23040 - Aircraft Mechanic Helper 16.96
23050 - Aircraft Painter 21.33
23060 - Aircraft Servicer 19.19
23070 - Aircraft Survival Flight Equipment Technician 21.33
23080 - Aircraft Worker 20.33
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 20.33

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 23.35
II
23110 - Appliance Mechanic 22.09
23120 - Bicycle Repairer 18.44
23125 - Cable Splicer 27.59
23130 - Carpenter Maintenance 21.80
23140 - Carpet Layer 20.91
23160 - Electrician Maintenance 26.96
23181 - Electronics Technician Maintenance I 26.12
23182 - Electronics Technician Maintenance II 27.68
23183 - Electronics Technician Maintenance III 29.20
23260 - Fabric Worker 19.73
23290 - Fire Alarm System Mechanic 23.41
23310 - Fire Extinguisher Repairer 18.44
23311 - Fuel Distribution System Mechanic 31.58
23312 - Fuel Distribution System Operator 23.95
23370 - General Maintenance Worker 17.04
23380 - Ground Support Equipment Mechanic 23.35
23381 - Ground Support Equipment Servicer 19.19
23382 - Ground Support Equipment Worker 20.33
23391 - Gunsmith I 18.44
23392 - Gunsmith II 20.91
23393 - Gunsmith III 23.41
23410 - Heating Ventilation And Air-Conditioning 20.63
Mechanic
23411 - Heating Ventilation And Air Contidioning 21.65
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 20.81
23440 - Heavy Equipment Operator 18.50
23460 - Instrument Mechanic 24.92
23465 - Laboratory/Shelter Mechanic 22.18
23470 - Laborer 14.77
23510 - Locksmith 22.18
23530 - Machinery Maintenance Mechanic 27.42
23550 - Machinist Maintenance 21.07
23580 - Maintenance Trades Helper 14.15
23591 - Metrology Technician I 24.92
23592 - Metrology Technician II 25.98
23593 - Metrology Technician III 27.08
23640 - Millwright 25.66
23710 - Office Appliance Repairer 19.09
23760 - Painter Maintenance 18.21
23790 - Pipefitter Maintenance 21.97
23810 - Plumber Maintenance 21.12
23820 - Pneudraulic Systems Mechanic 23.41
23850 - Rigger 24.94
23870 - Scale Mechanic 20.91
23890 - Sheet-Metal Worker Maintenance 22.11
23910 - Small Engine Mechanic 18.74

23931 - Telecommunications Mechanic I	22.77
23932 - Telecommunications Mechanic II	23.76
23950 - Telephone Lineman	26.81
23960 - Welder Combination Maintenance	18.92
23965 - Well Driller	23.41
23970 - Woodcraft Worker	23.41
23980 - Woodworker	18.44
24000 - Personal Needs Occupations	
24550 - Case Manager	14.27
24570 - Child Care Attendant	9.60
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	9.25
24620 - Family Readiness And Support Services Coordinator	14.27
24630 - Homemaker	15.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.41
25040 - Sewage Plant Operator	17.71
25070 - Stationary Engineer	23.41
25190 - Ventilation Equipment Tender	17.17
25210 - Water Treatment Plant Operator	17.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.88
27007 - Baggage Inspector	14.67
27008 - Corrections Officer	15.88
27010 - Court Security Officer	20.62
27030 - Detection Dog Handler	16.42
27040 - Detention Officer	15.88
27070 - Firefighter	24.14
27101 - Guard I	14.67
27102 - Guard II	16.42
27131 - Police Officer I	23.19
27132 - Police Officer II	25.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.45
28042 - Carnival Equipment Repairer	12.30
28043 - Carnival Worker	9.15
28210 - Gate Attendant/Gate Tender	14.45
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.45
28510 - Recreation Aide/Health Facility Attendant	11.80
28515 - Recreation Specialist	19.72
28630 - Sports Official	12.88
28690 - Swimming Pool Operator	18.41
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.85
29020 - Hatch Tender	26.85
29030 - Line Handler	26.85
29041 - Stevedore I	25.33
29042 - Stevedore II	28.47

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		17.25
30022 - Archeological Technician II		20.36
30023 - Archeological Technician III		25.22
30030 - Cartographic Technician		25.22
30040 - Civil Engineering Technician		24.94
30051 - Cryogenic Technician I		25.90
30052 - Cryogenic Technician II		28.60
30061 - Drafter/CAD Operator I		17.25
30062 - Drafter/CAD Operator II		20.36
30063 - Drafter/CAD Operator III		22.71
30064 - Drafter/CAD Operator IV		26.48
30081 - Engineering Technician I		19.05
30082 - Engineering Technician II		21.83
30083 - Engineering Technician III		23.92
30084 - Engineering Technician IV		29.64
30085 - Engineering Technician V		36.26
30086 - Engineering Technician VI		43.86
30090 - Environmental Technician		23.38
30095 - Evidence Control Specialist		23.38
30210 - Laboratory Technician		24.10
30221 - Latent Fingerprint Technician I		25.90
30222 - Latent Fingerprint Technician II		28.60
30240 - Mathematical Technician		25.23
30361 - Paralegal/Legal Assistant I		18.67
30362 - Paralegal/Legal Assistant II		23.12
30363 - Paralegal/Legal Assistant III		28.28
30364 - Paralegal/Legal Assistant IV		34.22
30375 - Petroleum Supply Specialist		28.60
30390 - Photo-Optics Technician		25.22
30395 - Radiation Control Technician		28.60
30461 - Technical Writer I		23.78
30462 - Technical Writer II		29.08
30463 - Technical Writer III		35.19
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.48
30502 - Weather Forecaster II		32.21
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.71
30621 - Weather Observer Senior	(see 2)	25.22

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.92

31030 - Bus Driver	17.74
31043 - Driver Courier	15.55
31260 - Parking and Lot Attendant	10.68
31290 - Shuttle Bus Driver	16.71
31310 - Taxi Driver	10.60
31361 - Truckdriver Light	16.71
31362 - Truckdriver Medium	17.87
31363 - Truckdriver Heavy	21.55
31364 - Truckdriver Tractor-Trailer	21.55
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.65
99050 - Desk Clerk	10.00
99095 - Embalmer	26.02
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.94
99252 - Laboratory Animal Caretaker II	13.75
99260 - Marketing Analyst	22.67
99310 - Mortician	26.02
99410 - Pest Controller	15.54
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.53
99711 - Recycling Specialist	17.42
99730 - Refuse Collector	14.64
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	13.17
99830 - Survey Party Chief	26.08
99831 - Surveying Aide	14.66
99832 - Surveying Technician	23.09
99840 - Vending Machine Attendant	12.76
99841 - Vending Machine Repairer	15.53
99842 - Vending Machine Repairer Helper	12.76

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5333
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oklahoma

Area: Oklahoma Counties of Choctaw Haskell Latimer McCurtain Pittsburg Pushmataha

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.19
01012 - Accounting Clerk II		16.57
01013 - Accounting Clerk III		18.54
01020 - Administrative Assistant		19.10
01035 - Court Reporter		19.66
01041 - Customer Service Representative I		11.13
01042 - Customer Service Representative II		12.51
01043 - Customer Service Representative III		13.65
01051 - Data Entry Operator I		14.97
01052 - Data Entry Operator II		16.33
01060 - Dispatcher Motor Vehicle		21.55
01070 - Document Preparation Clerk		12.66
01090 - Duplicating Machine Operator		12.66
01111 - General Clerk I		11.94

01112 - General Clerk II	13.03
01113 - General Clerk III	16.83
01120 - Housing Referral Assistant	17.38
01141 - Messenger Courier	12.89
01191 - Order Clerk I	13.01
01192 - Order Clerk II	15.17
01261 - Personnel Assistant (Employment) I	15.33
01262 - Personnel Assistant (Employment) II	17.15
01263 - Personnel Assistant (Employment) III	19.12
01270 - Production Control Clerk	21.74
01290 - Rental Clerk	14.52
01300 - Scheduler Maintenance	13.93
01311 - Secretary I	13.93
01312 - Secretary II	15.59
01313 - Secretary III	17.38
01320 - Service Order Dispatcher	19.26
01410 - Supply Technician	19.10
01420 - Survey Worker	15.08
01460 - Switchboard Operator/Receptionist	13.16
01531 - Travel Clerk I	12.83
01532 - Travel Clerk II	13.68
01533 - Travel Clerk III	14.28
01611 - Word Processor I	12.41
01612 - Word Processor II	13.93
01613 - Word Processor III	15.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.27
05010 - Automotive Electrician	18.19
05040 - Automotive Glass Installer	17.24
05070 - Automotive Worker	17.24
05110 - Mobile Equipment Servicer	15.14
05130 - Motor Equipment Metal Mechanic	19.15
05160 - Motor Equipment Metal Worker	17.24
05190 - Motor Vehicle Mechanic	17.91
05220 - Motor Vehicle Mechanic Helper	13.98
05250 - Motor Vehicle Upholstery Worker	16.08
05280 - Motor Vehicle Wrecker	17.19
05310 - Painter Automotive	18.22
05340 - Radiator Repair Specialist	17.24
05370 - Tire Repairer	13.78
05400 - Transmission Repair Specialist	19.15
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.29
07041 - Cook I	9.79
07042 - Cook II	11.11
07070 - Dishwasher	9.25
07130 - Food Service Worker	9.59
07210 - Meat Cutter	12.68
07260 - Waiter/Waitress	8.84
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 16.54
09040 - Furniture Handler 11.67
09080 - Furniture Refinisher 16.54
09090 - Furniture Refinisher Helper 13.06
09110 - Furniture Repairer Minor 14.73
09130 - Upholsterer 16.54
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.52
11060 - Elevator Operator 11.13
11090 - Gardener 14.12
11122 - Housekeeping Aide 11.13
11150 - Janitor 11.13
11210 - Laborer Grounds Maintenance 11.38
11240 - Maid or Houseman 9.66
11260 - Pruner 10.52
11270 - Tractor Operator 13.16
11330 - Trail Maintenance Worker 11.38
11360 - Window Cleaner 12.04
12000 - Health Occupations
12010 - Ambulance Driver 15.25
12011 - Breath Alcohol Technician 17.53
12012 - Certified Occupational Therapist Assistant 29.72
12015 - Certified Physical Therapist Assistant 32.48
12020 - Dental Assistant 17.79
12025 - Dental Hygienist 37.34
12030 - EKG Technician 24.60
12035 - Electroneurodiagnostic Technologist 24.60
12040 - Emergency Medical Technician 15.25
12071 - Licensed Practical Nurse I 15.66
12072 - Licensed Practical Nurse II 17.53
12073 - Licensed Practical Nurse III 19.53
12100 - Medical Assistant 13.92
12130 - Medical Laboratory Technician 18.84
12160 - Medical Record Clerk 13.67
12190 - Medical Record Technician 15.30
12195 - Medical Transcriptionist 15.66
12210 - Nuclear Medicine Technologist 38.50
12221 - Nursing Assistant I 11.47
12222 - Nursing Assistant II 12.90
12223 - Nursing Assistant III 14.07
12224 - Nursing Assistant IV 15.79
12235 - Optical Dispenser 14.54
12236 - Optical Technician 15.66
12250 - Pharmacy Technician 15.24
12280 - Phlebotomist 13.85
12305 - Radiologic Technologist 24.01
12311 - Registered Nurse I 23.85
12312 - Registered Nurse II 29.18
12313 - Registered Nurse II Specialist 29.18
12314 - Registered Nurse III 35.30

12315 - Registered Nurse III Anesthetist		35.30
12316 - Registered Nurse IV		42.31
12317 - Scheduler (Drug and Alcohol Testing)		21.71
12320 - Substance Abuse Treatment Counselor		20.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.95
13012 - Exhibits Specialist II		22.25
13013 - Exhibits Specialist III		27.23
13041 - Illustrator I		18.95
13042 - Illustrator II		22.25
13043 - Illustrator III		27.23
13047 - Librarian		20.68
13050 - Library Aide/Clerk		11.89
13054 - Library Information Technology Systems Administrator		19.12
13058 - Library Technician		13.77
13061 - Media Specialist I		13.50
13062 - Media Specialist II		15.11
13063 - Media Specialist III		16.84
13071 - Photographer I		15.06
13072 - Photographer II		17.50
13073 - Photographer III		20.54
13074 - Photographer IV		25.14
13075 - Photographer V		30.42
13090 - Technical Order Library Clerk		16.47
13110 - Video Teleconference Technician		15.24
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.73
14043 - Computer Operator III		23.75
14044 - Computer Operator IV		27.62
14045 - Computer Operator V		30.38
14071 - Computer Programmer I	(see 1)	22.27
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		16.18
14160 - Personal Computer Support Technician		28.80
14170 - System Support Specialist		28.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.53
15020 - Aircrew Training Devices Instructor (Rated)		35.72
15030 - Air Crew Training Devices Instructor (Pilot)		42.81
15050 - Computer Based Training Specialist / Instructor		29.53
15060 - Educational Technologist		28.58
15070 - Flight Instructor (Pilot)		42.81
15080 - Graphic Artist		19.06

15085 - Maintenance Test Pilot Fixed Jet/Prop 42.81
15086 - Maintenance Test Pilot Rotary Wing 42.81
15088 - Non-Maintenance Test/Co-Pilot 42.81
15090 - Technical Instructor 18.16
15095 - Technical Instructor/Course Developer 22.74
15110 - Test Proctor 14.65
15120 - Tutor 14.65
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.61
16030 - Counter Attendant 9.61
16040 - Dry Cleaner 12.25
16070 - Finisher Flatwork Machine 9.61
16090 - Presser Hand 9.61
16110 - Presser Machine Drycleaning 9.61
16130 - Presser Machine Shirts 9.61
16160 - Presser Machine Wearing Apparel Laundry 9.61
16190 - Sewing Machine Operator 13.13
16220 - Tailor 14.01
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.71
19040 - Tool And Die Maker 28.72
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.03
21030 - Material Coordinator 21.74
21040 - Material Expediter 21.74
21050 - Material Handling Laborer 14.69
21071 - Order Filler 12.54
21080 - Production Line Worker (Food Processing) 18.03
21110 - Shipping Packer 16.78
21130 - Shipping/Receiving Clerk 16.78
21140 - Store Worker I 14.20
21150 - Stock Clerk 18.20
21210 - Tools And Parts Attendant 18.03
21410 - Warehouse Specialist 18.03
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.62
23019 - Aircraft Logs and Records Technician 18.98
23021 - Aircraft Mechanic I 22.50
23022 - Aircraft Mechanic II 23.62
23023 - Aircraft Mechanic III 24.77
23040 - Aircraft Mechanic Helper 16.51
23050 - Aircraft Painter 21.33
23060 - Aircraft Servicer 18.98
23070 - Aircraft Survival Flight Equipment Technician 21.33
23080 - Aircraft Worker 20.13
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.13
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.50

23110 - Appliance Mechanic 22.18
23120 - Bicycle Repairer 18.44
23125 - Cable Splicer 26.99
23130 - Carpenter Maintenance 21.80
23140 - Carpet Layer 20.91
23160 - Electrician Maintenance 26.96
23181 - Electronics Technician Maintenance I 26.12
23182 - Electronics Technician Maintenance II 27.68
23183 - Electronics Technician Maintenance III 29.20
23260 - Fabric Worker 19.73
23290 - Fire Alarm System Mechanic 23.41
23310 - Fire Extinguisher Repairer 18.44
23311 - Fuel Distribution System Mechanic 28.26
23312 - Fuel Distribution System Operator 22.98
23370 - General Maintenance Worker 16.16
23380 - Ground Support Equipment Mechanic 22.50
23381 - Ground Support Equipment Servicer 18.98
23382 - Ground Support Equipment Worker 20.13
23391 - Gunsmith I 18.44
23392 - Gunsmith II 20.91
23393 - Gunsmith III 23.41
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.63
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.65
23430 - Heavy Equipment Mechanic 21.38
23440 - Heavy Equipment Operator 18.06
23460 - Instrument Mechanic 23.41
23465 - Laboratory/Shelter Mechanic 22.18
23470 - Laborer 14.69
23510 - Locksmith 22.18
23530 - Machinery Maintenance Mechanic 27.42
23550 - Machinist Maintenance 21.07
23580 - Maintenance Trades Helper 14.15
23591 - Metrology Technician I 23.41
23592 - Metrology Technician II 24.58
23593 - Metrology Technician III 25.77
23640 - Millwright 25.86
23710 - Office Appliance Repairer 19.68
23760 - Painter Maintenance 18.21
23790 - Pipefitter Maintenance 21.77
23810 - Plumber Maintenance 20.63
23820 - Pneudraulic Systems Mechanic 23.41
23850 - Rigger 24.94
23870 - Scale Mechanic 20.91
23890 - Sheet-Metal Worker Maintenance 17.41
23910 - Small Engine Mechanic 18.17
23931 - Telecommunications Mechanic I 25.74
23932 - Telecommunications Mechanic II 27.10
23950 - Telephone Lineman 27.01

23960 - Welder Combination Maintenance		18.32
23965 - Well Driller		23.41
23970 - Woodcraft Worker		23.41
23980 - Woodworker		18.44
24000 - Personal Needs Occupations		
24550 - Case Manager		14.48
24570 - Child Care Attendant		10.22
24580 - Child Care Center Clerk		13.07
24610 - Chore Aide		9.25
24620 - Family Readiness And Support Services Coordinator		14.48
24630 - Homemaker		16.29
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.41
25040 - Sewage Plant Operator		17.71
25070 - Stationary Engineer		23.41
25190 - Ventilation Equipment Tender		17.17
25210 - Water Treatment Plant Operator		17.71
27000 - Protective Service Occupations		
27004 - Alarm Monitor		13.85
27007 - Baggage Inspector		14.67
27008 - Corrections Officer		15.88
27010 - Court Security Officer		18.38
27030 - Detection Dog Handler		16.42
27040 - Detention Officer		15.88
27070 - Firefighter		21.37
27101 - Guard I		14.67
27102 - Guard II		16.42
27131 - Police Officer I		18.67
27132 - Police Officer II		20.74
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.88
28042 - Carnival Equipment Repairer		12.87
28043 - Carnival Worker		9.15
28210 - Gate Attendant/Gate Tender		14.70
28310 - Lifeguard		11.48
28350 - Park Attendant (Aide)		16.45
28510 - Recreation Aide/Health Facility Attendant		12.00
28515 - Recreation Specialist		18.85
28630 - Sports Official		13.09
28690 - Swimming Pool Operator		17.25
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.70
29020 - Hatch Tender		25.70
29030 - Line Handler		25.70
29041 - Stevedore I		24.48
29042 - Stevedore II		27.07
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.97
30022 - Archeological Technician II 20.87
30023 - Archeological Technician III 25.85
30030 - Cartographic Technician 25.85
30040 - Civil Engineering Technician 24.94
30051 - Cryogenic Technician I 25.90
30052 - Cryogenic Technician II 28.60
30061 - Drafter/CAD Operator I 17.97
30062 - Drafter/CAD Operator II 20.87
30063 - Drafter/CAD Operator III 23.28
30064 - Drafter/CAD Operator IV 28.64
30081 - Engineering Technician I 17.13
30082 - Engineering Technician II 19.23
30083 - Engineering Technician III 21.51
30084 - Engineering Technician IV 26.65
30085 - Engineering Technician V 32.59
30086 - Engineering Technician VI 39.44
30090 - Environmental Technician 23.38
30095 - Evidence Control Specialist 23.38
30210 - Laboratory Technician 24.86
30221 - Latent Fingerprint Technician I 25.90
30222 - Latent Fingerprint Technician II 28.60
30240 - Mathematical Technician 25.85
30361 - Paralegal/Legal Assistant I 18.26
30362 - Paralegal/Legal Assistant II 21.08
30363 - Paralegal/Legal Assistant III 24.49
30364 - Paralegal/Legal Assistant IV 31.22
30375 - Petroleum Supply Specialist 28.60
30390 - Photo-Optics Technician 25.85
30395 - Radiation Control Technician 28.60
30461 - Technical Writer I 23.78
30462 - Technical Writer II 29.08
30463 - Technical Writer III 35.19
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.64
30502 - Weather Forecaster II 34.84
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.28
30621 - Weather Observer Senior (see 2) 25.85
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.74
31030 - Bus Driver 15.84
31043 - Driver Courier 15.55
31260 - Parking and Lot Attendant 10.68

31290 - Shuttle Bus Driver	16.71
31310 - Taxi Driver	9.57
31361 - Truckdriver Light	16.71
31362 - Truckdriver Medium	17.87
31363 - Truckdriver Heavy	21.55
31364 - Truckdriver Tractor-Trailer	21.55
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.65
99050 - Desk Clerk	10.22
99095 - Embalmer	26.02
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.72
99252 - Laboratory Animal Caretaker II	13.52
99260 - Marketing Analyst	22.67
99310 - Mortician	26.02
99410 - Pest Controller	15.54
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.87
99711 - Recycling Specialist	17.19
99730 - Refuse Collector	13.74
99810 - Sales Clerk	12.10
99820 - School Crossing Guard	10.90
99830 - Survey Party Chief	24.59
99831 - Surveying Aide	14.60
99832 - Surveying Technician	23.09
99840 - Vending Machine Attendant	12.76
99841 - Vending Machine Repairer	15.68
99842 - Vending Machine Repairer Helper	12.76

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5334
Revision No.: 14
Date Of Last Revision: 06/03/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oklahoma

Area: Oklahoma Counties of Choctaw Haskell Latimer McCurtain Pittsburg Pushmataha

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.19
01012 - Accounting Clerk II		16.57
01013 - Accounting Clerk III		18.54
01020 - Administrative Assistant		19.10
01035 - Court Reporter		19.66
01041 - Customer Service Representative I		11.13
01042 - Customer Service Representative II		12.51
01043 - Customer Service Representative III		13.65
01051 - Data Entry Operator I		14.97
01052 - Data Entry Operator II		16.33
01060 - Dispatcher Motor Vehicle		21.55

01070 - Document Preparation Clerk 12.66
01090 - Duplicating Machine Operator 12.66
01111 - General Clerk I 11.94
01112 - General Clerk II 13.03
01113 - General Clerk III 16.83
01120 - Housing Referral Assistant 17.38
01141 - Messenger Courier 12.89
01191 - Order Clerk I 13.01
01192 - Order Clerk II 15.17
01261 - Personnel Assistant (Employment) I 15.33
01262 - Personnel Assistant (Employment) II 17.15
01263 - Personnel Assistant (Employment) III 19.12
01270 - Production Control Clerk 21.74
01290 - Rental Clerk 14.52
01300 - Scheduler Maintenance 13.93
01311 - Secretary I 13.93
01312 - Secretary II 15.59
01313 - Secretary III 17.38
01320 - Service Order Dispatcher 19.26
01410 - Supply Technician 19.10
01420 - Survey Worker 15.08
01460 - Switchboard Operator/Receptionist 13.16
01531 - Travel Clerk I 12.83
01532 - Travel Clerk II 13.68
01533 - Travel Clerk III 14.28
01611 - Word Processor I 12.41
01612 - Word Processor II 13.93
01613 - Word Processor III 15.59
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.27
05010 - Automotive Electrician 18.19
05040 - Automotive Glass Installer 17.24
05070 - Automotive Worker 17.24
05110 - Mobile Equipment Servicer 15.14
05130 - Motor Equipment Metal Mechanic 19.15
05160 - Motor Equipment Metal Worker 17.24
05190 - Motor Vehicle Mechanic 17.91
05220 - Motor Vehicle Mechanic Helper 13.98
05250 - Motor Vehicle Upholstery Worker 16.08
05280 - Motor Vehicle Wrecker 17.19
05310 - Painter Automotive 18.22
05340 - Radiator Repair Specialist 17.24
05370 - Tire Repairer 13.78
05400 - Transmission Repair Specialist 19.15
07000 - Food Preparation And Service Occupations
07010 - Baker 11.29
07041 - Cook I 9.79
07042 - Cook II 11.11
07070 - Dishwasher 9.25
07130 - Food Service Worker 9.59

07210 - Meat Cutter 12.68
07260 - Waiter/Waitress 8.84
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.54
09040 - Furniture Handler 11.67
09080 - Furniture Refinisher 16.54
09090 - Furniture Refinisher Helper 13.06
09110 - Furniture Repairer Minor 14.73
09130 - Upholsterer 16.54
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.52
11060 - Elevator Operator 11.13
11090 - Gardener 14.12
11122 - Housekeeping Aide 11.13
11150 - Janitor 11.13
11210 - Laborer Grounds Maintenance 11.38
11240 - Maid or Houseman 9.66
11260 - Pruner 10.52
11270 - Tractor Operator 13.16
11330 - Trail Maintenance Worker 11.38
11360 - Window Cleaner 12.04
12000 - Health Occupations
12010 - Ambulance Driver 15.25
12011 - Breath Alcohol Technician 17.53
12012 - Certified Occupational Therapist Assistant 29.72
12015 - Certified Physical Therapist Assistant 32.48
12020 - Dental Assistant 17.79
12025 - Dental Hygienist 37.34
12030 - EKG Technician 24.60
12035 - Electroneurodiagnostic Technologist 24.60
12040 - Emergency Medical Technician 15.25
12071 - Licensed Practical Nurse I 15.66
12072 - Licensed Practical Nurse II 17.53
12073 - Licensed Practical Nurse III 19.53
12100 - Medical Assistant 13.92
12130 - Medical Laboratory Technician 18.84
12160 - Medical Record Clerk 13.67
12190 - Medical Record Technician 15.30
12195 - Medical Transcriptionist 15.66
12210 - Nuclear Medicine Technologist 38.50
12221 - Nursing Assistant I 11.47
12222 - Nursing Assistant II 12.90
12223 - Nursing Assistant III 14.07
12224 - Nursing Assistant IV 15.79
12235 - Optical Dispenser 14.54
12236 - Optical Technician 15.66
12250 - Pharmacy Technician 15.24
12280 - Phlebotomist 13.85
12305 - Radiologic Technologist 24.01
12311 - Registered Nurse I 23.85

12312 - Registered Nurse II		29.18
12313 - Registered Nurse II Specialist		29.18
12314 - Registered Nurse III		35.30
12315 - Registered Nurse III Anesthetist		35.30
12316 - Registered Nurse IV		42.31
12317 - Scheduler (Drug and Alcohol Testing)		21.71
12320 - Substance Abuse Treatment Counselor		20.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.95
13012 - Exhibits Specialist II		22.25
13013 - Exhibits Specialist III		27.23
13041 - Illustrator I		18.95
13042 - Illustrator II		22.25
13043 - Illustrator III		27.23
13047 - Librarian		20.68
13050 - Library Aide/Clerk		11.89
13054 - Library Information Technology Systems Administrator		19.12
13058 - Library Technician		13.77
13061 - Media Specialist I		13.50
13062 - Media Specialist II		15.11
13063 - Media Specialist III		16.84
13071 - Photographer I		15.06
13072 - Photographer II		17.50
13073 - Photographer III		20.54
13074 - Photographer IV		25.14
13075 - Photographer V		30.42
13090 - Technical Order Library Clerk		16.47
13110 - Video Teleconference Technician		15.24
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.73
14043 - Computer Operator III		23.75
14044 - Computer Operator IV		27.62
14045 - Computer Operator V		30.38
14071 - Computer Programmer I	(see 1)	22.27
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		16.18
14160 - Personal Computer Support Technician		28.80
14170 - System Support Specialist		28.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.53
15020 - Aircrew Training Devices Instructor (Rated)		35.72
15030 - Air Crew Training Devices Instructor (Pilot)		42.81
15050 - Computer Based Training Specialist / Instructor		29.53

15060 - Educational Technologist 28.58
15070 - Flight Instructor (Pilot) 42.81
15080 - Graphic Artist 19.06
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.81
15086 - Maintenance Test Pilot Rotary Wing 42.81
15088 - Non-Maintenance Test/Co-Pilot 42.81
15090 - Technical Instructor 18.16
15095 - Technical Instructor/Course Developer 22.74
15110 - Test Proctor 14.65
15120 - Tutor 14.65
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.61
16030 - Counter Attendant 9.61
16040 - Dry Cleaner 12.25
16070 - Finisher Flatwork Machine 9.61
16090 - Presser Hand 9.61
16110 - Presser Machine Drycleaning 9.61
16130 - Presser Machine Shirts 9.61
16160 - Presser Machine Wearing Apparel Laundry 9.61
16190 - Sewing Machine Operator 13.13
16220 - Tailor 14.01
16250 - Washer Machine 10.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.71
19040 - Tool And Die Maker 28.72
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.03
21030 - Material Coordinator 21.74
21040 - Material Expediter 21.74
21050 - Material Handling Laborer 14.69
21071 - Order Filler 12.54
21080 - Production Line Worker (Food Processing) 18.03
21110 - Shipping Packer 16.78
21130 - Shipping/Receiving Clerk 16.78
21140 - Store Worker I 14.20
21150 - Stock Clerk 18.20
21210 - Tools And Parts Attendant 18.03
21410 - Warehouse Specialist 18.03
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.62
23019 - Aircraft Logs and Records Technician 18.98
23021 - Aircraft Mechanic I 22.50
23022 - Aircraft Mechanic II 23.62
23023 - Aircraft Mechanic III 24.77
23040 - Aircraft Mechanic Helper 16.51
23050 - Aircraft Painter 21.33
23060 - Aircraft Servicer 18.98
23070 - Aircraft Survival Flight Equipment Technician 21.33
23080 - Aircraft Worker 20.13
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 20.13

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 22.50
II
23110 - Appliance Mechanic 22.18
23120 - Bicycle Repairer 18.44
23125 - Cable Splicer 26.99
23130 - Carpenter Maintenance 21.80
23140 - Carpet Layer 20.91
23160 - Electrician Maintenance 26.96
23181 - Electronics Technician Maintenance I 26.12
23182 - Electronics Technician Maintenance II 27.68
23183 - Electronics Technician Maintenance III 29.20
23260 - Fabric Worker 19.73
23290 - Fire Alarm System Mechanic 23.41
23310 - Fire Extinguisher Repairer 18.44
23311 - Fuel Distribution System Mechanic 28.26
23312 - Fuel Distribution System Operator 22.98
23370 - General Maintenance Worker 16.16
23380 - Ground Support Equipment Mechanic 22.50
23381 - Ground Support Equipment Servicer 18.98
23382 - Ground Support Equipment Worker 20.13
23391 - Gunsmith I 18.44
23392 - Gunsmith II 20.91
23393 - Gunsmith III 23.41
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.63
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.65
23430 - Heavy Equipment Mechanic 21.38
23440 - Heavy Equipment Operator 18.06
23460 - Instrument Mechanic 23.41
23465 - Laboratory/Shelter Mechanic 22.18
23470 - Laborer 14.69
23510 - Locksmith 22.18
23530 - Machinery Maintenance Mechanic 27.42
23550 - Machinist Maintenance 21.07
23580 - Maintenance Trades Helper 14.15
23591 - Metrology Technician I 23.41
23592 - Metrology Technician II 24.58
23593 - Metrology Technician III 25.77
23640 - Millwright 25.86
23710 - Office Appliance Repairer 19.68
23760 - Painter Maintenance 18.21
23790 - Pipefitter Maintenance 21.77
23810 - Plumber Maintenance 20.63
23820 - Pneudraulic Systems Mechanic 23.41
23850 - Rigger 24.94
23870 - Scale Mechanic 20.91
23890 - Sheet-Metal Worker Maintenance 17.41
23910 - Small Engine Mechanic 18.17

23931 - Telecommunications Mechanic I	25.74
23932 - Telecommunications Mechanic II	27.10
23950 - Telephone Lineman	27.01
23960 - Welder Combination Maintenance	18.32
23965 - Well Driller	23.41
23970 - Woodcraft Worker	23.41
23980 - Woodworker	18.44
24000 - Personal Needs Occupations	
24550 - Case Manager	14.48
24570 - Child Care Attendant	10.22
24580 - Child Care Center Clerk	13.07
24610 - Chore Aide	9.25
24620 - Family Readiness And Support Services Coordinator	14.48
24630 - Homemaker	16.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.41
25040 - Sewage Plant Operator	17.71
25070 - Stationary Engineer	23.41
25190 - Ventilation Equipment Tender	17.17
25210 - Water Treatment Plant Operator	17.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.85
27007 - Baggage Inspector	14.67
27008 - Corrections Officer	15.88
27010 - Court Security Officer	18.38
27030 - Detection Dog Handler	16.42
27040 - Detention Officer	15.88
27070 - Firefighter	21.37
27101 - Guard I	14.67
27102 - Guard II	16.42
27131 - Police Officer I	18.67
27132 - Police Officer II	20.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.88
28042 - Carnival Equipment Repairer	12.87
28043 - Carnival Worker	9.15
28210 - Gate Attendant/Gate Tender	14.70
28310 - Lifeguard	11.48
28350 - Park Attendant (Aide)	16.45
28510 - Recreation Aide/Health Facility Attendant	12.00
28515 - Recreation Specialist	18.85
28630 - Sports Official	13.09
28690 - Swimming Pool Operator	17.25
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.70
29020 - Hatch Tender	25.70
29030 - Line Handler	25.70
29041 - Stevedore I	24.48
29042 - Stevedore II	27.07

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		17.97
30022 - Archeological Technician II		20.87
30023 - Archeological Technician III		25.85
30030 - Cartographic Technician		25.85
30040 - Civil Engineering Technician		24.94
30051 - Cryogenic Technician I		25.90
30052 - Cryogenic Technician II		28.60
30061 - Drafter/CAD Operator I		17.97
30062 - Drafter/CAD Operator II		20.87
30063 - Drafter/CAD Operator III		23.28
30064 - Drafter/CAD Operator IV		28.64
30081 - Engineering Technician I		17.13
30082 - Engineering Technician II		19.23
30083 - Engineering Technician III		21.51
30084 - Engineering Technician IV		26.65
30085 - Engineering Technician V		32.59
30086 - Engineering Technician VI		39.44
30090 - Environmental Technician		23.38
30095 - Evidence Control Specialist		23.38
30210 - Laboratory Technician		24.86
30221 - Latent Fingerprint Technician I		25.90
30222 - Latent Fingerprint Technician II		28.60
30240 - Mathematical Technician		25.85
30361 - Paralegal/Legal Assistant I		18.26
30362 - Paralegal/Legal Assistant II		21.08
30363 - Paralegal/Legal Assistant III		24.49
30364 - Paralegal/Legal Assistant IV		31.22
30375 - Petroleum Supply Specialist		28.60
30390 - Photo-Optics Technician		25.85
30395 - Radiation Control Technician		28.60
30461 - Technical Writer I		23.78
30462 - Technical Writer II		29.08
30463 - Technical Writer III		35.19
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.64
30502 - Weather Forecaster II		34.84
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.28
30621 - Weather Observer Senior	(see 2)	25.85

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.74

31030 - Bus Driver	15.84
31043 - Driver Courier	15.55
31260 - Parking and Lot Attendant	10.68
31290 - Shuttle Bus Driver	16.71
31310 - Taxi Driver	9.57
31361 - Truckdriver Light	16.71
31362 - Truckdriver Medium	17.87
31363 - Truckdriver Heavy	21.55
31364 - Truckdriver Tractor-Trailer	21.55
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.65
99050 - Desk Clerk	10.22
99095 - Embalmer	26.02
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.72
99252 - Laboratory Animal Caretaker II	13.52
99260 - Marketing Analyst	22.67
99310 - Mortician	26.02
99410 - Pest Controller	15.54
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.87
99711 - Recycling Specialist	17.19
99730 - Refuse Collector	13.74
99810 - Sales Clerk	12.10
99820 - School Crossing Guard	10.90
99830 - Survey Party Chief	24.59
99831 - Surveying Aide	14.60
99832 - Surveying Technician	23.09
99840 - Vending Machine Attendant	12.76
99841 - Vending Machine Repairer	15.68
99842 - Vending Machine Repairer Helper	12.76

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5335
Revision No.: 13
Date Of Last Revision: 04/07/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kansas

Area: Kansas County of Douglas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.03
01012 - Accounting Clerk II		16.88
01013 - Accounting Clerk III		18.88
01020 - Administrative Assistant		26.56
01035 - Court Reporter		18.32
01041 - Customer Service Representative I		12.61
01042 - Customer Service Representative II		14.02
01043 - Customer Service Representative III		15.47
01051 - Data Entry Operator I		15.07
01052 - Data Entry Operator II		16.44
01060 - Dispatcher Motor Vehicle		18.55
01070 - Document Preparation Clerk		14.22
01090 - Duplicating Machine Operator		14.22
01111 - General Clerk I		12.95
01112 - General Clerk II		14.22

01113 - General Clerk III	15.96
01120 - Housing Referral Assistant	20.79
01141 - Messenger Courier	11.43
01191 - Order Clerk I	12.85
01192 - Order Clerk II	15.29
01261 - Personnel Assistant (Employment) I	16.17
01262 - Personnel Assistant (Employment) II	17.97
01263 - Personnel Assistant (Employment) III	20.54
01270 - Production Control Clerk	21.44
01290 - Rental Clerk	14.97
01300 - Scheduler Maintenance	15.96
01311 - Secretary I	15.96
01312 - Secretary II	17.90
01313 - Secretary III	20.79
01320 - Service Order Dispatcher	21.18
01410 - Supply Technician	26.56
01420 - Survey Worker	17.02
01460 - Switchboard Operator/Receptionist	13.87
01531 - Travel Clerk I	14.00
01532 - Travel Clerk II	15.12
01533 - Travel Clerk III	16.25
01611 - Word Processor I	14.09
01612 - Word Processor II	15.81
01613 - Word Processor III	17.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.30
05010 - Automotive Electrician	19.76
05040 - Automotive Glass Installer	18.65
05070 - Automotive Worker	18.65
05110 - Mobile Equipment Servicer	16.51
05130 - Motor Equipment Metal Mechanic	20.66
05160 - Motor Equipment Metal Worker	18.65
05190 - Motor Vehicle Mechanic	21.70
05220 - Motor Vehicle Mechanic Helper	15.47
05250 - Motor Vehicle Upholstery Worker	17.54
05280 - Motor Vehicle Wrecker	18.65
05310 - Painter Automotive	19.76
05340 - Radiator Repair Specialist	18.65
05370 - Tire Repairer	16.14
05400 - Transmission Repair Specialist	20.66
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.97
07041 - Cook I	12.80
07042 - Cook II	14.79
07070 - Dishwasher	10.15
07130 - Food Service Worker	11.19
07210 - Meat Cutter	17.03
07260 - Waiter/Waitress	9.33
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.13

09040 - Furniture Handler 15.75
09080 - Furniture Refinisher 24.13
09090 - Furniture Refinisher Helper 18.13
09110 - Furniture Repairer Minor 21.25
09130 - Upholsterer 22.09
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.24
11060 - Elevator Operator 14.33
11090 - Gardener 16.87
11122 - Housekeeping Aide 14.33
11150 - Janitor 14.33
11210 - Laborer Grounds Maintenance 13.34
11240 - Maid or Houseman 11.23
11260 - Pruner 12.93
11270 - Tractor Operator 15.51
11330 - Trail Maintenance Worker 13.34
11360 - Window Cleaner 15.88
12000 - Health Occupations
12010 - Ambulance Driver 19.41
12011 - Breath Alcohol Technician 19.41
12012 - Certified Occupational Therapist Assistant 26.63
12015 - Certified Physical Therapist Assistant 26.63
12020 - Dental Assistant 21.61
12025 - Dental Hygienist 43.88
12030 - EKG Technician 29.42
12035 - Electroneurodiagnostic Technologist 29.42
12040 - Emergency Medical Technician 19.41
12071 - Licensed Practical Nurse I 17.36
12072 - Licensed Practical Nurse II 19.41
12073 - Licensed Practical Nurse III 21.64
12100 - Medical Assistant 15.79
12130 - Medical Laboratory Technician 21.47
12160 - Medical Record Clerk 20.53
12190 - Medical Record Technician 20.87
12195 - Medical Transcriptionist 17.36
12210 - Nuclear Medicine Technologist 42.66
12221 - Nursing Assistant I 11.75
12222 - Nursing Assistant II 13.21
12223 - Nursing Assistant III 14.42
12224 - Nursing Assistant IV 16.19
12235 - Optical Dispenser 19.41
12236 - Optical Technician 17.36
12250 - Pharmacy Technician 16.89
12280 - Phlebotomist 17.36
12305 - Radiologic Technologist 27.82
12311 - Registered Nurse I 24.28
12312 - Registered Nurse II 29.70
12313 - Registered Nurse II Specialist 29.70
12314 - Registered Nurse III 35.94
12315 - Registered Nurse III Anesthetist 35.94

12316 - Registered Nurse IV		43.07
12317 - Scheduler (Drug and Alcohol Testing)		24.04
12320 - Substance Abuse Treatment Counselor		21.46
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.80
13012 - Exhibits Specialist II		27.35
13013 - Exhibits Specialist III		32.97
13041 - Illustrator I		21.75
13042 - Illustrator II		26.95
13043 - Illustrator III		32.97
13047 - Librarian		30.95
13050 - Library Aide/Clerk		14.23
13054 - Library Information Technology Systems Administrator		25.84
13058 - Library Technician		20.45
13061 - Media Specialist I		19.44
13062 - Media Specialist II		21.75
13063 - Media Specialist III		24.26
13071 - Photographer I		19.44
13072 - Photographer II		21.75
13073 - Photographer III		26.95
13074 - Photographer IV		32.97
13075 - Photographer V		39.89
13090 - Technical Order Library Clerk		17.87
13110 - Video Teleconference Technician		19.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.03
14042 - Computer Operator II		17.93
14043 - Computer Operator III		19.99
14044 - Computer Operator IV		23.48
14045 - Computer Operator V		24.61
14071 - Computer Programmer I	(see 1)	22.85
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		16.03
14160 - Personal Computer Support Technician		23.48
14170 - System Support Specialist		24.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.95
15020 - Aircrew Training Devices Instructor (Rated)		37.44
15030 - Air Crew Training Devices Instructor (Pilot)		44.88
15050 - Computer Based Training Specialist / Instructor		30.95
15060 - Educational Technologist		27.34
15070 - Flight Instructor (Pilot)		44.88
15080 - Graphic Artist		25.30
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.69

15086 - Maintenance Test Pilot Rotary Wing 44.69
15088 - Non-Maintenance Test/Co-Pilot 44.69
15090 - Technical Instructor 23.65
15095 - Technical Instructor/Course Developer 28.93
15110 - Test Proctor 19.09
15120 - Tutor 19.09
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.27
16030 - Counter Attendant 11.27
16040 - Dry Cleaner 13.44
16070 - Finisher Flatwork Machine 11.27
16090 - Presser Hand 11.27
16110 - Presser Machine Drycleaning 11.27
16130 - Presser Machine Shirts 11.27
16160 - Presser Machine Wearing Apparel Laundry 11.27
16190 - Sewing Machine Operator 14.43
16220 - Tailor 15.43
16250 - Washer Machine 11.81
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.13
19040 - Tool And Die Maker 28.11
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.69
21030 - Material Coordinator 21.44
21040 - Material Expediter 21.44
21050 - Material Handling Laborer 16.82
21071 - Order Filler 13.52
21080 - Production Line Worker (Food Processing) 22.69
21110 - Shipping Packer 16.43
21130 - Shipping/Receiving Clerk 16.43
21140 - Store Worker I 15.14
21150 - Stock Clerk 20.74
21210 - Tools And Parts Attendant 22.69
21410 - Warehouse Specialist 22.69
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.24
23019 - Aircraft Logs and Records Technician 21.78
23021 - Aircraft Mechanic I 25.23
23022 - Aircraft Mechanic II 26.24
23023 - Aircraft Mechanic III 27.22
23040 - Aircraft Mechanic Helper 19.23
23050 - Aircraft Painter 24.13
23060 - Aircraft Servicer 21.78
23070 - Aircraft Survival Flight Equipment Technician 24.13
23080 - Aircraft Worker 23.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.23
23110 - Appliance Mechanic 24.13

23120 - Bicycle Repairer	19.71
23125 - Cable Splicer	33.91
23130 - Carpenter Maintenance	23.76
23140 - Carpet Layer	25.78
23160 - Electrician Maintenance	29.98
23181 - Electronics Technician Maintenance I	22.77
23182 - Electronics Technician Maintenance II	27.18
23183 - Electronics Technician Maintenance III	27.74
23260 - Fabric Worker	21.25
23290 - Fire Alarm System Mechanic	25.23
23310 - Fire Extinguisher Repairer	19.71
23311 - Fuel Distribution System Mechanic	25.39
23312 - Fuel Distribution System Operator	19.91
23370 - General Maintenance Worker	20.36
23380 - Ground Support Equipment Mechanic	25.23
23381 - Ground Support Equipment Servicer	21.78
23382 - Ground Support Equipment Worker	23.09
23391 - Gunsmith I	19.71
23392 - Gunsmith II	22.77
23393 - Gunsmith III	25.23
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.70
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.68
23430 - Heavy Equipment Mechanic	24.78
23440 - Heavy Equipment Operator	23.36
23460 - Instrument Mechanic	25.23
23465 - Laboratory/Shelter Mechanic	24.13
23470 - Laborer	16.82
23510 - Locksmith	24.13
23530 - Machinery Maintenance Mechanic	26.71
23550 - Machinist Maintenance	25.23
23580 - Maintenance Trades Helper	18.13
23591 - Metrology Technician I	25.23
23592 - Metrology Technician II	26.24
23593 - Metrology Technician III	27.22
23640 - Millwright	25.77
23710 - Office Appliance Repairer	24.13
23760 - Painter Maintenance	21.23
23790 - Pipefitter Maintenance	27.67
23810 - Plumber Maintenance	24.72
23820 - Pneudraulic Systems Mechanic	25.23
23850 - Rigger	25.23
23870 - Scale Mechanic	22.77
23890 - Sheet-Metal Worker Maintenance	26.89
23910 - Small Engine Mechanic	22.77
23931 - Telecommunications Mechanic I	27.75
23932 - Telecommunications Mechanic II	28.86
23950 - Telephone Lineman	27.52
23960 - Welder Combination Maintenance	24.78

23965 - Well Driller	25.23
23970 - Woodcraft Worker	25.23
23980 - Woodworker	19.71
24000 - Personal Needs Occupations	
24550 - Case Manager	16.74
24570 - Child Care Attendant	10.63
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	11.11
24620 - Family Readiness And Support Services Coordinator	16.74
24630 - Homemaker	16.74
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.23
25040 - Sewage Plant Operator	23.92
25070 - Stationary Engineer	25.23
25190 - Ventilation Equipment Tender	18.13
25210 - Water Treatment Plant Operator	23.92
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.02
27007 - Baggage Inspector	13.61
27008 - Corrections Officer	22.30
27010 - Court Security Officer	22.30
27030 - Detection Dog Handler	16.62
27040 - Detention Officer	22.30
27070 - Firefighter	22.30
27101 - Guard I	13.61
27102 - Guard II	16.62
27131 - Police Officer I	24.36
27132 - Police Officer II	27.07
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.94
28042 - Carnival Equipment Repairer	12.98
28043 - Carnival Worker	9.01
28210 - Gate Attendant/Gate Tender	15.25
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	17.05
28510 - Recreation Aide/Health Facility Attendant	12.45
28515 - Recreation Specialist	19.43
28630 - Sports Official	13.59
28690 - Swimming Pool Operator	19.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.29
29020 - Hatch Tender	23.29
29030 - Line Handler	23.29
29041 - Stevedore I	21.62
29042 - Stevedore II	24.53
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.70
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.07
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.90

30021 - Archeological Technician I		18.04
30022 - Archeological Technician II		20.18
30023 - Archeological Technician III		24.76
30030 - Cartographic Technician		25.01
30040 - Civil Engineering Technician		25.17
30051 - Cryogenic Technician I		24.29
30052 - Cryogenic Technician II		26.82
30061 - Drafter/CAD Operator I		18.04
30062 - Drafter/CAD Operator II		20.18
30063 - Drafter/CAD Operator III		22.51
30064 - Drafter/CAD Operator IV		27.69
30081 - Engineering Technician I		15.54
30082 - Engineering Technician II		19.08
30083 - Engineering Technician III		21.95
30084 - Engineering Technician IV		24.41
30085 - Engineering Technician V		29.54
30086 - Engineering Technician VI		36.00
30090 - Environmental Technician		21.92
30095 - Evidence Control Specialist		21.92
30210 - Laboratory Technician		20.07
30221 - Latent Fingerprint Technician I		24.29
30222 - Latent Fingerprint Technician II		26.82
30240 - Mathematical Technician		25.01
30361 - Paralegal/Legal Assistant I		19.02
30362 - Paralegal/Legal Assistant II		23.56
30363 - Paralegal/Legal Assistant III		28.82
30364 - Paralegal/Legal Assistant IV		34.87
30375 - Petroleum Supply Specialist		26.82
30390 - Photo-Optics Technician		25.01
30395 - Radiation Control Technician		26.82
30461 - Technical Writer I		21.92
30462 - Technical Writer II		26.82
30463 - Technical Writer III		32.45
30491 - Unexploded Ordnance (UXO) Technician I		25.86
30492 - Unexploded Ordnance (UXO) Technician II		31.29
30493 - Unexploded Ordnance (UXO) Technician III		37.51
30494 - Unexploded (UXO) Safety Escort		25.86
30495 - Unexploded (UXO) Sweep Personnel		25.86
30501 - Weather Forecaster I		27.69
30502 - Weather Forecaster II		33.68
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.51
30621 - Weather Observer Senior	(see 2)	25.01
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.29
31020 - Bus Aide		12.64
31030 - Bus Driver		17.78
31043 - Driver Courier		14.58
31260 - Parking and Lot Attendant		12.33
31290 - Shuttle Bus Driver		15.77

31310 - Taxi Driver	13.31
31361 - Truckdriver Light	15.77
31362 - Truckdriver Medium	21.15
31363 - Truckdriver Heavy	21.54
31364 - Truckdriver Tractor-Trailer	21.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.26
99030 - Cashier	11.15
99050 - Desk Clerk	11.49
99095 - Embalmer	30.24
99130 - Flight Follower	25.86
99251 - Laboratory Animal Caretaker I	13.21
99252 - Laboratory Animal Caretaker II	14.37
99260 - Marketing Analyst	24.62
99310 - Mortician	30.24
99410 - Pest Controller	26.33
99510 - Photofinishing Worker	13.59
99710 - Recycling Laborer	18.85
99711 - Recycling Specialist	22.63
99730 - Refuse Collector	17.01
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	17.01
99830 - Survey Party Chief	21.44
99831 - Surveying Aide	13.33
99832 - Surveying Technician	18.25
99840 - Vending Machine Attendant	22.63
99841 - Vending Machine Repairer	28.43
99842 - Vending Machine Repairer Helper	22.63

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5336
Revision No.: 12
Date Of Last Revision: 06/30/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kansas

Area: Kansas County of Douglas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.37
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.05
01020 - Administrative Assistant		26.56
01035 - Court Reporter		18.32
01041 - Customer Service Representative I		11.46
01042 - Customer Service Representative II		12.88
01043 - Customer Service Representative III		14.06
01051 - Data Entry Operator I		15.07
01052 - Data Entry Operator II		16.44
01060 - Dispatcher Motor Vehicle		18.55
01070 - Document Preparation Clerk		14.22

01090 - Duplicating Machine Operator 14.22
01111 - General Clerk I 12.95
01112 - General Clerk II 14.22
01113 - General Clerk III 15.96
01120 - Housing Referral Assistant 20.79
01141 - Messenger Courier 11.41
01191 - Order Clerk I 12.84
01192 - Order Clerk II 15.29
01261 - Personnel Assistant (Employment) I 16.17
01262 - Personnel Assistant (Employment) II 17.97
01263 - Personnel Assistant (Employment) III 20.54
01270 - Production Control Clerk 21.43
01290 - Rental Clerk 14.97
01300 - Scheduler Maintenance 15.96
01311 - Secretary I 15.96
01312 - Secretary II 17.90
01313 - Secretary III 20.79
01320 - Service Order Dispatcher 21.18
01410 - Supply Technician 26.56
01420 - Survey Worker 17.02
01460 - Switchboard Operator/Receptionist 13.87
01531 - Travel Clerk I 13.50
01532 - Travel Clerk II 14.54
01533 - Travel Clerk III 15.67
01611 - Word Processor I 14.09
01612 - Word Processor II 15.81
01613 - Word Processor III 17.69
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.30
05010 - Automotive Electrician 19.32
05040 - Automotive Glass Installer 18.59
05070 - Automotive Worker 18.59
05110 - Mobile Equipment Servicer 16.51
05130 - Motor Equipment Metal Mechanic 20.03
05160 - Motor Equipment Metal Worker 18.59
05190 - Motor Vehicle Mechanic 21.70
05220 - Motor Vehicle Mechanic Helper 15.47
05250 - Motor Vehicle Upholstery Worker 17.54
05280 - Motor Vehicle Wrecker 18.59
05310 - Painter Automotive 19.32
05340 - Radiator Repair Specialist 18.59
05370 - Tire Repairer 15.18
05400 - Transmission Repair Specialist 20.03
07000 - Food Preparation And Service Occupations
07010 - Baker 14.52
07041 - Cook I 12.30
07042 - Cook II 14.21
07070 - Dishwasher 9.66
07130 - Food Service Worker 11.19
07210 - Meat Cutter 15.48

07260 - Waiter/Waitress	9.33
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.73
09040 - Furniture Handler	15.75
09080 - Furniture Refinisher	23.73
09090 - Furniture Refinisher Helper	18.05
09110 - Furniture Repairer Minor	21.13
09130 - Upholsterer	20.08
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.24
11060 - Elevator Operator	13.85
11090 - Gardener	16.32
11122 - Housekeeping Aide	13.85
11150 - Janitor	13.85
11210 - Laborer Grounds Maintenance	13.34
11240 - Maid or Houseman	10.75
11260 - Pruner	12.93
11270 - Tractor Operator	15.37
11330 - Trail Maintenance Worker	13.34
11360 - Window Cleaner	15.35
12000 - Health Occupations	
12010 - Ambulance Driver	19.41
12011 - Breath Alcohol Technician	19.41
12012 - Certified Occupational Therapist Assistant	26.63
12015 - Certified Physical Therapist Assistant	26.63
12020 - Dental Assistant	21.10
12025 - Dental Hygienist	43.88
12030 - EKG Technician	29.42
12035 - Electroneurodiagnostic Technologist	29.42
12040 - Emergency Medical Technician	19.41
12071 - Licensed Practical Nurse I	17.36
12072 - Licensed Practical Nurse II	19.41
12073 - Licensed Practical Nurse III	21.64
12100 - Medical Assistant	14.85
12130 - Medical Laboratory Technician	19.52
12160 - Medical Record Clerk	18.66
12190 - Medical Record Technician	20.87
12195 - Medical Transcriptionist	17.36
12210 - Nuclear Medicine Technologist	42.66
12221 - Nursing Assistant I	11.75
12222 - Nursing Assistant II	13.21
12223 - Nursing Assistant III	14.42
12224 - Nursing Assistant IV	16.19
12235 - Optical Dispenser	19.41
12236 - Optical Technician	17.36
12250 - Pharmacy Technician	15.35
12280 - Phlebotomist	17.36
12305 - Radiologic Technologist	27.82
12311 - Registered Nurse I	24.20
12312 - Registered Nurse II	29.61

12313 - Registered Nurse II Specialist		29.61
12314 - Registered Nurse III		35.82
12315 - Registered Nurse III Anesthetist		35.82
12316 - Registered Nurse IV		42.93
12317 - Scheduler (Drug and Alcohol Testing)		24.04
12320 - Substance Abuse Treatment Counselor		21.26
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.11
13012 - Exhibits Specialist II		27.35
13013 - Exhibits Specialist III		29.97
13041 - Illustrator I		19.77
13042 - Illustrator II		24.50
13043 - Illustrator III		29.97
13047 - Librarian		30.95
13050 - Library Aide/Clerk		13.96
13054 - Library Information Technology Systems Administrator		23.49
13058 - Library Technician		18.59
13061 - Media Specialist I		17.67
13062 - Media Specialist II		19.77
13063 - Media Specialist III		22.05
13071 - Photographer I		17.67
13072 - Photographer II		19.77
13073 - Photographer III		24.50
13074 - Photographer IV		29.97
13075 - Photographer V		36.26
13090 - Technical Order Library Clerk		17.53
13110 - Video Teleconference Technician		19.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.03
14042 - Computer Operator II		17.93
14043 - Computer Operator III		19.99
14044 - Computer Operator IV		23.48
14045 - Computer Operator V		24.61
14071 - Computer Programmer I	(see 1)	22.38
14072 - Computer Programmer II	(see 1)	26.04
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		16.03
14160 - Personal Computer Support Technician		23.48
14170 - System Support Specialist		24.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.95
15020 - Aircrew Training Devices Instructor (Rated)		37.44
15030 - Air Crew Training Devices Instructor (Pilot)		44.88
15050 - Computer Based Training Specialist / Instructor		30.95
15060 - Educational Technologist		26.64

15070 - Flight Instructor (Pilot) 44.88
15080 - Graphic Artist 25.30
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.69
15086 - Maintenance Test Pilot Rotary Wing 44.69
15088 - Non-Maintenance Test/Co-Pilot 44.69
15090 - Technical Instructor 21.78
15095 - Technical Instructor/Course Developer 26.65
15110 - Test Proctor 17.59
15120 - Tutor 17.59
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.65
16030 - Counter Attendant 10.65
16040 - Dry Cleaner 13.44
16070 - Finisher Flatwork Machine 10.65
16090 - Presser Hand 10.65
16110 - Presser Machine Drycleaning 10.65
16130 - Presser Machine Shirts 10.65
16160 - Presser Machine Wearing Apparel Laundry 10.65
16190 - Sewing Machine Operator 14.43
16220 - Tailor 15.43
16250 - Washer Machine 11.48
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.73
19040 - Tool And Die Maker 27.87
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.81
21030 - Material Coordinator 21.43
21040 - Material Expediter 21.43
21050 - Material Handling Laborer 16.47
21071 - Order Filler 13.52
21080 - Production Line Worker (Food Processing) 21.81
21110 - Shipping Packer 15.95
21130 - Shipping/Receiving Clerk 15.95
21140 - Store Worker I 14.99
21150 - Stock Clerk 20.53
21210 - Tools And Parts Attendant 21.81
21410 - Warehouse Specialist 21.81
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.01
23019 - Aircraft Logs and Records Technician 21.78
23021 - Aircraft Mechanic I 25.02
23022 - Aircraft Mechanic II 26.01
23023 - Aircraft Mechanic III 27.00
23040 - Aircraft Mechanic Helper 19.23
23050 - Aircraft Painter 23.96
23060 - Aircraft Servicer 21.78
23070 - Aircraft Survival Flight Equipment Technician 23.96
23080 - Aircraft Worker 23.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.09

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.02
23110 - Appliance Mechanic 23.35
23120 - Bicycle Repairer 18.61
23125 - Cable Splicer 33.91
23130 - Carpenter Maintenance 23.76
23140 - Carpet Layer 25.78
23160 - Electrician Maintenance 29.98
23181 - Electronics Technician Maintenance I 22.61
23182 - Electronics Technician Maintenance II 27.18
23183 - Electronics Technician Maintenance III 27.74
23260 - Fabric Worker 20.92
23290 - Fire Alarm System Mechanic 24.78
23310 - Fire Extinguisher Repairer 19.43
23311 - Fuel Distribution System Mechanic 25.39
23312 - Fuel Distribution System Operator 19.91
23370 - General Maintenance Worker 20.36
23380 - Ground Support Equipment Mechanic 25.02
23381 - Ground Support Equipment Servicer 21.78
23382 - Ground Support Equipment Worker 23.09
23391 - Gunsmith I 19.43
23392 - Gunsmith II 22.40
23393 - Gunsmith III 24.78
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.70
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.68
23430 - Heavy Equipment Mechanic 24.78
23440 - Heavy Equipment Operator 23.36
23460 - Instrument Mechanic 24.78
23465 - Laboratory/Shelter Mechanic 23.73
23470 - Laborer 16.47
23510 - Locksmith 23.93
23530 - Machinery Maintenance Mechanic 26.19
23550 - Machinist Maintenance 24.21
23580 - Maintenance Trades Helper 17.11
23591 - Metrology Technician I 24.78
23592 - Metrology Technician II 25.76
23593 - Metrology Technician III 26.75
23640 - Millwright 25.77
23710 - Office Appliance Repairer 23.73
23760 - Painter Maintenance 21.23
23790 - Pipefitter Maintenance 27.67
23810 - Plumber Maintenance 24.72
23820 - Pneudraulic Systems Mechanic 24.78
23850 - Rigger 24.78
23870 - Scale Mechanic 22.40
23890 - Sheet-Metal Worker Maintenance 26.89
23910 - Small Engine Mechanic 22.61
23931 - Telecommunications Mechanic I 26.95

23932 - Telecommunications Mechanic II 28.03
23950 - Telephone Lineman 25.02
23960 - Welder Combination Maintenance 24.78
23965 - Well Driller 24.78
23970 - Woodcraft Worker 24.78
23980 - Woodworker 19.43
24000 - Personal Needs Occupations
24550 - Case Manager 16.74
24570 - Child Care Attendant 10.63
24580 - Child Care Center Clerk 14.51
24610 - Chore Aide 10.65
24620 - Family Readiness And Support Services Coordinator 16.74
24630 - Homemaker 16.74
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.16
25040 - Sewage Plant Operator 23.87
25070 - Stationary Engineer 25.16
25190 - Ventilation Equipment Tender 18.05
25210 - Water Treatment Plant Operator 23.87
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.02
27007 - Baggage Inspector 13.32
27008 - Corrections Officer 22.30
27010 - Court Security Officer 22.30
27030 - Detection Dog Handler 16.62
27040 - Detention Officer 22.30
27070 - Firefighter 22.30
27101 - Guard I 13.32
27102 - Guard II 16.62
27131 - Police Officer I 23.98
27132 - Police Officer II 26.64
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.94
28042 - Carnival Equipment Repairer 12.98
28043 - Carnival Worker 9.01
28210 - Gate Attendant/Gate Tender 15.25
28310 - Lifeguard 12.47
28350 - Park Attendant (Aide) 17.05
28510 - Recreation Aide/Health Facility Attendant 12.45
28515 - Recreation Specialist 19.43
28630 - Sports Official 13.59
28690 - Swimming Pool Operator 19.20
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.29
29020 - Hatch Tender 23.29
29030 - Line Handler 23.29
29041 - Stevedore I 21.62
29042 - Stevedore II 24.53
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.60
30021 - Archeological Technician I 18.04
30022 - Archeological Technician II 20.18
30023 - Archeological Technician III 24.76
30030 - Cartographic Technician 25.01
30040 - Civil Engineering Technician 25.17
30051 - Cryogenic Technician I 24.29
30052 - Cryogenic Technician II 26.82
30061 - Drafter/CAD Operator I 18.04
30062 - Drafter/CAD Operator II 20.18
30063 - Drafter/CAD Operator III 22.51
30064 - Drafter/CAD Operator IV 27.69
30081 - Engineering Technician I 15.54
30082 - Engineering Technician II 19.08
30083 - Engineering Technician III 21.95
30084 - Engineering Technician IV 24.41
30085 - Engineering Technician V 29.54
30086 - Engineering Technician VI 36.00
30090 - Environmental Technician 21.92
30095 - Evidence Control Specialist 21.92
30210 - Laboratory Technician 20.07
30221 - Latent Fingerprint Technician I 24.29
30222 - Latent Fingerprint Technician II 26.82
30240 - Mathematical Technician 25.01
30361 - Paralegal/Legal Assistant I 19.02
30362 - Paralegal/Legal Assistant II 23.56
30363 - Paralegal/Legal Assistant III 28.82
30364 - Paralegal/Legal Assistant IV 34.87
30375 - Petroleum Supply Specialist 26.82
30390 - Photo-Optics Technician 25.01
30395 - Radiation Control Technician 26.82
30461 - Technical Writer I 21.92
30462 - Technical Writer II 26.82
30463 - Technical Writer III 32.45
30491 - Unexploded Ordnance (UXO) Technician I 25.61
30492 - Unexploded Ordnance (UXO) Technician II 30.98
30493 - Unexploded Ordnance (UXO) Technician III 37.14
30494 - Unexploded (UXO) Safety Escort 25.61
30495 - Unexploded (UXO) Sweep Personnel 25.61
30501 - Weather Forecaster I 27.69
30502 - Weather Forecaster II 33.68
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.51
30621 - Weather Observer Senior (see 2) 25.01
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 12.64
31030 - Bus Driver 17.78

31043 - Driver Courier	14.58
31260 - Parking and Lot Attendant	12.33
31290 - Shuttle Bus Driver	15.77
31310 - Taxi Driver	12.10
31361 - Truckdriver Light	15.77
31362 - Truckdriver Medium	21.15
31363 - Truckdriver Heavy	21.54
31364 - Truckdriver Tractor-Trailer	21.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	10.99
99050 - Desk Clerk	11.05
99095 - Embalmer	30.24
99130 - Flight Follower	25.61
99251 - Laboratory Animal Caretaker I	13.21
99252 - Laboratory Animal Caretaker II	14.37
99260 - Marketing Analyst	24.62
99310 - Mortician	30.24
99410 - Pest Controller	23.94
99510 - Photofinishing Worker	13.46
99710 - Recycling Laborer	18.66
99711 - Recycling Specialist	22.40
99730 - Refuse Collector	16.84
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	16.84
99830 - Survey Party Chief	21.44
99831 - Surveying Aide	13.33
99832 - Surveying Technician	18.25
99840 - Vending Machine Attendant	22.40
99841 - Vending Machine Repairer	28.11
99842 - Vending Machine Repairer Helper	22.40

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5337
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kansas

Area: Kansas Counties of Pottawatomie Riley

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.39
01012 - Accounting Clerk II		15.03
01013 - Accounting Clerk III		16.82
01020 - Administrative Assistant		19.42
01035 - Court Reporter		17.36
01041 - Customer Service Representative I		11.99
01042 - Customer Service Representative II		13.49
01043 - Customer Service Representative III		14.71
01051 - Data Entry Operator I		12.04
01052 - Data Entry Operator II		13.14
01060 - Dispatcher Motor Vehicle		17.36
01070 - Document Preparation Clerk		13.81
01090 - Duplicating Machine Operator		13.81
01111 - General Clerk I		11.85
01112 - General Clerk II		12.94

01113 - General Clerk III 14.52
01120 - Housing Referral Assistant 19.34
01141 - Messenger Courier 11.26
01191 - Order Clerk I 12.66
01192 - Order Clerk II 13.81
01261 - Personnel Assistant (Employment) I 15.51
01262 - Personnel Assistant (Employment) II 17.36
01263 - Personnel Assistant (Employment) III 19.34
01270 - Production Control Clerk 23.29
01290 - Rental Clerk 15.59
01300 - Scheduler Maintenance 15.51
01311 - Secretary I 15.51
01312 - Secretary II 17.36
01313 - Secretary III 19.34
01320 - Service Order Dispatcher 15.51
01410 - Supply Technician 19.42
01420 - Survey Worker 14.40
01460 - Switchboard Operator/Receptionist 13.14
01531 - Travel Clerk I 13.11
01532 - Travel Clerk II 13.84
01533 - Travel Clerk III 14.82
01611 - Word Processor I 13.81
01612 - Word Processor II 15.51
01613 - Word Processor III 17.36
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.18
05010 - Automotive Electrician 17.36
05040 - Automotive Glass Installer 16.62
05070 - Automotive Worker 16.62
05110 - Mobile Equipment Servicer 15.23
05130 - Motor Equipment Metal Mechanic 18.03
05160 - Motor Equipment Metal Worker 16.62
05190 - Motor Vehicle Mechanic 18.03
05220 - Motor Vehicle Mechanic Helper 14.59
05250 - Motor Vehicle Upholstery Worker 15.96
05280 - Motor Vehicle Wrecker 16.62
05310 - Painter Automotive 17.36
05340 - Radiator Repair Specialist 16.62
05370 - Tire Repairer 12.95
05400 - Transmission Repair Specialist 18.03
07000 - Food Preparation And Service Occupations
07010 - Baker 13.66
07041 - Cook I 11.61
07042 - Cook II 12.97
07070 - Dishwasher 9.33
07130 - Food Service Worker 10.40
07210 - Meat Cutter 13.93
07260 - Waiter/Waitress 9.02
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.80

09040 - Furniture Handler 13.80
09080 - Furniture Refinisher 19.80
09090 - Furniture Refinisher Helper 16.22
09110 - Furniture Repairer Minor 18.71
09130 - Upholsterer 19.80
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.63
11060 - Elevator Operator 11.63
11090 - Gardener 16.07
11122 - Housekeeping Aide 11.55
11150 - Janitor 11.55
11210 - Laborer Grounds Maintenance 12.55
11240 - Maid or Houseman 10.82
11260 - Pruner 11.40
11270 - Tractor Operator 14.97
11330 - Trail Maintenance Worker 12.55
11360 - Window Cleaner 12.72
12000 - Health Occupations
12010 - Ambulance Driver 16.38
12011 - Breath Alcohol Technician 18.57
12012 - Certified Occupational Therapist Assistant 25.47
12015 - Certified Physical Therapist Assistant 25.47
12020 - Dental Assistant 19.30
12025 - Dental Hygienist 35.32
12030 - EKG Technician 28.14
12035 - Electroneurodiagnostic Technologist 28.14
12040 - Emergency Medical Technician 16.38
12071 - Licensed Practical Nurse I 16.59
12072 - Licensed Practical Nurse II 18.57
12073 - Licensed Practical Nurse III 20.70
12100 - Medical Assistant 14.33
12130 - Medical Laboratory Technician 20.32
12160 - Medical Record Clerk 17.04
12190 - Medical Record Technician 19.06
12195 - Medical Transcriptionist 16.59
12210 - Nuclear Medicine Technologist 40.80
12221 - Nursing Assistant I 12.16
12222 - Nursing Assistant II 13.67
12223 - Nursing Assistant III 14.91
12224 - Nursing Assistant IV 16.74
12235 - Optical Dispenser 18.57
12236 - Optical Technician 16.59
12250 - Pharmacy Technician 14.75
12280 - Phlebotomist 15.62
12305 - Radiologic Technologist 26.29
12311 - Registered Nurse I 23.96
12312 - Registered Nurse II 29.29
12313 - Registered Nurse II Specialist 29.29
12314 - Registered Nurse III 35.44
12315 - Registered Nurse III Anesthetist 35.44

12316 - Registered Nurse IV		42.47
12317 - Scheduler (Drug and Alcohol Testing)		23.00
12320 - Substance Abuse Treatment Counselor		22.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.03
13012 - Exhibits Specialist II		22.33
13013 - Exhibits Specialist III		27.34
13041 - Illustrator I		18.03
13042 - Illustrator II		22.33
13043 - Illustrator III		27.34
13047 - Librarian		24.76
13050 - Library Aide/Clerk		12.61
13054 - Library Information Technology Systems Administrator		22.33
13058 - Library Technician		15.31
13061 - Media Specialist I		16.12
13062 - Media Specialist II		18.03
13063 - Media Specialist III		20.11
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		15.84
13110 - Video Teleconference Technician		14.99
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.86
14042 - Computer Operator II		16.86
14043 - Computer Operator III		18.53
14044 - Computer Operator IV		20.59
14045 - Computer Operator V		22.81
14071 - Computer Programmer I	(see 1)	22.89
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		14.86
14160 - Personal Computer Support Technician		20.59
14170 - System Support Specialist		22.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.25
15020 - Aircrew Training Devices Instructor (Rated)		36.60
15030 - Air Crew Training Devices Instructor (Pilot)		43.87
15050 - Computer Based Training Specialist / Instructor		30.25
15060 - Educational Technologist		30.70
15070 - Flight Instructor (Pilot)		43.87
15080 - Graphic Artist		21.89
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.87

15086 - Maintenance Test Pilot Rotary Wing 43.87
15088 - Non-Maintenance Test/Co-Pilot 43.87
15090 - Technical Instructor 21.55
15095 - Technical Instructor/Course Developer 26.38
15110 - Test Proctor 17.38
15120 - Tutor 17.38
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.06
16030 - Counter Attendant 10.06
16040 - Dry Cleaner 12.71
16070 - Finisher Flatwork Machine 10.06
16090 - Presser Hand 10.06
16110 - Presser Machine Drycleaning 10.06
16130 - Presser Machine Shirts 10.06
16160 - Presser Machine Wearing Apparel Laundry 10.06
16190 - Sewing Machine Operator 13.51
16220 - Tailor 14.32
16250 - Washer Machine 10.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.85
19040 - Tool And Die Maker 28.06
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.40
21030 - Material Coordinator 23.29
21040 - Material Expediter 23.29
21050 - Material Handling Laborer 13.78
21071 - Order Filler 13.16
21080 - Production Line Worker (Food Processing) 15.40
21110 - Shipping Packer 15.40
21130 - Shipping/Receiving Clerk 15.40
21140 - Store Worker I 13.70
21150 - Stock Clerk 18.38
21210 - Tools And Parts Attendant 15.40
21410 - Warehouse Specialist 15.40
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.51
23019 - Aircraft Logs and Records Technician 21.55
23021 - Aircraft Mechanic I 25.37
23022 - Aircraft Mechanic II 26.51
23023 - Aircraft Mechanic III 27.39
23040 - Aircraft Mechanic Helper 18.95
23050 - Aircraft Painter 24.10
23060 - Aircraft Servicer 21.55
23070 - Aircraft Survival Flight Equipment Technician 24.10
23080 - Aircraft Worker 22.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.37
23110 - Appliance Mechanic 23.85

23120 - Bicycle Repairer 19.80
23125 - Cable Splicer 32.25
23130 - Carpenter Maintenance 20.44
23140 - Carpet Layer 21.61
23160 - Electrician Maintenance 27.12
23181 - Electronics Technician Maintenance I 21.61
23182 - Electronics Technician Maintenance II 23.85
23183 - Electronics Technician Maintenance III 25.01
23260 - Fabric Worker 21.28
23290 - Fire Alarm System Mechanic 25.01
23310 - Fire Extinguisher Repairer 19.80
23311 - Fuel Distribution System Mechanic 25.01
23312 - Fuel Distribution System Operator 19.80
23370 - General Maintenance Worker 17.73
23380 - Ground Support Equipment Mechanic 25.37
23381 - Ground Support Equipment Servicer 21.55
23382 - Ground Support Equipment Worker 22.42
23391 - Gunsmith I 19.80
23392 - Gunsmith II 21.61
23393 - Gunsmith III 25.01
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.81
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.93
23430 - Heavy Equipment Mechanic 23.90
23440 - Heavy Equipment Operator 19.31
23460 - Instrument Mechanic 25.01
23465 - Laboratory/Shelter Mechanic 23.85
23470 - Laborer 13.78
23510 - Locksmith 23.85
23530 - Machinery Maintenance Mechanic 30.13
23550 - Machinist Maintenance 23.58
23580 - Maintenance Trades Helper 18.44
23591 - Metrology Technician I 25.01
23592 - Metrology Technician II 26.13
23593 - Metrology Technician III 27.00
23640 - Millwright 25.01
23710 - Office Appliance Repairer 22.27
23760 - Painter Maintenance 19.02
23790 - Pipefitter Maintenance 25.50
23810 - Plumber Maintenance 24.55
23820 - Pneudraulic Systems Mechanic 25.01
23850 - Rigger 25.01
23870 - Scale Mechanic 21.61
23890 - Sheet-Metal Worker Maintenance 25.01
23910 - Small Engine Mechanic 21.61
23931 - Telecommunications Mechanic I 23.81
23932 - Telecommunications Mechanic II 27.20
23950 - Telephone Lineman 26.63
23960 - Welder Combination Maintenance 19.20

23965 - Well Driller		25.01
23970 - Woodcraft Worker		25.01
23980 - Woodworker		19.80
24000 - Personal Needs Occupations		
24550 - Case Manager		14.92
24570 - Child Care Attendant		10.42
24580 - Child Care Center Clerk		15.05
24610 - Chore Aide		12.03
24620 - Family Readiness And Support Services Coordinator		14.92
24630 - Homemaker		17.66
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.01
25040 - Sewage Plant Operator		22.29
25070 - Stationary Engineer		25.01
25190 - Ventilation Equipment Tender		18.44
25210 - Water Treatment Plant Operator		22.29
27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.48
27007 - Baggage Inspector		13.06
27008 - Corrections Officer		19.31
27010 - Court Security Officer		18.66
27030 - Detection Dog Handler		14.61
27040 - Detention Officer		19.31
27070 - Firefighter		19.31
27101 - Guard I		13.06
27102 - Guard II		14.61
27131 - Police Officer I		23.00
27132 - Police Officer II		25.55
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.39
28042 - Carnival Equipment Repairer		13.81
28043 - Carnival Worker		10.35
28210 - Gate Attendant/Gate Tender		14.00
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		15.66
28510 - Recreation Aide/Health Facility Attendant		11.96
28515 - Recreation Specialist		15.74
28630 - Sports Official		13.06
28690 - Swimming Pool Operator		16.85
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.29
29020 - Hatch Tender		22.29
29030 - Line Handler		22.29
29041 - Stevedore I		21.33
29042 - Stevedore II		23.85
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		17.12
30022 - Archeological Technician II		19.48
30023 - Archeological Technician III		22.96
30030 - Cartographic Technician		23.01
30040 - Civil Engineering Technician		22.44
30051 - Cryogenic Technician I		21.59
30052 - Cryogenic Technician II		23.85
30061 - Drafter/CAD Operator I		16.60
30062 - Drafter/CAD Operator II		18.57
30063 - Drafter/CAD Operator III		20.73
30064 - Drafter/CAD Operator IV		25.50
30081 - Engineering Technician I		16.89
30082 - Engineering Technician II		17.92
30083 - Engineering Technician III		20.05
30084 - Engineering Technician IV		24.85
30085 - Engineering Technician V		30.39
30086 - Engineering Technician VI		36.79
30090 - Environmental Technician		23.01
30095 - Evidence Control Specialist		19.49
30210 - Laboratory Technician		23.53
30221 - Latent Fingerprint Technician I		21.59
30222 - Latent Fingerprint Technician II		23.85
30240 - Mathematical Technician		23.01
30361 - Paralegal/Legal Assistant I		18.97
30362 - Paralegal/Legal Assistant II		23.52
30363 - Paralegal/Legal Assistant III		28.76
30364 - Paralegal/Legal Assistant IV		34.79
30375 - Petroleum Supply Specialist		23.85
30390 - Photo-Optics Technician		24.16
30395 - Radiation Control Technician		23.85
30461 - Technical Writer I		23.01
30462 - Technical Writer II		28.14
30463 - Technical Writer III		34.05
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.50
30502 - Weather Forecaster II		31.06
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.74
30621 - Weather Observer Senior	(see 2)	23.01
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.05
31030 - Bus Driver		19.27
31043 - Driver Courier		14.75
31260 - Parking and Lot Attendant		12.75
31290 - Shuttle Bus Driver		15.82

31310 - Taxi Driver	15.18
31361 - Truckdriver Light	15.82
31362 - Truckdriver Medium	16.58
31363 - Truckdriver Heavy	20.09
31364 - Truckdriver Tractor-Trailer	20.09
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.96
99050 - Desk Clerk	11.29
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.49
99252 - Laboratory Animal Caretaker II	13.41
99260 - Marketing Analyst	23.74
99310 - Mortician	25.35
99410 - Pest Controller	22.36
99510 - Photofinishing Worker	14.29
99710 - Recycling Laborer	16.77
99711 - Recycling Specialist	20.00
99730 - Refuse Collector	15.23
99810 - Sales Clerk	11.92
99820 - School Crossing Guard	15.23
99830 - Survey Party Chief	21.41
99831 - Surveying Aide	13.40
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	20.00
99841 - Vending Machine Repairer	23.44
99842 - Vending Machine Repairer Helper	20.00

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5338
Revision No.: 12
Date Of Last Revision: 06/30/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kansas

Area: Kansas Counties of Pottawatomie Riley

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.39
01012 - Accounting Clerk II		15.03
01013 - Accounting Clerk III		16.82
01020 - Administrative Assistant		19.42
01035 - Court Reporter		17.36
01041 - Customer Service Representative I		11.99
01042 - Customer Service Representative II		13.49
01043 - Customer Service Representative III		14.71
01051 - Data Entry Operator I		12.04
01052 - Data Entry Operator II		13.14
01060 - Dispatcher Motor Vehicle		17.36
01070 - Document Preparation Clerk		13.81

01090 - Duplicating Machine Operator 13.81
01111 - General Clerk I 11.85
01112 - General Clerk II 12.94
01113 - General Clerk III 14.52
01120 - Housing Referral Assistant 19.34
01141 - Messenger Courier 11.26
01191 - Order Clerk I 12.66
01192 - Order Clerk II 13.81
01261 - Personnel Assistant (Employment) I 15.51
01262 - Personnel Assistant (Employment) II 17.36
01263 - Personnel Assistant (Employment) III 19.34
01270 - Production Control Clerk 23.29
01290 - Rental Clerk 15.59
01300 - Scheduler Maintenance 15.51
01311 - Secretary I 15.51
01312 - Secretary II 17.36
01313 - Secretary III 19.34
01320 - Service Order Dispatcher 15.51
01410 - Supply Technician 19.42
01420 - Survey Worker 14.40
01460 - Switchboard Operator/Receptionist 13.14
01531 - Travel Clerk I 13.11
01532 - Travel Clerk II 13.84
01533 - Travel Clerk III 14.82
01611 - Word Processor I 13.81
01612 - Word Processor II 15.51
01613 - Word Processor III 17.36
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.18
05010 - Automotive Electrician 17.36
05040 - Automotive Glass Installer 16.62
05070 - Automotive Worker 16.62
05110 - Mobile Equipment Servicer 15.23
05130 - Motor Equipment Metal Mechanic 18.03
05160 - Motor Equipment Metal Worker 16.62
05190 - Motor Vehicle Mechanic 18.03
05220 - Motor Vehicle Mechanic Helper 14.59
05250 - Motor Vehicle Upholstery Worker 15.96
05280 - Motor Vehicle Wrecker 16.62
05310 - Painter Automotive 17.36
05340 - Radiator Repair Specialist 16.62
05370 - Tire Repairer 12.95
05400 - Transmission Repair Specialist 18.03
07000 - Food Preparation And Service Occupations
07010 - Baker 13.66
07041 - Cook I 11.61
07042 - Cook II 12.97
07070 - Dishwasher 9.33
07130 - Food Service Worker 10.40
07210 - Meat Cutter 13.93

07260 - Waiter/Waitress	9.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.80
09040 - Furniture Handler	13.80
09080 - Furniture Refinisher	19.80
09090 - Furniture Refinisher Helper	16.22
09110 - Furniture Repairer Minor	18.71
09130 - Upholsterer	19.80
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.63
11060 - Elevator Operator	11.63
11090 - Gardener	16.07
11122 - Housekeeping Aide	11.55
11150 - Janitor	11.55
11210 - Laborer Grounds Maintenance	12.55
11240 - Maid or Houseman	10.82
11260 - Pruner	11.40
11270 - Tractor Operator	14.97
11330 - Trail Maintenance Worker	12.55
11360 - Window Cleaner	12.72
12000 - Health Occupations	
12010 - Ambulance Driver	16.38
12011 - Breath Alcohol Technician	18.57
12012 - Certified Occupational Therapist Assistant	25.47
12015 - Certified Physical Therapist Assistant	25.47
12020 - Dental Assistant	19.30
12025 - Dental Hygienist	35.32
12030 - EKG Technician	28.14
12035 - Electroneurodiagnostic Technologist	28.14
12040 - Emergency Medical Technician	16.38
12071 - Licensed Practical Nurse I	16.59
12072 - Licensed Practical Nurse II	18.57
12073 - Licensed Practical Nurse III	20.70
12100 - Medical Assistant	14.33
12130 - Medical Laboratory Technician	20.32
12160 - Medical Record Clerk	17.04
12190 - Medical Record Technician	19.06
12195 - Medical Transcriptionist	16.59
12210 - Nuclear Medicine Technologist	40.80
12221 - Nursing Assistant I	12.16
12222 - Nursing Assistant II	13.67
12223 - Nursing Assistant III	14.91
12224 - Nursing Assistant IV	16.74
12235 - Optical Dispenser	18.57
12236 - Optical Technician	16.59
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	15.62
12305 - Radiologic Technologist	26.29
12311 - Registered Nurse I	23.96
12312 - Registered Nurse II	29.29

12313 - Registered Nurse II Specialist		29.29
12314 - Registered Nurse III		35.44
12315 - Registered Nurse III Anesthetist		35.44
12316 - Registered Nurse IV		42.47
12317 - Scheduler (Drug and Alcohol Testing)		23.00
12320 - Substance Abuse Treatment Counselor		22.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.03
13012 - Exhibits Specialist II		22.33
13013 - Exhibits Specialist III		27.34
13041 - Illustrator I		18.03
13042 - Illustrator II		22.33
13043 - Illustrator III		27.34
13047 - Librarian		24.76
13050 - Library Aide/Clerk		12.61
13054 - Library Information Technology Systems Administrator		22.33
13058 - Library Technician		15.31
13061 - Media Specialist I		16.12
13062 - Media Specialist II		18.03
13063 - Media Specialist III		20.11
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		15.84
13110 - Video Teleconference Technician		14.99
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.86
14042 - Computer Operator II		16.86
14043 - Computer Operator III		18.53
14044 - Computer Operator IV		20.59
14045 - Computer Operator V		22.81
14071 - Computer Programmer I	(see 1)	22.89
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		14.86
14160 - Personal Computer Support Technician		20.59
14170 - System Support Specialist		22.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.25
15020 - Aircrew Training Devices Instructor (Rated)		36.60
15030 - Air Crew Training Devices Instructor (Pilot)		43.87
15050 - Computer Based Training Specialist / Instructor		30.25
15060 - Educational Technologist		30.70

15070 - Flight Instructor (Pilot) 43.87
15080 - Graphic Artist 21.89
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.87
15086 - Maintenance Test Pilot Rotary Wing 43.87
15088 - Non-Maintenance Test/Co-Pilot 43.87
15090 - Technical Instructor 21.55
15095 - Technical Instructor/Course Developer 26.38
15110 - Test Proctor 17.38
15120 - Tutor 17.38
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.06
16030 - Counter Attendant 10.06
16040 - Dry Cleaner 12.71
16070 - Finisher Flatwork Machine 10.06
16090 - Presser Hand 10.06
16110 - Presser Machine Drycleaning 10.06
16130 - Presser Machine Shirts 10.06
16160 - Presser Machine Wearing Apparel Laundry 10.06
16190 - Sewing Machine Operator 13.51
16220 - Tailor 14.32
16250 - Washer Machine 10.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.85
19040 - Tool And Die Maker 28.06
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.40
21030 - Material Coordinator 23.29
21040 - Material Expediter 23.29
21050 - Material Handling Laborer 13.78
21071 - Order Filler 13.16
21080 - Production Line Worker (Food Processing) 15.40
21110 - Shipping Packer 15.40
21130 - Shipping/Receiving Clerk 15.40
21140 - Store Worker I 13.70
21150 - Stock Clerk 18.38
21210 - Tools And Parts Attendant 15.40
21410 - Warehouse Specialist 15.40
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.51
23019 - Aircraft Logs and Records Technician 21.55
23021 - Aircraft Mechanic I 25.37
23022 - Aircraft Mechanic II 26.51
23023 - Aircraft Mechanic III 27.39
23040 - Aircraft Mechanic Helper 18.95
23050 - Aircraft Painter 24.10
23060 - Aircraft Servicer 21.55
23070 - Aircraft Survival Flight Equipment Technician 24.10
23080 - Aircraft Worker 22.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.42

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.37
23110 - Appliance Mechanic 23.85
23120 - Bicycle Repairer 19.80
23125 - Cable Splicer 32.25
23130 - Carpenter Maintenance 20.44
23140 - Carpet Layer 21.61
23160 - Electrician Maintenance 27.12
23181 - Electronics Technician Maintenance I 21.61
23182 - Electronics Technician Maintenance II 23.85
23183 - Electronics Technician Maintenance III 25.01
23260 - Fabric Worker 21.28
23290 - Fire Alarm System Mechanic 25.01
23310 - Fire Extinguisher Repairer 19.80
23311 - Fuel Distribution System Mechanic 25.01
23312 - Fuel Distribution System Operator 19.80
23370 - General Maintenance Worker 17.73
23380 - Ground Support Equipment Mechanic 25.37
23381 - Ground Support Equipment Servicer 21.55
23382 - Ground Support Equipment Worker 22.42
23391 - Gunsmith I 19.80
23392 - Gunsmith II 21.61
23393 - Gunsmith III 25.01
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.81
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.93
23430 - Heavy Equipment Mechanic 23.90
23440 - Heavy Equipment Operator 19.31
23460 - Instrument Mechanic 25.01
23465 - Laboratory/Shelter Mechanic 23.85
23470 - Laborer 13.78
23510 - Locksmith 23.85
23530 - Machinery Maintenance Mechanic 30.13
23550 - Machinist Maintenance 23.58
23580 - Maintenance Trades Helper 18.44
23591 - Metrology Technician I 25.01
23592 - Metrology Technician II 26.13
23593 - Metrology Technician III 27.00
23640 - Millwright 25.01
23710 - Office Appliance Repairer 22.27
23760 - Painter Maintenance 19.02
23790 - Pipefitter Maintenance 25.50
23810 - Plumber Maintenance 24.55
23820 - Pneudraulic Systems Mechanic 25.01
23850 - Rigger 25.01
23870 - Scale Mechanic 21.61
23890 - Sheet-Metal Worker Maintenance 25.01
23910 - Small Engine Mechanic 21.61
23931 - Telecommunications Mechanic I 23.81

23932 - Telecommunications Mechanic II 27.20
23950 - Telephone Lineman 26.63
23960 - Welder Combination Maintenance 19.20
23965 - Well Driller 25.01
23970 - Woodcraft Worker 25.01
23980 - Woodworker 19.80
24000 - Personal Needs Occupations
24550 - Case Manager 14.92
24570 - Child Care Attendant 10.42
24580 - Child Care Center Clerk 15.05
24610 - Chore Aide 12.03
24620 - Family Readiness And Support Services Coordinator 14.92
24630 - Homemaker 17.66
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.01
25040 - Sewage Plant Operator 22.29
25070 - Stationary Engineer 25.01
25190 - Ventilation Equipment Tender 18.44
25210 - Water Treatment Plant Operator 22.29
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.48
27007 - Baggage Inspector 13.06
27008 - Corrections Officer 19.31
27010 - Court Security Officer 18.66
27030 - Detection Dog Handler 14.61
27040 - Detention Officer 19.31
27070 - Firefighter 19.31
27101 - Guard I 13.06
27102 - Guard II 14.61
27131 - Police Officer I 23.00
27132 - Police Officer II 25.55
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.39
28042 - Carnival Equipment Repairer 13.81
28043 - Carnival Worker 10.35
28210 - Gate Attendant/Gate Tender 14.00
28310 - Lifeguard 12.47
28350 - Park Attendant (Aide) 15.66
28510 - Recreation Aide/Health Facility Attendant 11.96
28515 - Recreation Specialist 15.74
28630 - Sports Official 13.06
28690 - Swimming Pool Operator 16.85
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.29
29020 - Hatch Tender 22.29
29030 - Line Handler 22.29
29041 - Stevedore I 21.33
29042 - Stevedore II 23.85
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.12
30022 - Archeological Technician II 19.48
30023 - Archeological Technician III 22.96
30030 - Cartographic Technician 23.01
30040 - Civil Engineering Technician 22.44
30051 - Cryogenic Technician I 21.59
30052 - Cryogenic Technician II 23.85
30061 - Drafter/CAD Operator I 16.60
30062 - Drafter/CAD Operator II 18.57
30063 - Drafter/CAD Operator III 20.73
30064 - Drafter/CAD Operator IV 25.50
30081 - Engineering Technician I 16.89
30082 - Engineering Technician II 17.92
30083 - Engineering Technician III 20.05
30084 - Engineering Technician IV 24.85
30085 - Engineering Technician V 30.39
30086 - Engineering Technician VI 36.79
30090 - Environmental Technician 23.01
30095 - Evidence Control Specialist 19.49
30210 - Laboratory Technician 23.53
30221 - Latent Fingerprint Technician I 21.59
30222 - Latent Fingerprint Technician II 23.85
30240 - Mathematical Technician 23.01
30361 - Paralegal/Legal Assistant I 18.97
30362 - Paralegal/Legal Assistant II 23.52
30363 - Paralegal/Legal Assistant III 28.76
30364 - Paralegal/Legal Assistant IV 34.79
30375 - Petroleum Supply Specialist 23.85
30390 - Photo-Optics Technician 24.16
30395 - Radiation Control Technician 23.85
30461 - Technical Writer I 23.01
30462 - Technical Writer II 28.14
30463 - Technical Writer III 34.05
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.50
30502 - Weather Forecaster II 31.06
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.74
30621 - Weather Observer Senior (see 2) 23.01
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.05
31030 - Bus Driver 19.27

31043 - Driver Courier	14.75
31260 - Parking and Lot Attendant	12.75
31290 - Shuttle Bus Driver	15.82
31310 - Taxi Driver	15.18
31361 - Truckdriver Light	15.82
31362 - Truckdriver Medium	16.58
31363 - Truckdriver Heavy	20.09
31364 - Truckdriver Tractor-Trailer	20.09
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.96
99050 - Desk Clerk	11.29
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.49
99252 - Laboratory Animal Caretaker II	13.41
99260 - Marketing Analyst	23.74
99310 - Mortician	25.35
99410 - Pest Controller	22.36
99510 - Photofinishing Worker	14.29
99710 - Recycling Laborer	16.77
99711 - Recycling Specialist	20.00
99730 - Refuse Collector	15.23
99810 - Sales Clerk	11.92
99820 - School Crossing Guard	15.23
99830 - Survey Party Chief	21.41
99831 - Surveying Aide	13.40
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	20.00
99841 - Vending Machine Repairer	23.44
99842 - Vending Machine Repairer Helper	20.00

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5339
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kansas

Area: Kansas Counties of Jackson Jefferson Osage Shawnee Wabaunsee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.55
01012 - Accounting Clerk II		16.34
01013 - Accounting Clerk III		18.27
01020 - Administrative Assistant		19.09
01035 - Court Reporter		20.58
01041 - Customer Service Representative I		13.47
01042 - Customer Service Representative II		15.15
01043 - Customer Service Representative III		16.53
01051 - Data Entry Operator I		13.01
01052 - Data Entry Operator II		14.19
01060 - Dispatcher Motor Vehicle		19.87
01070 - Document Preparation Clerk		14.19
01090 - Duplicating Machine Operator		14.19
01111 - General Clerk I		12.95
01112 - General Clerk II		14.13

01113 - General Clerk III	15.86
01120 - Housing Referral Assistant	19.39
01141 - Messenger Courier	12.54
01191 - Order Clerk I	14.19
01192 - Order Clerk II	15.64
01261 - Personnel Assistant (Employment) I	16.30
01262 - Personnel Assistant (Employment) II	18.24
01263 - Personnel Assistant (Employment) III	20.33
01270 - Production Control Clerk	25.62
01290 - Rental Clerk	14.54
01300 - Scheduler Maintenance	15.55
01311 - Secretary I	15.55
01312 - Secretary II	17.39
01313 - Secretary III	19.39
01320 - Service Order Dispatcher	16.21
01410 - Supply Technician	19.09
01420 - Survey Worker	16.42
01460 - Switchboard Operator/Receptionist	13.37
01531 - Travel Clerk I	13.50
01532 - Travel Clerk II	14.54
01533 - Travel Clerk III	15.67
01611 - Word Processor I	13.85
01612 - Word Processor II	15.55
01613 - Word Processor III	17.39
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.68
05010 - Automotive Electrician	17.36
05040 - Automotive Glass Installer	16.62
05070 - Automotive Worker	16.62
05110 - Mobile Equipment Servicer	15.23
05130 - Motor Equipment Metal Mechanic	18.03
05160 - Motor Equipment Metal Worker	16.62
05190 - Motor Vehicle Mechanic	18.03
05220 - Motor Vehicle Mechanic Helper	14.59
05250 - Motor Vehicle Upholstery Worker	15.96
05280 - Motor Vehicle Wrecker	16.62
05310 - Painter Automotive	17.36
05340 - Radiator Repair Specialist	16.62
05370 - Tire Repairer	14.22
05400 - Transmission Repair Specialist	18.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.42
07041 - Cook I	12.15
07042 - Cook II	13.82
07070 - Dishwasher	9.07
07130 - Food Service Worker	10.81
07210 - Meat Cutter	16.68
07260 - Waiter/Waitress	9.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.78

09040 - Furniture Handler 15.20
09080 - Furniture Refinisher 21.78
09090 - Furniture Refinisher Helper 16.85
09110 - Furniture Repairer Minor 19.45
09130 - Upholsterer 21.78
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.84
11060 - Elevator Operator 12.42
11090 - Gardener 18.99
11122 - Housekeeping Aide 12.42
11150 - Janitor 12.42
11210 - Laborer Grounds Maintenance 14.88
11240 - Maid or Houseman 10.22
11260 - Pruner 13.52
11270 - Tractor Operator 17.69
11330 - Trail Maintenance Worker 14.88
11360 - Window Cleaner 13.67
12000 - Health Occupations
12010 - Ambulance Driver 14.82
12011 - Breath Alcohol Technician 19.25
12012 - Certified Occupational Therapist Assistant 27.90
12015 - Certified Physical Therapist Assistant 27.81
12020 - Dental Assistant 18.41
12025 - Dental Hygienist 34.41
12030 - EKG Technician 29.17
12035 - Electroneurodiagnostic Technologist 29.17
12040 - Emergency Medical Technician 14.82
12071 - Licensed Practical Nurse I 17.21
12072 - Licensed Practical Nurse II 19.25
12073 - Licensed Practical Nurse III 21.46
12100 - Medical Assistant 15.48
12130 - Medical Laboratory Technician 22.24
12160 - Medical Record Clerk 18.15
12190 - Medical Record Technician 20.30
12195 - Medical Transcriptionist 16.56
12210 - Nuclear Medicine Technologist 42.30
12221 - Nursing Assistant I 11.21
12222 - Nursing Assistant II 12.61
12223 - Nursing Assistant III 13.76
12224 - Nursing Assistant IV 15.44
12235 - Optical Dispenser 14.27
12236 - Optical Technician 17.21
12250 - Pharmacy Technician 16.61
12280 - Phlebotomist 16.18
12305 - Radiologic Technologist 27.78
12311 - Registered Nurse I 25.23
12312 - Registered Nurse II 30.87
12313 - Registered Nurse II Specialist 30.87
12314 - Registered Nurse III 37.34
12315 - Registered Nurse III Anesthetist 37.34

12316 - Registered Nurse IV		44.77
12317 - Scheduler (Drug and Alcohol Testing)		23.84
12320 - Substance Abuse Treatment Counselor		20.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.03
13012 - Exhibits Specialist II		22.33
13013 - Exhibits Specialist III		27.34
13041 - Illustrator I		18.03
13042 - Illustrator II		22.33
13043 - Illustrator III		27.34
13047 - Librarian		24.76
13050 - Library Aide/Clerk		12.12
13054 - Library Information Technology Systems Administrator		22.33
13058 - Library Technician		19.10
13061 - Media Specialist I		16.12
13062 - Media Specialist II		18.03
13063 - Media Specialist III		20.11
13071 - Photographer I		15.93
13072 - Photographer II		17.82
13073 - Photographer III		22.07
13074 - Photographer IV		27.00
13075 - Photographer V		32.66
13090 - Technical Order Library Clerk		15.81
13110 - Video Teleconference Technician		15.93
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.28
14042 - Computer Operator II		18.21
14043 - Computer Operator III		20.30
14044 - Computer Operator IV		22.55
14045 - Computer Operator V		24.97
14071 - Computer Programmer I	(see 1)	22.89
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		16.28
14160 - Personal Computer Support Technician		22.55
14170 - System Support Specialist		24.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.59
15020 - Aircrew Training Devices Instructor (Rated)		34.59
15030 - Air Crew Training Devices Instructor (Pilot)		41.47
15050 - Computer Based Training Specialist / Instructor		28.59
15060 - Educational Technologist		28.39
15070 - Flight Instructor (Pilot)		41.47
15080 - Graphic Artist		22.78
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.47

15086 - Maintenance Test Pilot Rotary Wing 41.47
15088 - Non-Maintenance Test/Co-Pilot 41.47
15090 - Technical Instructor 19.93
15095 - Technical Instructor/Course Developer 24.38
15110 - Test Proctor 16.09
15120 - Tutor 16.09
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.65
16030 - Counter Attendant 10.65
16040 - Dry Cleaner 13.44
16070 - Finisher Flatwork Machine 10.65
16090 - Presser Hand 10.65
16110 - Presser Machine Drycleaning 10.65
16130 - Presser Machine Shirts 10.65
16160 - Presser Machine Wearing Apparel Laundry 10.65
16190 - Sewing Machine Operator 14.43
16220 - Tailor 15.43
16250 - Washer Machine 11.48
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.17
19040 - Tool And Die Maker 29.62
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.78
21030 - Material Coordinator 25.62
21040 - Material Expediter 25.62
21050 - Material Handling Laborer 16.10
21071 - Order Filler 13.16
21080 - Production Line Worker (Food Processing) 17.78
21110 - Shipping Packer 19.56
21130 - Shipping/Receiving Clerk 19.56
21140 - Store Worker I 13.73
21150 - Stock Clerk 18.38
21210 - Tools And Parts Attendant 17.78
21410 - Warehouse Specialist 17.78
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.63
23019 - Aircraft Logs and Records Technician 24.12
23021 - Aircraft Mechanic I 28.35
23022 - Aircraft Mechanic II 29.63
23023 - Aircraft Mechanic III 30.61
23040 - Aircraft Mechanic Helper 20.91
23050 - Aircraft Painter 27.04
23060 - Aircraft Servicer 24.12
23070 - Aircraft Survival Flight Equipment Technician 27.04
23080 - Aircraft Worker 25.55
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.55
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.35
23110 - Appliance Mechanic 25.17

23120 - Bicycle Repairer	20.38
23125 - Cable Splicer	38.40
23130 - Carpenter Maintenance	20.03
23140 - Carpet Layer	26.97
23160 - Electrician Maintenance	27.02
23181 - Electronics Technician Maintenance I	24.46
23182 - Electronics Technician Maintenance II	25.89
23183 - Electronics Technician Maintenance III	27.14
23260 - Fabric Worker	22.46
23290 - Fire Alarm System Mechanic	26.40
23310 - Fire Extinguisher Repairer	20.90
23311 - Fuel Distribution System Mechanic	26.88
23312 - Fuel Distribution System Operator	21.28
23370 - General Maintenance Worker	17.73
23380 - Ground Support Equipment Mechanic	28.35
23381 - Ground Support Equipment Servicer	24.12
23382 - Ground Support Equipment Worker	25.55
23391 - Gunsmith I	20.90
23392 - Gunsmith II	23.78
23393 - Gunsmith III	26.40
23410 - Heating Ventilation And Air-Conditioning Mechanic	29.41
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.73
23430 - Heavy Equipment Mechanic	23.91
23440 - Heavy Equipment Operator	18.63
23460 - Instrument Mechanic	28.35
23465 - Laboratory/Shelter Mechanic	25.17
23470 - Laborer	16.10
23510 - Locksmith	25.17
23530 - Machinery Maintenance Mechanic	27.13
23550 - Machinist Maintenance	24.18
23580 - Maintenance Trades Helper	17.70
23591 - Metrology Technician I	28.35
23592 - Metrology Technician II	29.63
23593 - Metrology Technician III	30.61
23640 - Millwright	26.53
23710 - Office Appliance Repairer	23.37
23760 - Painter Maintenance	20.49
23790 - Pipefitter Maintenance	26.41
23810 - Plumber Maintenance	25.18
23820 - Pneudraulic Systems Mechanic	26.40
23850 - Rigger	26.40
23870 - Scale Mechanic	23.78
23890 - Sheet-Metal Worker Maintenance	26.55
23910 - Small Engine Mechanic	23.78
23931 - Telecommunications Mechanic I	25.78
23932 - Telecommunications Mechanic II	27.20
23950 - Telephone Lineman	28.68
23960 - Welder Combination Maintenance	19.18

23965 - Well Driller	26.40
23970 - Woodcraft Worker	26.40
23980 - Woodworker	20.90
24000 - Personal Needs Occupations	
24550 - Case Manager	16.83
24570 - Child Care Attendant	10.87
24580 - Child Care Center Clerk	15.05
24610 - Chore Aide	12.03
24620 - Family Readiness And Support Services Coordinator	16.83
24630 - Homemaker	17.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.40
25040 - Sewage Plant Operator	20.25
25070 - Stationary Engineer	26.40
25190 - Ventilation Equipment Tender	19.46
25210 - Water Treatment Plant Operator	20.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.17
27007 - Baggage Inspector	12.40
27008 - Corrections Officer	17.69
27010 - Court Security Officer	18.10
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	17.69
27070 - Firefighter	19.20
27101 - Guard I	12.40
27102 - Guard II	13.87
27131 - Police Officer I	20.67
27132 - Police Officer II	22.96
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.24
28042 - Carnival Equipment Repairer	13.15
28043 - Carnival Worker	9.72
28210 - Gate Attendant/Gate Tender	16.94
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	18.95
28510 - Recreation Aide/Health Facility Attendant	14.48
28515 - Recreation Specialist	20.41
28630 - Sports Official	15.80
28690 - Swimming Pool Operator	16.85
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.36
29020 - Hatch Tender	23.36
29030 - Line Handler	23.36
29041 - Stevedore I	22.06
29042 - Stevedore II	24.73
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.60

30021 - Archeological Technician I		17.12
30022 - Archeological Technician II		19.48
30023 - Archeological Technician III		23.48
30030 - Cartographic Technician		23.48
30040 - Civil Engineering Technician		22.41
30051 - Cryogenic Technician I		26.01
30052 - Cryogenic Technician II		28.73
30061 - Drafter/CAD Operator I		16.95
30062 - Drafter/CAD Operator II		18.96
30063 - Drafter/CAD Operator III		21.14
30064 - Drafter/CAD Operator IV		26.01
30081 - Engineering Technician I		16.89
30082 - Engineering Technician II		17.92
30083 - Engineering Technician III		20.05
30084 - Engineering Technician IV		24.85
30085 - Engineering Technician V		30.39
30086 - Engineering Technician VI		36.79
30090 - Environmental Technician		23.01
30095 - Evidence Control Specialist		23.48
30210 - Laboratory Technician		23.53
30221 - Latent Fingerprint Technician I		25.92
30222 - Latent Fingerprint Technician II		28.64
30240 - Mathematical Technician		23.48
30361 - Paralegal/Legal Assistant I		20.17
30362 - Paralegal/Legal Assistant II		24.98
30363 - Paralegal/Legal Assistant III		30.56
30364 - Paralegal/Legal Assistant IV		36.97
30375 - Petroleum Supply Specialist		28.73
30390 - Photo-Optics Technician		24.16
30395 - Radiation Control Technician		28.73
30461 - Technical Writer I		23.48
30462 - Technical Writer II		28.73
30463 - Technical Writer III		34.76
30491 - Unexploded Ordnance (UXO) Technician I		25.61
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.14
30494 - Unexploded (UXO) Safety Escort		25.61
30495 - Unexploded (UXO) Sweep Personnel		25.61
30501 - Weather Forecaster I		26.01
30502 - Weather Forecaster II		31.64
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.74
30621 - Weather Observer Senior	(see 2)	23.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.52
31030 - Bus Driver		18.56
31043 - Driver Courier		16.08
31260 - Parking and Lot Attendant		11.23
31290 - Shuttle Bus Driver		17.27

31310 - Taxi Driver	15.01
31361 - Truckdriver Light	17.27
31362 - Truckdriver Medium	18.24
31363 - Truckdriver Heavy	19.21
31364 - Truckdriver Tractor-Trailer	19.21
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	9.97
99050 - Desk Clerk	12.02
99095 - Embalmer	25.32
99130 - Flight Follower	25.61
99251 - Laboratory Animal Caretaker I	15.12
99252 - Laboratory Animal Caretaker II	16.24
99260 - Marketing Analyst	28.23
99310 - Mortician	25.32
99410 - Pest Controller	16.70
99510 - Photofinishing Worker	14.29
99710 - Recycling Laborer	17.52
99711 - Recycling Specialist	20.81
99730 - Refuse Collector	15.88
99810 - Sales Clerk	11.92
99820 - School Crossing Guard	15.26
99830 - Survey Party Chief	22.25
99831 - Surveying Aide	13.93
99832 - Surveying Technician	17.39
99840 - Vending Machine Attendant	17.57
99841 - Vending Machine Repairer	20.00
99842 - Vending Machine Repairer Helper	17.57

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5340
Revision No.: 12
Date Of Last Revision: 06/30/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kansas

Area: Kansas Counties of Jackson Jefferson Osage Shawnee Wabaunsee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.55
01012 - Accounting Clerk II		16.34
01013 - Accounting Clerk III		18.27
01020 - Administrative Assistant		19.09
01035 - Court Reporter		20.58
01041 - Customer Service Representative I		13.47
01042 - Customer Service Representative II		15.15
01043 - Customer Service Representative III		16.53
01051 - Data Entry Operator I		13.01
01052 - Data Entry Operator II		14.19
01060 - Dispatcher Motor Vehicle		19.87
01070 - Document Preparation Clerk		14.19

01090 - Duplicating Machine Operator 14.19
01111 - General Clerk I 12.95
01112 - General Clerk II 14.13
01113 - General Clerk III 15.86
01120 - Housing Referral Assistant 19.39
01141 - Messenger Courier 12.54
01191 - Order Clerk I 14.19
01192 - Order Clerk II 15.64
01261 - Personnel Assistant (Employment) I 16.30
01262 - Personnel Assistant (Employment) II 18.24
01263 - Personnel Assistant (Employment) III 20.33
01270 - Production Control Clerk 25.62
01290 - Rental Clerk 14.54
01300 - Scheduler Maintenance 15.55
01311 - Secretary I 15.55
01312 - Secretary II 17.39
01313 - Secretary III 19.39
01320 - Service Order Dispatcher 16.21
01410 - Supply Technician 19.09
01420 - Survey Worker 16.42
01460 - Switchboard Operator/Receptionist 13.37
01531 - Travel Clerk I 13.50
01532 - Travel Clerk II 14.54
01533 - Travel Clerk III 15.67
01611 - Word Processor I 13.85
01612 - Word Processor II 15.55
01613 - Word Processor III 17.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.68
05010 - Automotive Electrician 17.36
05040 - Automotive Glass Installer 16.62
05070 - Automotive Worker 16.62
05110 - Mobile Equipment Servicer 15.23
05130 - Motor Equipment Metal Mechanic 18.03
05160 - Motor Equipment Metal Worker 16.62
05190 - Motor Vehicle Mechanic 18.03
05220 - Motor Vehicle Mechanic Helper 14.59
05250 - Motor Vehicle Upholstery Worker 15.96
05280 - Motor Vehicle Wrecker 16.62
05310 - Painter Automotive 17.36
05340 - Radiator Repair Specialist 16.62
05370 - Tire Repairer 14.22
05400 - Transmission Repair Specialist 18.03
07000 - Food Preparation And Service Occupations
07010 - Baker 12.42
07041 - Cook I 12.15
07042 - Cook II 13.82
07070 - Dishwasher 9.07
07130 - Food Service Worker 10.81
07210 - Meat Cutter 16.68

07260 - Waiter/Waitress	9.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.78
09040 - Furniture Handler	15.20
09080 - Furniture Refinisher	21.78
09090 - Furniture Refinisher Helper	16.85
09110 - Furniture Repairer Minor	19.45
09130 - Upholsterer	21.78
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.84
11060 - Elevator Operator	12.42
11090 - Gardener	18.99
11122 - Housekeeping Aide	12.42
11150 - Janitor	12.42
11210 - Laborer Grounds Maintenance	14.88
11240 - Maid or Houseman	10.22
11260 - Pruner	13.52
11270 - Tractor Operator	17.69
11330 - Trail Maintenance Worker	14.88
11360 - Window Cleaner	13.67
12000 - Health Occupations	
12010 - Ambulance Driver	14.82
12011 - Breath Alcohol Technician	19.25
12012 - Certified Occupational Therapist Assistant	27.90
12015 - Certified Physical Therapist Assistant	27.81
12020 - Dental Assistant	18.41
12025 - Dental Hygienist	34.41
12030 - EKG Technician	29.17
12035 - Electroneurodiagnostic Technologist	29.17
12040 - Emergency Medical Technician	14.82
12071 - Licensed Practical Nurse I	17.21
12072 - Licensed Practical Nurse II	19.25
12073 - Licensed Practical Nurse III	21.46
12100 - Medical Assistant	15.48
12130 - Medical Laboratory Technician	22.24
12160 - Medical Record Clerk	18.15
12190 - Medical Record Technician	20.30
12195 - Medical Transcriptionist	16.56
12210 - Nuclear Medicine Technologist	42.30
12221 - Nursing Assistant I	11.21
12222 - Nursing Assistant II	12.61
12223 - Nursing Assistant III	13.76
12224 - Nursing Assistant IV	15.44
12235 - Optical Dispenser	14.27
12236 - Optical Technician	17.21
12250 - Pharmacy Technician	16.61
12280 - Phlebotomist	16.18
12305 - Radiologic Technologist	27.78
12311 - Registered Nurse I	25.23
12312 - Registered Nurse II	30.87

12313 - Registered Nurse II Specialist		30.87
12314 - Registered Nurse III		37.34
12315 - Registered Nurse III Anesthetist		37.34
12316 - Registered Nurse IV		44.77
12317 - Scheduler (Drug and Alcohol Testing)		23.84
12320 - Substance Abuse Treatment Counselor		20.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.03
13012 - Exhibits Specialist II		22.33
13013 - Exhibits Specialist III		27.34
13041 - Illustrator I		18.03
13042 - Illustrator II		22.33
13043 - Illustrator III		27.34
13047 - Librarian		24.76
13050 - Library Aide/Clerk		12.12
13054 - Library Information Technology Systems Administrator		22.33
13058 - Library Technician		19.10
13061 - Media Specialist I		16.12
13062 - Media Specialist II		18.03
13063 - Media Specialist III		20.11
13071 - Photographer I		15.93
13072 - Photographer II		17.82
13073 - Photographer III		22.07
13074 - Photographer IV		27.00
13075 - Photographer V		32.66
13090 - Technical Order Library Clerk		15.81
13110 - Video Teleconference Technician		15.93
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.28
14042 - Computer Operator II		18.21
14043 - Computer Operator III		20.30
14044 - Computer Operator IV		22.55
14045 - Computer Operator V		24.97
14071 - Computer Programmer I	(see 1)	22.89
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		16.28
14160 - Personal Computer Support Technician		22.55
14170 - System Support Specialist		24.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.59
15020 - Aircrew Training Devices Instructor (Rated)		34.59
15030 - Air Crew Training Devices Instructor (Pilot)		41.47
15050 - Computer Based Training Specialist / Instructor		28.59
15060 - Educational Technologist		28.39

15070 - Flight Instructor (Pilot) 41.47
15080 - Graphic Artist 22.78
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.47
15086 - Maintenance Test Pilot Rotary Wing 41.47
15088 - Non-Maintenance Test/Co-Pilot 41.47
15090 - Technical Instructor 19.93
15095 - Technical Instructor/Course Developer 24.38
15110 - Test Proctor 16.09
15120 - Tutor 16.09
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.65
16030 - Counter Attendant 10.65
16040 - Dry Cleaner 13.44
16070 - Finisher Flatwork Machine 10.65
16090 - Presser Hand 10.65
16110 - Presser Machine Drycleaning 10.65
16130 - Presser Machine Shirts 10.65
16160 - Presser Machine Wearing Apparel Laundry 10.65
16190 - Sewing Machine Operator 14.43
16220 - Tailor 15.43
16250 - Washer Machine 11.48
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.17
19040 - Tool And Die Maker 29.62
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.78
21030 - Material Coordinator 25.62
21040 - Material Expediter 25.62
21050 - Material Handling Laborer 16.10
21071 - Order Filler 13.16
21080 - Production Line Worker (Food Processing) 17.78
21110 - Shipping Packer 19.56
21130 - Shipping/Receiving Clerk 19.56
21140 - Store Worker I 13.73
21150 - Stock Clerk 18.38
21210 - Tools And Parts Attendant 17.78
21410 - Warehouse Specialist 17.78
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.63
23019 - Aircraft Logs and Records Technician 24.12
23021 - Aircraft Mechanic I 28.35
23022 - Aircraft Mechanic II 29.63
23023 - Aircraft Mechanic III 30.61
23040 - Aircraft Mechanic Helper 20.91
23050 - Aircraft Painter 27.04
23060 - Aircraft Servicer 24.12
23070 - Aircraft Survival Flight Equipment Technician 27.04
23080 - Aircraft Worker 25.55
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.55

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.35
23110 - Appliance Mechanic 25.17
23120 - Bicycle Repairer 20.38
23125 - Cable Splicer 38.40
23130 - Carpenter Maintenance 20.03
23140 - Carpet Layer 26.97
23160 - Electrician Maintenance 27.02
23181 - Electronics Technician Maintenance I 24.46
23182 - Electronics Technician Maintenance II 25.89
23183 - Electronics Technician Maintenance III 27.14
23260 - Fabric Worker 22.46
23290 - Fire Alarm System Mechanic 26.40
23310 - Fire Extinguisher Repairer 20.90
23311 - Fuel Distribution System Mechanic 26.88
23312 - Fuel Distribution System Operator 21.28
23370 - General Maintenance Worker 17.73
23380 - Ground Support Equipment Mechanic 28.35
23381 - Ground Support Equipment Servicer 24.12
23382 - Ground Support Equipment Worker 25.55
23391 - Gunsmith I 20.90
23392 - Gunsmith II 23.78
23393 - Gunsmith III 26.40
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.41
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.73
23430 - Heavy Equipment Mechanic 23.91
23440 - Heavy Equipment Operator 18.63
23460 - Instrument Mechanic 28.35
23465 - Laboratory/Shelter Mechanic 25.17
23470 - Laborer 16.10
23510 - Locksmith 25.17
23530 - Machinery Maintenance Mechanic 27.13
23550 - Machinist Maintenance 24.18
23580 - Maintenance Trades Helper 17.70
23591 - Metrology Technician I 28.35
23592 - Metrology Technician II 29.63
23593 - Metrology Technician III 30.61
23640 - Millwright 26.53
23710 - Office Appliance Repairer 23.37
23760 - Painter Maintenance 20.49
23790 - Pipefitter Maintenance 26.41
23810 - Plumber Maintenance 25.18
23820 - Pneudraulic Systems Mechanic 26.40
23850 - Rigger 26.40
23870 - Scale Mechanic 23.78
23890 - Sheet-Metal Worker Maintenance 26.55
23910 - Small Engine Mechanic 23.78
23931 - Telecommunications Mechanic I 25.78

23932 - Telecommunications Mechanic II 27.20
23950 - Telephone Lineman 28.68
23960 - Welder Combination Maintenance 19.18
23965 - Well Driller 26.40
23970 - Woodcraft Worker 26.40
23980 - Woodworker 20.90
24000 - Personal Needs Occupations
24550 - Case Manager 16.83
24570 - Child Care Attendant 10.87
24580 - Child Care Center Clerk 15.05
24610 - Chore Aide 12.03
24620 - Family Readiness And Support Services Coordinator 16.83
24630 - Homemaker 17.66
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.40
25040 - Sewage Plant Operator 20.25
25070 - Stationary Engineer 26.40
25190 - Ventilation Equipment Tender 19.46
25210 - Water Treatment Plant Operator 20.25
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.17
27007 - Baggage Inspector 12.40
27008 - Corrections Officer 17.69
27010 - Court Security Officer 18.10
27030 - Detection Dog Handler 13.87
27040 - Detention Officer 17.69
27070 - Firefighter 19.20
27101 - Guard I 12.40
27102 - Guard II 13.87
27131 - Police Officer I 20.67
27132 - Police Officer II 22.96
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.24
28042 - Carnival Equipment Repairer 13.15
28043 - Carnival Worker 9.72
28210 - Gate Attendant/Gate Tender 16.94
28310 - Lifeguard 13.72
28350 - Park Attendant (Aide) 18.95
28510 - Recreation Aide/Health Facility Attendant 14.48
28515 - Recreation Specialist 20.41
28630 - Sports Official 15.80
28690 - Swimming Pool Operator 16.85
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.36
29020 - Hatch Tender 23.36
29030 - Line Handler 23.36
29041 - Stevedore I 22.06
29042 - Stevedore II 24.73
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.60
30021 - Archeological Technician I 17.12
30022 - Archeological Technician II 19.48
30023 - Archeological Technician III 23.48
30030 - Cartographic Technician 23.48
30040 - Civil Engineering Technician 22.41
30051 - Cryogenic Technician I 26.01
30052 - Cryogenic Technician II 28.73
30061 - Drafter/CAD Operator I 16.95
30062 - Drafter/CAD Operator II 18.96
30063 - Drafter/CAD Operator III 21.14
30064 - Drafter/CAD Operator IV 26.01
30081 - Engineering Technician I 16.89
30082 - Engineering Technician II 17.92
30083 - Engineering Technician III 20.05
30084 - Engineering Technician IV 24.85
30085 - Engineering Technician V 30.39
30086 - Engineering Technician VI 36.79
30090 - Environmental Technician 23.01
30095 - Evidence Control Specialist 23.48
30210 - Laboratory Technician 23.53
30221 - Latent Fingerprint Technician I 25.92
30222 - Latent Fingerprint Technician II 28.64
30240 - Mathematical Technician 23.48
30361 - Paralegal/Legal Assistant I 20.17
30362 - Paralegal/Legal Assistant II 24.98
30363 - Paralegal/Legal Assistant III 30.56
30364 - Paralegal/Legal Assistant IV 36.97
30375 - Petroleum Supply Specialist 28.73
30390 - Photo-Optics Technician 24.16
30395 - Radiation Control Technician 28.73
30461 - Technical Writer I 23.48
30462 - Technical Writer II 28.73
30463 - Technical Writer III 34.76
30491 - Unexploded Ordnance (UXO) Technician I 25.61
30492 - Unexploded Ordnance (UXO) Technician II 30.98
30493 - Unexploded Ordnance (UXO) Technician III 37.14
30494 - Unexploded (UXO) Safety Escort 25.61
30495 - Unexploded (UXO) Sweep Personnel 25.61
30501 - Weather Forecaster I 26.01
30502 - Weather Forecaster II 31.64
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.74
30621 - Weather Observer Senior (see 2) 23.48
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 13.52
31030 - Bus Driver 18.56

31043 - Driver Courier	16.08
31260 - Parking and Lot Attendant	11.23
31290 - Shuttle Bus Driver	17.27
31310 - Taxi Driver	15.01
31361 - Truckdriver Light	17.27
31362 - Truckdriver Medium	18.24
31363 - Truckdriver Heavy	19.21
31364 - Truckdriver Tractor-Trailer	19.21
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	9.97
99050 - Desk Clerk	12.02
99095 - Embalmer	25.32
99130 - Flight Follower	25.61
99251 - Laboratory Animal Caretaker I	15.12
99252 - Laboratory Animal Caretaker II	16.24
99260 - Marketing Analyst	28.23
99310 - Mortician	25.32
99410 - Pest Controller	16.70
99510 - Photofinishing Worker	14.29
99710 - Recycling Laborer	17.52
99711 - Recycling Specialist	20.81
99730 - Refuse Collector	15.88
99810 - Sales Clerk	11.92
99820 - School Crossing Guard	15.26
99830 - Survey Party Chief	22.25
99831 - Surveying Aide	13.93
99832 - Surveying Technician	17.39
99840 - Vending Machine Attendant	17.57
99841 - Vending Machine Repairer	20.00
99842 - Vending Machine Repairer Helper	17.57

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5341
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kansas

Area: Kansas Counties of Butler Harvey Kingman Sedgwick Sumner

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.08
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.75
01020 - Administrative Assistant		25.29
01035 - Court Reporter		28.01
01041 - Customer Service Representative I		11.90
01042 - Customer Service Representative II		13.37
01043 - Customer Service Representative III		14.59
01051 - Data Entry Operator I		13.80
01052 - Data Entry Operator II		15.07
01060 - Dispatcher Motor Vehicle		19.39
01070 - Document Preparation Clerk		16.44
01090 - Duplicating Machine Operator		16.44
01111 - General Clerk I		13.14
01112 - General Clerk II		14.34

01113 - General Clerk III 16.10
01120 - Housing Referral Assistant 20.06
01141 - Messenger Courier 12.81
01191 - Order Clerk I 13.10
01192 - Order Clerk II 14.29
01261 - Personnel Assistant (Employment) I 16.54
01262 - Personnel Assistant (Employment) II 18.51
01263 - Personnel Assistant (Employment) III 20.63
01270 - Production Control Clerk 27.15
01290 - Rental Clerk 14.27
01300 - Scheduler Maintenance 16.08
01311 - Secretary I 16.08
01312 - Secretary II 17.99
01313 - Secretary III 20.06
01320 - Service Order Dispatcher 16.95
01410 - Supply Technician 25.29
01420 - Survey Worker 13.37
01460 - Switchboard Operator/Receptionist 13.70
01531 - Travel Clerk I 14.90
01532 - Travel Clerk II 15.69
01533 - Travel Clerk III 16.90
01611 - Word Processor I 14.33
01612 - Word Processor II 16.08
01613 - Word Processor III 17.99
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.95
05010 - Automotive Electrician 19.91
05040 - Automotive Glass Installer 19.06
05070 - Automotive Worker 19.06
05110 - Mobile Equipment Servicer 16.98
05130 - Motor Equipment Metal Mechanic 20.95
05160 - Motor Equipment Metal Worker 19.06
05190 - Motor Vehicle Mechanic 21.18
05220 - Motor Vehicle Mechanic Helper 15.92
05250 - Motor Vehicle Upholstery Worker 18.02
05280 - Motor Vehicle Wrecker 19.06
05310 - Painter Automotive 19.91
05340 - Radiator Repair Specialist 19.06
05370 - Tire Repairer 15.62
05400 - Transmission Repair Specialist 20.95
07000 - Food Preparation And Service Occupations
07010 - Baker 11.71
07041 - Cook I 11.53
07042 - Cook II 12.95
07070 - Dishwasher 10.05
07130 - Food Service Worker 11.12
07210 - Meat Cutter 18.19
07260 - Waiter/Waitress 9.09
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.76

09040 - Furniture Handler 14.53
09080 - Furniture Refinisher 20.76
09090 - Furniture Refinisher Helper 16.55
09110 - Furniture Repairer Minor 18.68
09130 - Upholsterer 20.76
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.32
11060 - Elevator Operator 11.70
11090 - Gardener 17.33
11122 - Housekeeping Aide 11.70
11150 - Janitor 11.70
11210 - Laborer Grounds Maintenance 14.31
11240 - Maid or Houseman 10.30
11260 - Pruner 13.15
11270 - Tractor Operator 16.30
11330 - Trail Maintenance Worker 14.31
11360 - Window Cleaner 12.73
12000 - Health Occupations
12010 - Ambulance Driver 17.29
12011 - Breath Alcohol Technician 19.03
12012 - Certified Occupational Therapist Assistant 29.81
12015 - Certified Physical Therapist Assistant 30.17
12020 - Dental Assistant 17.15
12025 - Dental Hygienist 33.53
12030 - EKG Technician 24.33
12035 - Electroneurodiagnostic Technologist 24.33
12040 - Emergency Medical Technician 17.29
12071 - Licensed Practical Nurse I 17.00
12072 - Licensed Practical Nurse II 19.03
12073 - Licensed Practical Nurse III 21.21
12100 - Medical Assistant 14.70
12130 - Medical Laboratory Technician 20.46
12160 - Medical Record Clerk 15.96
12190 - Medical Record Technician 17.86
12195 - Medical Transcriptionist 18.68
12210 - Nuclear Medicine Technologist 41.81
12221 - Nursing Assistant I 12.13
12222 - Nursing Assistant II 13.64
12223 - Nursing Assistant III 14.88
12224 - Nursing Assistant IV 16.70
12235 - Optical Dispenser 14.09
12236 - Optical Technician 17.00
12250 - Pharmacy Technician 16.11
12280 - Phlebotomist 16.04
12305 - Radiologic Technologist 24.43
12311 - Registered Nurse I 22.18
12312 - Registered Nurse II 27.14
12313 - Registered Nurse II Specialist 27.14
12314 - Registered Nurse III 32.84
12315 - Registered Nurse III Anesthetist 32.84

12316 - Registered Nurse IV		39.36
12317 - Scheduler (Drug and Alcohol Testing)		23.56
12320 - Substance Abuse Treatment Counselor		18.39
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.00
13012 - Exhibits Specialist II		24.76
13013 - Exhibits Specialist III		30.30
13041 - Illustrator I		20.00
13042 - Illustrator II		24.76
13043 - Illustrator III		30.30
13047 - Librarian		27.43
13050 - Library Aide/Clerk		12.71
13054 - Library Information Technology Systems Administrator		24.76
13058 - Library Technician		17.85
13061 - Media Specialist I		17.87
13062 - Media Specialist II		20.00
13063 - Media Specialist III		22.29
13071 - Photographer I		16.06
13072 - Photographer II		17.97
13073 - Photographer III		22.26
13074 - Photographer IV		27.23
13075 - Photographer V		32.95
13090 - Technical Order Library Clerk		15.96
13110 - Video Teleconference Technician		21.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.92
14042 - Computer Operator II		18.33
14043 - Computer Operator III		21.46
14044 - Computer Operator IV		23.01
14045 - Computer Operator V		25.46
14071 - Computer Programmer I	(see 1)	22.75
14072 - Computer Programmer II	(see 1)	25.78
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		17.92
14160 - Personal Computer Support Technician		24.04
14170 - System Support Specialist		26.08
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.83
15020 - Aircrew Training Devices Instructor (Rated)		34.88
15030 - Air Crew Training Devices Instructor (Pilot)		40.60
15050 - Computer Based Training Specialist / Instructor		28.83
15060 - Educational Technologist		27.39
15070 - Flight Instructor (Pilot)		40.60
15080 - Graphic Artist		21.75
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.60

15086 - Maintenance Test Pilot Rotary Wing 40.60
15088 - Non-Maintenance Test/Co-Pilot 40.60
15090 - Technical Instructor 21.87
15095 - Technical Instructor/Course Developer 26.76
15110 - Test Proctor 17.66
15120 - Tutor 17.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.06
16030 - Counter Attendant 10.06
16040 - Dry Cleaner 12.71
16070 - Finisher Flatwork Machine 10.06
16090 - Presser Hand 10.06
16110 - Presser Machine Drycleaning 10.06
16130 - Presser Machine Shirts 10.06
16160 - Presser Machine Wearing Apparel Laundry 10.06
16190 - Sewing Machine Operator 13.51
16220 - Tailor 14.32
16250 - Washer Machine 10.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.82
19040 - Tool And Die Maker 33.41
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.38
21030 - Material Coordinator 27.15
21040 - Material Expediter 27.15
21050 - Material Handling Laborer 15.30
21071 - Order Filler 12.69
21080 - Production Line Worker (Food Processing) 16.38
21110 - Shipping Packer 16.54
21130 - Shipping/Receiving Clerk 16.54
21140 - Store Worker I 16.49
21150 - Stock Clerk 21.13
21210 - Tools And Parts Attendant 16.38
21410 - Warehouse Specialist 16.38
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.98
23019 - Aircraft Logs and Records Technician 25.31
23021 - Aircraft Mechanic I 29.47
23022 - Aircraft Mechanic II 30.98
23023 - Aircraft Mechanic III 32.35
23040 - Aircraft Mechanic Helper 22.42
23050 - Aircraft Painter 28.12
23060 - Aircraft Servicer 25.31
23070 - Aircraft Survival Flight Equipment Technician 28.12
23080 - Aircraft Worker 26.78
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.78
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.47
23110 - Appliance Mechanic 21.58

23120 - Bicycle Repairer	20.56
23125 - Cable Splicer	35.85
23130 - Carpenter Maintenance	19.62
23140 - Carpet Layer	23.09
23160 - Electrician Maintenance	26.61
23181 - Electronics Technician Maintenance I	26.74
23182 - Electronics Technician Maintenance II	28.07
23183 - Electronics Technician Maintenance III	30.71
23260 - Fabric Worker	21.83
23290 - Fire Alarm System Mechanic	26.90
23310 - Fire Extinguisher Repairer	20.56
23311 - Fuel Distribution System Mechanic	31.05
23312 - Fuel Distribution System Operator	25.55
23370 - General Maintenance Worker	18.69
23380 - Ground Support Equipment Mechanic	29.47
23381 - Ground Support Equipment Servicer	25.31
23382 - Ground Support Equipment Worker	26.78
23391 - Gunsmith I	20.56
23392 - Gunsmith II	23.09
23393 - Gunsmith III	25.41
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.27
23430 - Heavy Equipment Mechanic	24.75
23440 - Heavy Equipment Operator	20.58
23460 - Instrument Mechanic	25.41
23465 - Laboratory/Shelter Mechanic	24.25
23470 - Laborer	15.30
23510 - Locksmith	24.25
23530 - Machinery Maintenance Mechanic	27.58
23550 - Machinist Maintenance	20.58
23580 - Maintenance Trades Helper	15.77
23591 - Metrology Technician I	25.41
23592 - Metrology Technician II	26.71
23593 - Metrology Technician III	27.90
23640 - Millwright	25.41
23710 - Office Appliance Repairer	19.00
23760 - Painter Maintenance	18.96
23790 - Pipefitter Maintenance	22.34
23810 - Plumber Maintenance	21.22
23820 - Pneudraulic Systems Mechanic	25.41
23850 - Rigger	25.41
23870 - Scale Mechanic	23.09
23890 - Sheet-Metal Worker Maintenance	21.95
23910 - Small Engine Mechanic	22.62
23931 - Telecommunications Mechanic I	23.95
23932 - Telecommunications Mechanic II	25.17
23950 - Telephone Lineman	33.92
23960 - Welder Combination Maintenance	21.00

23965 - Well Driller		25.41
23970 - Woodcraft Worker		25.41
23980 - Woodworker		20.56
24000 - Personal Needs Occupations		
24550 - Case Manager		16.39
24570 - Child Care Attendant		10.20
24580 - Child Care Center Clerk		12.75
24610 - Chore Aide		10.79
24620 - Family Readiness And Support Services Coordinator		16.39
24630 - Homemaker		16.39
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.41
25040 - Sewage Plant Operator		23.96
25070 - Stationary Engineer		25.41
25190 - Ventilation Equipment Tender		19.33
25210 - Water Treatment Plant Operator		20.86
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.27
27007 - Baggage Inspector		13.84
27008 - Corrections Officer		16.97
27010 - Court Security Officer		17.43
27030 - Detection Dog Handler		17.18
27040 - Detention Officer		16.97
27070 - Firefighter		17.89
27101 - Guard I		13.84
27102 - Guard II		17.18
27131 - Police Officer I		20.52
27132 - Police Officer II		22.80
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.84
28042 - Carnival Equipment Repairer		12.59
28043 - Carnival Worker		9.55
28210 - Gate Attendant/Gate Tender		18.74
28310 - Lifeguard		10.82
28350 - Park Attendant (Aide)		20.97
28510 - Recreation Aide/Health Facility Attendant		15.31
28515 - Recreation Specialist		25.98
28630 - Sports Official		16.70
28690 - Swimming Pool Operator		15.81
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.59
29020 - Hatch Tender		24.59
29030 - Line Handler		24.59
29041 - Stevedore I		23.24
29042 - Stevedore II		25.82
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		17.30
30022 - Archeological Technician II		18.79
30023 - Archeological Technician III		23.27
30030 - Cartographic Technician		23.27
30040 - Civil Engineering Technician		22.01
30051 - Cryogenic Technician I		25.78
30052 - Cryogenic Technician II		28.46
30061 - Drafter/CAD Operator I		16.79
30062 - Drafter/CAD Operator II		18.79
30063 - Drafter/CAD Operator III		20.94
30064 - Drafter/CAD Operator IV		25.77
30081 - Engineering Technician I		16.25
30082 - Engineering Technician II		18.25
30083 - Engineering Technician III		22.54
30084 - Engineering Technician IV		24.66
30085 - Engineering Technician V		33.08
30086 - Engineering Technician VI		40.00
30090 - Environmental Technician		23.27
30095 - Evidence Control Specialist		23.27
30210 - Laboratory Technician		22.03
30221 - Latent Fingerprint Technician I		25.77
30222 - Latent Fingerprint Technician II		28.46
30240 - Mathematical Technician		23.48
30361 - Paralegal/Legal Assistant I		18.95
30362 - Paralegal/Legal Assistant II		23.48
30363 - Paralegal/Legal Assistant III		28.72
30364 - Paralegal/Legal Assistant IV		34.73
30375 - Petroleum Supply Specialist		28.46
30390 - Photo-Optics Technician		23.48
30395 - Radiation Control Technician		28.46
30461 - Technical Writer I		21.91
30462 - Technical Writer II		26.80
30463 - Technical Writer III		32.43
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.77
30502 - Weather Forecaster II		31.34
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.94
30621 - Weather Observer Senior	(see 2)	23.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.97
31030 - Bus Driver		16.68
31043 - Driver Courier		15.28
31260 - Parking and Lot Attendant		10.78
31290 - Shuttle Bus Driver		16.24

31310 - Taxi Driver	12.21
31361 - Truckdriver Light	16.24
31362 - Truckdriver Medium	17.14
31363 - Truckdriver Heavy	19.84
31364 - Truckdriver Tractor-Trailer	19.84
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.25
99050 - Desk Clerk	10.34
99095 - Embalmer	25.97
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.44
99252 - Laboratory Animal Caretaker II	15.28
99260 - Marketing Analyst	27.78
99310 - Mortician	26.38
99410 - Pest Controller	18.68
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.86
99711 - Recycling Specialist	21.49
99730 - Refuse Collector	16.97
99810 - Sales Clerk	11.90
99820 - School Crossing Guard	16.64
99830 - Survey Party Chief	24.89
99831 - Surveying Aide	15.36
99832 - Surveying Technician	21.07
99840 - Vending Machine Attendant	13.64
99841 - Vending Machine Repairer	16.29
99842 - Vending Machine Repairer Helper	13.64

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5342
Revision No.: 15
Date Of Last Revision: 06/30/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kansas

Area: Kansas Counties of Butler Harvey Kingman Sedgwick Sumner

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.08
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.75
01020 - Administrative Assistant		25.29
01035 - Court Reporter		28.01
01041 - Customer Service Representative I		11.90
01042 - Customer Service Representative II		13.37
01043 - Customer Service Representative III		14.59
01051 - Data Entry Operator I		13.80
01052 - Data Entry Operator II		15.07
01060 - Dispatcher Motor Vehicle		19.39
01070 - Document Preparation Clerk		16.44

01090 - Duplicating Machine Operator	16.44
01111 - General Clerk I	13.14
01112 - General Clerk II	14.34
01113 - General Clerk III	16.10
01120 - Housing Referral Assistant	20.06
01141 - Messenger Courier	12.81
01191 - Order Clerk I	13.10
01192 - Order Clerk II	14.29
01261 - Personnel Assistant (Employment) I	16.54
01262 - Personnel Assistant (Employment) II	18.51
01263 - Personnel Assistant (Employment) III	20.63
01270 - Production Control Clerk	27.15
01290 - Rental Clerk	14.27
01300 - Scheduler Maintenance	16.08
01311 - Secretary I	16.08
01312 - Secretary II	17.99
01313 - Secretary III	20.06
01320 - Service Order Dispatcher	16.95
01410 - Supply Technician	25.29
01420 - Survey Worker	13.37
01460 - Switchboard Operator/Receptionist	13.70
01531 - Travel Clerk I	14.90
01532 - Travel Clerk II	15.69
01533 - Travel Clerk III	16.90
01611 - Word Processor I	14.33
01612 - Word Processor II	16.08
01613 - Word Processor III	17.99
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.95
05010 - Automotive Electrician	19.91
05040 - Automotive Glass Installer	19.06
05070 - Automotive Worker	19.06
05110 - Mobile Equipment Servicer	16.98
05130 - Motor Equipment Metal Mechanic	20.95
05160 - Motor Equipment Metal Worker	19.06
05190 - Motor Vehicle Mechanic	21.18
05220 - Motor Vehicle Mechanic Helper	15.92
05250 - Motor Vehicle Upholstery Worker	18.02
05280 - Motor Vehicle Wrecker	19.06
05310 - Painter Automotive	19.91
05340 - Radiator Repair Specialist	19.06
05370 - Tire Repairer	15.62
05400 - Transmission Repair Specialist	20.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.71
07041 - Cook I	11.53
07042 - Cook II	12.95
07070 - Dishwasher	10.05
07130 - Food Service Worker	11.12
07210 - Meat Cutter	18.19

07260 - Waiter/Waitress	9.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.76
09040 - Furniture Handler	14.53
09080 - Furniture Refinisher	20.76
09090 - Furniture Refinisher Helper	16.55
09110 - Furniture Repairer Minor	18.68
09130 - Upholsterer	20.76
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.32
11060 - Elevator Operator	11.70
11090 - Gardener	17.33
11122 - Housekeeping Aide	11.70
11150 - Janitor	11.70
11210 - Laborer Grounds Maintenance	14.31
11240 - Maid or Houseman	10.30
11260 - Pruner	13.15
11270 - Tractor Operator	16.30
11330 - Trail Maintenance Worker	14.31
11360 - Window Cleaner	12.73
12000 - Health Occupations	
12010 - Ambulance Driver	17.29
12011 - Breath Alcohol Technician	19.03
12012 - Certified Occupational Therapist Assistant	29.81
12015 - Certified Physical Therapist Assistant	30.17
12020 - Dental Assistant	17.15
12025 - Dental Hygienist	33.53
12030 - EKG Technician	24.33
12035 - Electroneurodiagnostic Technologist	24.33
12040 - Emergency Medical Technician	17.29
12071 - Licensed Practical Nurse I	17.00
12072 - Licensed Practical Nurse II	19.03
12073 - Licensed Practical Nurse III	21.21
12100 - Medical Assistant	14.70
12130 - Medical Laboratory Technician	20.46
12160 - Medical Record Clerk	15.96
12190 - Medical Record Technician	17.86
12195 - Medical Transcriptionist	18.68
12210 - Nuclear Medicine Technologist	41.81
12221 - Nursing Assistant I	12.13
12222 - Nursing Assistant II	13.64
12223 - Nursing Assistant III	14.88
12224 - Nursing Assistant IV	16.70
12235 - Optical Dispenser	14.09
12236 - Optical Technician	17.00
12250 - Pharmacy Technician	16.11
12280 - Phlebotomist	16.04
12305 - Radiologic Technologist	24.43
12311 - Registered Nurse I	22.18
12312 - Registered Nurse II	27.14

12313 - Registered Nurse II Specialist		27.14
12314 - Registered Nurse III		32.84
12315 - Registered Nurse III Anesthetist		32.84
12316 - Registered Nurse IV		39.36
12317 - Scheduler (Drug and Alcohol Testing)		23.56
12320 - Substance Abuse Treatment Counselor		18.39
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.00
13012 - Exhibits Specialist II		24.76
13013 - Exhibits Specialist III		30.30
13041 - Illustrator I		20.00
13042 - Illustrator II		24.76
13043 - Illustrator III		30.30
13047 - Librarian		27.43
13050 - Library Aide/Clerk		12.71
13054 - Library Information Technology Systems Administrator		24.76
13058 - Library Technician		17.85
13061 - Media Specialist I		17.87
13062 - Media Specialist II		20.00
13063 - Media Specialist III		22.29
13071 - Photographer I		16.06
13072 - Photographer II		17.97
13073 - Photographer III		22.26
13074 - Photographer IV		27.23
13075 - Photographer V		32.95
13090 - Technical Order Library Clerk		15.96
13110 - Video Teleconference Technician		21.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.92
14042 - Computer Operator II		18.33
14043 - Computer Operator III		21.46
14044 - Computer Operator IV		23.01
14045 - Computer Operator V		25.46
14071 - Computer Programmer I	(see 1)	22.75
14072 - Computer Programmer II	(see 1)	25.78
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		17.92
14160 - Personal Computer Support Technician		24.04
14170 - System Support Specialist		26.08
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.83
15020 - Aircrew Training Devices Instructor (Rated)		34.88
15030 - Air Crew Training Devices Instructor (Pilot)		40.60
15050 - Computer Based Training Specialist / Instructor		28.83
15060 - Educational Technologist		27.39

15070 - Flight Instructor (Pilot) 40.60
15080 - Graphic Artist 21.75
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.60
15086 - Maintenance Test Pilot Rotary Wing 40.60
15088 - Non-Maintenance Test/Co-Pilot 40.60
15090 - Technical Instructor 21.87
15095 - Technical Instructor/Course Developer 26.76
15110 - Test Proctor 17.66
15120 - Tutor 17.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.06
16030 - Counter Attendant 10.06
16040 - Dry Cleaner 12.71
16070 - Finisher Flatwork Machine 10.06
16090 - Presser Hand 10.06
16110 - Presser Machine Drycleaning 10.06
16130 - Presser Machine Shirts 10.06
16160 - Presser Machine Wearing Apparel Laundry 10.06
16190 - Sewing Machine Operator 13.51
16220 - Tailor 14.32
16250 - Washer Machine 10.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.82
19040 - Tool And Die Maker 33.41
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.38
21030 - Material Coordinator 27.15
21040 - Material Expediter 27.15
21050 - Material Handling Laborer 15.30
21071 - Order Filler 12.69
21080 - Production Line Worker (Food Processing) 16.38
21110 - Shipping Packer 16.54
21130 - Shipping/Receiving Clerk 16.54
21140 - Store Worker I 16.49
21150 - Stock Clerk 21.13
21210 - Tools And Parts Attendant 16.38
21410 - Warehouse Specialist 16.38
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.98
23019 - Aircraft Logs and Records Technician 25.31
23021 - Aircraft Mechanic I 29.47
23022 - Aircraft Mechanic II 30.98
23023 - Aircraft Mechanic III 32.35
23040 - Aircraft Mechanic Helper 22.42
23050 - Aircraft Painter 28.12
23060 - Aircraft Servicer 25.31
23070 - Aircraft Survival Flight Equipment Technician 28.12
23080 - Aircraft Worker 26.78
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.78

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.47
23110 - Appliance Mechanic 21.58
23120 - Bicycle Repairer 20.56
23125 - Cable Splicer 35.85
23130 - Carpenter Maintenance 19.62
23140 - Carpet Layer 23.09
23160 - Electrician Maintenance 26.61
23181 - Electronics Technician Maintenance I 26.74
23182 - Electronics Technician Maintenance II 28.07
23183 - Electronics Technician Maintenance III 30.71
23260 - Fabric Worker 21.83
23290 - Fire Alarm System Mechanic 26.90
23310 - Fire Extinguisher Repairer 20.56
23311 - Fuel Distribution System Mechanic 31.05
23312 - Fuel Distribution System Operator 25.55
23370 - General Maintenance Worker 18.69
23380 - Ground Support Equipment Mechanic 29.47
23381 - Ground Support Equipment Servicer 25.31
23382 - Ground Support Equipment Worker 26.78
23391 - Gunsmith I 20.56
23392 - Gunsmith II 23.09
23393 - Gunsmith III 25.41
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.27
23430 - Heavy Equipment Mechanic 24.75
23440 - Heavy Equipment Operator 20.58
23460 - Instrument Mechanic 25.41
23465 - Laboratory/Shelter Mechanic 24.25
23470 - Laborer 15.30
23510 - Locksmith 24.25
23530 - Machinery Maintenance Mechanic 27.58
23550 - Machinist Maintenance 20.58
23580 - Maintenance Trades Helper 15.77
23591 - Metrology Technician I 25.41
23592 - Metrology Technician II 26.71
23593 - Metrology Technician III 27.90
23640 - Millwright 25.41
23710 - Office Appliance Repairer 19.00
23760 - Painter Maintenance 18.96
23790 - Pipefitter Maintenance 22.34
23810 - Plumber Maintenance 21.22
23820 - Pneudraulic Systems Mechanic 25.41
23850 - Rigger 25.41
23870 - Scale Mechanic 23.09
23890 - Sheet-Metal Worker Maintenance 21.95
23910 - Small Engine Mechanic 22.62
23931 - Telecommunications Mechanic I 23.95

23932 - Telecommunications Mechanic II 25.17
23950 - Telephone Lineman 33.92
23960 - Welder Combination Maintenance 21.00
23965 - Well Driller 25.41
23970 - Woodcraft Worker 25.41
23980 - Woodworker 20.56
24000 - Personal Needs Occupations
24550 - Case Manager 16.39
24570 - Child Care Attendant 10.20
24580 - Child Care Center Clerk 12.75
24610 - Chore Aide 10.79
24620 - Family Readiness And Support Services Coordinator 16.39
24630 - Homemaker 16.39
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.41
25040 - Sewage Plant Operator 23.96
25070 - Stationary Engineer 25.41
25190 - Ventilation Equipment Tender 19.33
25210 - Water Treatment Plant Operator 20.86
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.27
27007 - Baggage Inspector 13.84
27008 - Corrections Officer 16.97
27010 - Court Security Officer 17.43
27030 - Detection Dog Handler 17.18
27040 - Detention Officer 16.97
27070 - Firefighter 17.89
27101 - Guard I 13.84
27102 - Guard II 17.18
27131 - Police Officer I 20.52
27132 - Police Officer II 22.80
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.84
28042 - Carnival Equipment Repairer 12.59
28043 - Carnival Worker 9.55
28210 - Gate Attendant/Gate Tender 18.74
28310 - Lifeguard 10.82
28350 - Park Attendant (Aide) 20.97
28510 - Recreation Aide/Health Facility Attendant 15.31
28515 - Recreation Specialist 25.98
28630 - Sports Official 16.70
28690 - Swimming Pool Operator 15.81
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.59
29020 - Hatch Tender 24.59
29030 - Line Handler 24.59
29041 - Stevedore I 23.24
29042 - Stevedore II 25.82
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.30
30022 - Archeological Technician II 18.79
30023 - Archeological Technician III 23.27
30030 - Cartographic Technician 23.27
30040 - Civil Engineering Technician 22.01
30051 - Cryogenic Technician I 25.78
30052 - Cryogenic Technician II 28.46
30061 - Drafter/CAD Operator I 16.79
30062 - Drafter/CAD Operator II 18.79
30063 - Drafter/CAD Operator III 20.94
30064 - Drafter/CAD Operator IV 25.77
30081 - Engineering Technician I 16.25
30082 - Engineering Technician II 18.25
30083 - Engineering Technician III 22.54
30084 - Engineering Technician IV 24.66
30085 - Engineering Technician V 33.08
30086 - Engineering Technician VI 40.00
30090 - Environmental Technician 23.27
30095 - Evidence Control Specialist 23.27
30210 - Laboratory Technician 22.03
30221 - Latent Fingerprint Technician I 25.77
30222 - Latent Fingerprint Technician II 28.46
30240 - Mathematical Technician 23.48
30361 - Paralegal/Legal Assistant I 18.95
30362 - Paralegal/Legal Assistant II 23.48
30363 - Paralegal/Legal Assistant III 28.72
30364 - Paralegal/Legal Assistant IV 34.73
30375 - Petroleum Supply Specialist 28.46
30390 - Photo-Optics Technician 23.48
30395 - Radiation Control Technician 28.46
30461 - Technical Writer I 21.91
30462 - Technical Writer II 26.80
30463 - Technical Writer III 32.43
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.77
30502 - Weather Forecaster II 31.34
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.94
30621 - Weather Observer Senior (see 2) 23.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.97
31030 - Bus Driver 16.68

31043 - Driver Courier	15.28
31260 - Parking and Lot Attendant	10.78
31290 - Shuttle Bus Driver	16.24
31310 - Taxi Driver	12.21
31361 - Truckdriver Light	16.24
31362 - Truckdriver Medium	17.14
31363 - Truckdriver Heavy	19.84
31364 - Truckdriver Tractor-Trailer	19.84
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.25
99050 - Desk Clerk	10.34
99095 - Embalmer	25.97
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.44
99252 - Laboratory Animal Caretaker II	15.28
99260 - Marketing Analyst	27.78
99310 - Mortician	26.38
99410 - Pest Controller	18.68
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.86
99711 - Recycling Specialist	21.49
99730 - Refuse Collector	16.97
99810 - Sales Clerk	11.90
99820 - School Crossing Guard	16.64
99830 - Survey Party Chief	24.89
99831 - Surveying Aide	15.36
99832 - Surveying Technician	21.07
99840 - Vending Machine Attendant	13.64
99841 - Vending Machine Repairer	16.29
99842 - Vending Machine Repairer Helper	13.64

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5343
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kansas

Area: Kansas Counties of Brown Clay Cloud Dickinson Geary Marshall Morris Nemaha Ottawa Republic Saline Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.45
01012 - Accounting Clerk II		15.10
01013 - Accounting Clerk III		16.89
01020 - Administrative Assistant		20.89
01035 - Court Reporter		19.53
01041 - Customer Service Representative I		11.73
01042 - Customer Service Representative II		13.18
01043 - Customer Service Representative III		14.39
01051 - Data Entry Operator I		13.00
01052 - Data Entry Operator II		14.18
01060 - Dispatcher Motor Vehicle		17.43
01070 - Document Preparation Clerk		13.75
01090 - Duplicating Machine Operator		13.75
01111 - General Clerk I		13.02

01112 - General Clerk II	14.21
01113 - General Clerk III	15.95
01120 - Housing Referral Assistant	18.91
01141 - Messenger Courier	12.44
01191 - Order Clerk I	14.68
01192 - Order Clerk II	16.02
01261 - Personnel Assistant (Employment) I	15.83
01262 - Personnel Assistant (Employment) II	17.70
01263 - Personnel Assistant (Employment) III	19.73
01270 - Production Control Clerk	22.29
01290 - Rental Clerk	15.98
01300 - Scheduler Maintenance	15.17
01311 - Secretary I	15.17
01312 - Secretary II	16.97
01313 - Secretary III	18.91
01320 - Service Order Dispatcher	15.01
01410 - Supply Technician	20.89
01420 - Survey Worker	14.40
01460 - Switchboard Operator/Receptionist	12.71
01531 - Travel Clerk I	13.06
01532 - Travel Clerk II	13.76
01533 - Travel Clerk III	14.82
01611 - Word Processor I	13.53
01612 - Word Processor II	15.19
01613 - Word Processor III	16.99
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.56
05010 - Automotive Electrician	17.36
05040 - Automotive Glass Installer	16.62
05070 - Automotive Worker	16.62
05110 - Mobile Equipment Servicer	15.23
05130 - Motor Equipment Metal Mechanic	18.03
05160 - Motor Equipment Metal Worker	16.62
05190 - Motor Vehicle Mechanic	18.03
05220 - Motor Vehicle Mechanic Helper	14.59
05250 - Motor Vehicle Upholstery Worker	15.96
05280 - Motor Vehicle Wrecker	16.62
05310 - Painter Automotive	17.36
05340 - Radiator Repair Specialist	16.62
05370 - Tire Repairer	16.37
05400 - Transmission Repair Specialist	18.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.42
07041 - Cook I	11.23
07042 - Cook II	12.83
07070 - Dishwasher	8.95
07130 - Food Service Worker	10.31
07210 - Meat Cutter	13.93
07260 - Waiter/Waitress	9.02
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 18.00
09040 - Furniture Handler 12.56
09080 - Furniture Refinisher 18.00
09090 - Furniture Refinisher Helper 13.93
09110 - Furniture Repairer Minor 16.07
09130 - Upholsterer 18.00
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.11
11060 - Elevator Operator 11.92
11090 - Gardener 16.52
11122 - Housekeeping Aide 11.92
11150 - Janitor 11.92
11210 - Laborer Grounds Maintenance 12.91
11240 - Maid or Houseman 10.49
11260 - Pruner 11.72
11270 - Tractor Operator 15.31
11330 - Trail Maintenance Worker 12.91
11360 - Window Cleaner 13.13
12000 - Health Occupations
12010 - Ambulance Driver 14.82
12011 - Breath Alcohol Technician 17.80
12012 - Certified Occupational Therapist Assistant 28.64
12015 - Certified Physical Therapist Assistant 26.96
12020 - Dental Assistant 17.62
12025 - Dental Hygienist 34.53
12030 - EKG Technician 24.79
12035 - Electroneurodiagnostic Technologist 24.79
12040 - Emergency Medical Technician 14.82
12071 - Licensed Practical Nurse I 15.91
12072 - Licensed Practical Nurse II 17.80
12073 - Licensed Practical Nurse III 19.84
12100 - Medical Assistant 13.82
12130 - Medical Laboratory Technician 22.24
12160 - Medical Record Clerk 15.23
12190 - Medical Record Technician 17.03
12195 - Medical Transcriptionist 15.89
12210 - Nuclear Medicine Technologist 36.66
12221 - Nursing Assistant I 11.36
12222 - Nursing Assistant II 12.77
12223 - Nursing Assistant III 13.94
12224 - Nursing Assistant IV 15.65
12235 - Optical Dispenser 15.10
12236 - Optical Technician 15.91
12250 - Pharmacy Technician 15.80
12280 - Phlebotomist 13.35
12305 - Radiologic Technologist 24.62
12311 - Registered Nurse I 22.50
12312 - Registered Nurse II 27.53
12313 - Registered Nurse II Specialist 27.53
12314 - Registered Nurse III 33.30

12315 - Registered Nurse III Anesthetist		33.30
12316 - Registered Nurse IV		39.92
12317 - Scheduler (Drug and Alcohol Testing)		22.04
12320 - Substance Abuse Treatment Counselor		21.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.36
13012 - Exhibits Specialist II		22.75
13013 - Exhibits Specialist III		27.82
13041 - Illustrator I		18.36
13042 - Illustrator II		22.75
13043 - Illustrator III		27.82
13047 - Librarian		25.19
13050 - Library Aide/Clerk		11.58
13054 - Library Information Technology Systems Administrator		22.75
13058 - Library Technician		16.84
13061 - Media Specialist I		16.41
13062 - Media Specialist II		18.36
13063 - Media Specialist III		20.47
13071 - Photographer I		16.41
13072 - Photographer II		18.36
13073 - Photographer III		22.75
13074 - Photographer IV		27.82
13075 - Photographer V		33.66
13090 - Technical Order Library Clerk		15.50
13110 - Video Teleconference Technician		16.41
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.59
14042 - Computer Operator II		17.44
14043 - Computer Operator III		19.44
14044 - Computer Operator IV		21.61
14045 - Computer Operator V		23.93
14071 - Computer Programmer I	(see 1)	22.89
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.59
14160 - Personal Computer Support Technician		21.61
14170 - System Support Specialist		25.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.53
15020 - Aircrew Training Devices Instructor (Rated)		35.72
15030 - Air Crew Training Devices Instructor (Pilot)		42.82
15050 - Computer Based Training Specialist / Instructor		29.53
15060 - Educational Technologist		26.40
15070 - Flight Instructor (Pilot)		42.82
15080 - Graphic Artist		21.89

15085 - Maintenance Test Pilot Fixed Jet/Prop 42.82
15086 - Maintenance Test Pilot Rotary Wing 42.82
15088 - Non-Maintenance Test/Co-Pilot 42.82
15090 - Technical Instructor 19.59
15095 - Technical Instructor/Course Developer 23.98
15110 - Test Proctor 15.80
15120 - Tutor 15.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.75
16030 - Counter Attendant 9.75
16040 - Dry Cleaner 12.32
16070 - Finisher Flatwork Machine 9.75
16090 - Presser Hand 9.75
16110 - Presser Machine Drycleaning 9.75
16130 - Presser Machine Shirts 9.75
16160 - Presser Machine Wearing Apparel Laundry 9.75
16190 - Sewing Machine Operator 13.10
16220 - Tailor 13.88
16250 - Washer Machine 10.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.87
19040 - Tool And Die Maker 23.38
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.99
21030 - Material Coordinator 22.29
21040 - Material Expediter 22.29
21050 - Material Handling Laborer 15.06
21071 - Order Filler 13.16
21080 - Production Line Worker (Food Processing) 18.99
21110 - Shipping Packer 16.69
21130 - Shipping/Receiving Clerk 16.69
21140 - Store Worker I 14.36
21150 - Stock Clerk 19.10
21210 - Tools And Parts Attendant 18.99
21410 - Warehouse Specialist 18.99
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.78
23019 - Aircraft Logs and Records Technician 24.24
23021 - Aircraft Mechanic I 28.49
23022 - Aircraft Mechanic II 29.78
23023 - Aircraft Mechanic III 30.93
23040 - Aircraft Mechanic Helper 21.06
23050 - Aircraft Painter 27.22
23060 - Aircraft Servicer 24.24
23070 - Aircraft Survival Flight Equipment Technician 27.22
23080 - Aircraft Worker 25.77
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.77
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.49

23110 - Appliance Mechanic 21.79
23120 - Bicycle Repairer 17.95
23125 - Cable Splicer 35.41
23130 - Carpenter Maintenance 21.09
23140 - Carpet Layer 20.40
23160 - Electrician Maintenance 25.01
23181 - Electronics Technician Maintenance I 26.10
23182 - Electronics Technician Maintenance II 27.64
23183 - Electronics Technician Maintenance III 29.00
23260 - Fabric Worker 19.27
23290 - Fire Alarm System Mechanic 22.55
23310 - Fire Extinguisher Repairer 17.95
23311 - Fuel Distribution System Mechanic 28.81
23312 - Fuel Distribution System Operator 21.67
23370 - General Maintenance Worker 17.73
23380 - Ground Support Equipment Mechanic 28.49
23381 - Ground Support Equipment Servicer 24.24
23382 - Ground Support Equipment Worker 25.77
23391 - Gunsmith I 17.95
23392 - Gunsmith II 20.51
23393 - Gunsmith III 22.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.79
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.63
23430 - Heavy Equipment Mechanic 21.77
23440 - Heavy Equipment Operator 18.63
23460 - Instrument Mechanic 23.38
23465 - Laboratory/Shelter Mechanic 21.71
23470 - Laborer 15.06
23510 - Locksmith 21.71
23530 - Machinery Maintenance Mechanic 22.64
23550 - Machinist Maintenance 19.59
23580 - Maintenance Trades Helper 14.96
23591 - Metrology Technician I 23.81
23592 - Metrology Technician II 23.81
23593 - Metrology Technician III 24.76
23640 - Millwright 23.27
23710 - Office Appliance Repairer 21.55
23760 - Painter Maintenance 19.02
23790 - Pipefitter Maintenance 25.50
23810 - Plumber Maintenance 24.55
23820 - Pneudraulic Systems Mechanic 22.76
23850 - Rigger 22.76
23870 - Scale Mechanic 20.51
23890 - Sheet-Metal Worker Maintenance 23.81
23910 - Small Engine Mechanic 20.40
23931 - Telecommunications Mechanic I 27.17
23932 - Telecommunications Mechanic II 29.79
23950 - Telephone Lineman 28.26

23960 - Welder Combination Maintenance		19.18
23965 - Well Driller		24.81
23970 - Woodcraft Worker		22.76
23980 - Woodworker		17.95
24000 - Personal Needs Occupations		
24550 - Case Manager		16.02
24570 - Child Care Attendant		10.42
24580 - Child Care Center Clerk		15.05
24610 - Chore Aide		12.03
24620 - Family Readiness And Support Services Coordinator		16.02
24630 - Homemaker		17.66
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.45
25040 - Sewage Plant Operator		19.87
25070 - Stationary Engineer		23.45
25190 - Ventilation Equipment Tender		17.14
25210 - Water Treatment Plant Operator		19.87
27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.43
27007 - Baggage Inspector		14.15
27008 - Corrections Officer		16.89
27010 - Court Security Officer		17.84
27030 - Detection Dog Handler		15.83
27040 - Detention Officer		16.89
27070 - Firefighter		17.85
27101 - Guard I		14.15
27102 - Guard II		15.83
27131 - Police Officer I		19.19
27132 - Police Officer II		21.32
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.17
28042 - Carnival Equipment Repairer		12.77
28043 - Carnival Worker		9.72
28210 - Gate Attendant/Gate Tender		14.19
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		15.88
28510 - Recreation Aide/Health Facility Attendant		11.96
28515 - Recreation Specialist		19.68
28630 - Sports Official		13.06
28690 - Swimming Pool Operator		16.85
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.52
29020 - Hatch Tender		24.52
29030 - Line Handler		24.52
29041 - Stevedore I		23.46
29042 - Stevedore II		25.96
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.60
30021 - Archeological Technician I 17.12
30022 - Archeological Technician II 19.48
30023 - Archeological Technician III 23.42
30030 - Cartographic Technician 23.42
30040 - Civil Engineering Technician 20.62
30051 - Cryogenic Technician I 25.94
30052 - Cryogenic Technician II 28.64
30061 - Drafter/CAD Operator I 16.90
30062 - Drafter/CAD Operator II 18.90
30063 - Drafter/CAD Operator III 21.07
30064 - Drafter/CAD Operator IV 25.94
30081 - Engineering Technician I 16.89
30082 - Engineering Technician II 17.92
30083 - Engineering Technician III 20.05
30084 - Engineering Technician IV 24.85
30085 - Engineering Technician V 30.39
30086 - Engineering Technician VI 36.79
30090 - Environmental Technician 25.31
30095 - Evidence Control Specialist 23.42
30210 - Laboratory Technician 23.53
30221 - Latent Fingerprint Technician I 25.94
30222 - Latent Fingerprint Technician II 28.64
30240 - Mathematical Technician 23.42
30361 - Paralegal/Legal Assistant I 18.97
30362 - Paralegal/Legal Assistant II 23.52
30363 - Paralegal/Legal Assistant III 28.76
30364 - Paralegal/Legal Assistant IV 34.79
30375 - Petroleum Supply Specialist 28.64
30390 - Photo-Optics Technician 24.16
30395 - Radiation Control Technician 28.64
30461 - Technical Writer I 23.01
30462 - Technical Writer II 28.14
30463 - Technical Writer III 34.05
30491 - Unexploded Ordnance (UXO) Technician I 25.61
30492 - Unexploded Ordnance (UXO) Technician II 30.98
30493 - Unexploded Ordnance (UXO) Technician III 37.14
30494 - Unexploded (UXO) Safety Escort 25.61
30495 - Unexploded (UXO) Sweep Personnel 25.61
30501 - Weather Forecaster I 25.94
30502 - Weather Forecaster II 31.54
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.74
30621 - Weather Observer Senior (see 2) 23.42
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 12.14
31030 - Bus Driver 16.67
31043 - Driver Courier 14.75
31260 - Parking and Lot Attendant 12.04

31290 - Shuttle Bus Driver	15.82
31310 - Taxi Driver	13.86
31361 - Truckdriver Light	15.82
31362 - Truckdriver Medium	16.58
31363 - Truckdriver Heavy	19.37
31364 - Truckdriver Tractor-Trailer	19.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	9.73
99050 - Desk Clerk	9.94
99095 - Embalmer	30.15
99130 - Flight Follower	25.61
99251 - Laboratory Animal Caretaker I	13.77
99252 - Laboratory Animal Caretaker II	14.86
99260 - Marketing Analyst	24.49
99310 - Mortician	30.15
99410 - Pest Controller	16.83
99510 - Photofinishing Worker	16.40
99710 - Recycling Laborer	15.56
99711 - Recycling Specialist	18.35
99730 - Refuse Collector	14.12
99810 - Sales Clerk	11.92
99820 - School Crossing Guard	12.01
99830 - Survey Party Chief	24.26
99831 - Surveying Aide	15.17
99832 - Surveying Technician	18.95
99840 - Vending Machine Attendant	17.57
99841 - Vending Machine Repairer	20.00
99842 - Vending Machine Repairer Helper	17.57

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5344
Revision No.: 14
Date Of Last Revision: 06/03/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kansas

Area: Kansas Counties of Brown Clay Cloud Dickinson Geary Marshall Morris Nemaha Ottawa Republic Saline Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.45
01012 - Accounting Clerk II		15.10
01013 - Accounting Clerk III		16.89
01020 - Administrative Assistant		20.89
01035 - Court Reporter		19.53
01041 - Customer Service Representative I		11.73
01042 - Customer Service Representative II		13.18
01043 - Customer Service Representative III		14.39
01051 - Data Entry Operator I		13.00
01052 - Data Entry Operator II		14.18
01060 - Dispatcher Motor Vehicle		17.43

01070 - Document Preparation Clerk 13.75
01090 - Duplicating Machine Operator 13.75
01111 - General Clerk I 13.02
01112 - General Clerk II 14.21
01113 - General Clerk III 15.95
01120 - Housing Referral Assistant 18.91
01141 - Messenger Courier 12.44
01191 - Order Clerk I 14.68
01192 - Order Clerk II 16.02
01261 - Personnel Assistant (Employment) I 15.83
01262 - Personnel Assistant (Employment) II 17.70
01263 - Personnel Assistant (Employment) III 19.73
01270 - Production Control Clerk 22.29
01290 - Rental Clerk 15.98
01300 - Scheduler Maintenance 15.17
01311 - Secretary I 15.17
01312 - Secretary II 16.97
01313 - Secretary III 18.91
01320 - Service Order Dispatcher 15.01
01410 - Supply Technician 20.89
01420 - Survey Worker 14.40
01460 - Switchboard Operator/Receptionist 12.71
01531 - Travel Clerk I 13.06
01532 - Travel Clerk II 13.76
01533 - Travel Clerk III 14.82
01611 - Word Processor I 13.53
01612 - Word Processor II 15.19
01613 - Word Processor III 16.99
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.56
05010 - Automotive Electrician 17.36
05040 - Automotive Glass Installer 16.62
05070 - Automotive Worker 16.62
05110 - Mobile Equipment Servicer 15.23
05130 - Motor Equipment Metal Mechanic 18.03
05160 - Motor Equipment Metal Worker 16.62
05190 - Motor Vehicle Mechanic 18.03
05220 - Motor Vehicle Mechanic Helper 14.59
05250 - Motor Vehicle Upholstery Worker 15.96
05280 - Motor Vehicle Wrecker 16.62
05310 - Painter Automotive 17.36
05340 - Radiator Repair Specialist 16.62
05370 - Tire Repairer 16.37
05400 - Transmission Repair Specialist 18.03
07000 - Food Preparation And Service Occupations
07010 - Baker 12.42
07041 - Cook I 11.23
07042 - Cook II 12.83
07070 - Dishwasher 8.95
07130 - Food Service Worker 10.31

07210 - Meat Cutter	13.93
07260 - Waiter/Waitress	9.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.00
09040 - Furniture Handler	12.56
09080 - Furniture Refinisher	18.00
09090 - Furniture Refinisher Helper	13.93
09110 - Furniture Repairer Minor	16.07
09130 - Upholsterer	18.00
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.11
11060 - Elevator Operator	11.92
11090 - Gardener	16.52
11122 - Housekeeping Aide	11.92
11150 - Janitor	11.92
11210 - Laborer Grounds Maintenance	12.91
11240 - Maid or Houseman	10.49
11260 - Pruner	11.72
11270 - Tractor Operator	15.31
11330 - Trail Maintenance Worker	12.91
11360 - Window Cleaner	13.13
12000 - Health Occupations	
12010 - Ambulance Driver	14.82
12011 - Breath Alcohol Technician	17.80
12012 - Certified Occupational Therapist Assistant	28.64
12015 - Certified Physical Therapist Assistant	26.96
12020 - Dental Assistant	17.62
12025 - Dental Hygienist	34.53
12030 - EKG Technician	24.79
12035 - Electroneurodiagnostic Technologist	24.79
12040 - Emergency Medical Technician	14.82
12071 - Licensed Practical Nurse I	15.91
12072 - Licensed Practical Nurse II	17.80
12073 - Licensed Practical Nurse III	19.84
12100 - Medical Assistant	13.82
12130 - Medical Laboratory Technician	22.24
12160 - Medical Record Clerk	15.23
12190 - Medical Record Technician	17.03
12195 - Medical Transcriptionist	15.89
12210 - Nuclear Medicine Technologist	36.66
12221 - Nursing Assistant I	11.36
12222 - Nursing Assistant II	12.77
12223 - Nursing Assistant III	13.94
12224 - Nursing Assistant IV	15.65
12235 - Optical Dispenser	15.10
12236 - Optical Technician	15.91
12250 - Pharmacy Technician	15.80
12280 - Phlebotomist	13.35
12305 - Radiologic Technologist	24.62
12311 - Registered Nurse I	22.50

12312 - Registered Nurse II		27.53
12313 - Registered Nurse II Specialist		27.53
12314 - Registered Nurse III		33.30
12315 - Registered Nurse III Anesthetist		33.30
12316 - Registered Nurse IV		39.92
12317 - Scheduler (Drug and Alcohol Testing)		22.04
12320 - Substance Abuse Treatment Counselor		21.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.36
13012 - Exhibits Specialist II		22.75
13013 - Exhibits Specialist III		27.82
13041 - Illustrator I		18.36
13042 - Illustrator II		22.75
13043 - Illustrator III		27.82
13047 - Librarian		25.19
13050 - Library Aide/Clerk		11.58
13054 - Library Information Technology Systems Administrator		22.75
13058 - Library Technician		16.84
13061 - Media Specialist I		16.41
13062 - Media Specialist II		18.36
13063 - Media Specialist III		20.47
13071 - Photographer I		16.41
13072 - Photographer II		18.36
13073 - Photographer III		22.75
13074 - Photographer IV		27.82
13075 - Photographer V		33.66
13090 - Technical Order Library Clerk		15.50
13110 - Video Teleconference Technician		16.41
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.59
14042 - Computer Operator II		17.44
14043 - Computer Operator III		19.44
14044 - Computer Operator IV		21.61
14045 - Computer Operator V		23.93
14071 - Computer Programmer I	(see 1)	22.89
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.59
14160 - Personal Computer Support Technician		21.61
14170 - System Support Specialist		25.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.53
15020 - Aircrew Training Devices Instructor (Rated)		35.72
15030 - Air Crew Training Devices Instructor (Pilot)		42.82
15050 - Computer Based Training Specialist / Instructor		29.53

15060 - Educational Technologist 26.40
15070 - Flight Instructor (Pilot) 42.82
15080 - Graphic Artist 21.89
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.82
15086 - Maintenance Test Pilot Rotary Wing 42.82
15088 - Non-Maintenance Test/Co-Pilot 42.82
15090 - Technical Instructor 19.59
15095 - Technical Instructor/Course Developer 23.98
15110 - Test Proctor 15.80
15120 - Tutor 15.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.75
16030 - Counter Attendant 9.75
16040 - Dry Cleaner 12.32
16070 - Finisher Flatwork Machine 9.75
16090 - Presser Hand 9.75
16110 - Presser Machine Drycleaning 9.75
16130 - Presser Machine Shirts 9.75
16160 - Presser Machine Wearing Apparel Laundry 9.75
16190 - Sewing Machine Operator 13.10
16220 - Tailor 13.88
16250 - Washer Machine 10.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.87
19040 - Tool And Die Maker 23.38
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.99
21030 - Material Coordinator 22.29
21040 - Material Expediter 22.29
21050 - Material Handling Laborer 15.06
21071 - Order Filler 13.16
21080 - Production Line Worker (Food Processing) 18.99
21110 - Shipping Packer 16.69
21130 - Shipping/Receiving Clerk 16.69
21140 - Store Worker I 14.36
21150 - Stock Clerk 19.10
21210 - Tools And Parts Attendant 18.99
21410 - Warehouse Specialist 18.99
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.78
23019 - Aircraft Logs and Records Technician 24.24
23021 - Aircraft Mechanic I 28.49
23022 - Aircraft Mechanic II 29.78
23023 - Aircraft Mechanic III 30.93
23040 - Aircraft Mechanic Helper 21.06
23050 - Aircraft Painter 27.22
23060 - Aircraft Servicer 24.24
23070 - Aircraft Survival Flight Equipment Technician 27.22
23080 - Aircraft Worker 25.77
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 25.77

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 28.49
II
23110 - Appliance Mechanic 21.79
23120 - Bicycle Repairer 17.95
23125 - Cable Splicer 35.41
23130 - Carpenter Maintenance 21.09
23140 - Carpet Layer 20.40
23160 - Electrician Maintenance 25.01
23181 - Electronics Technician Maintenance I 26.10
23182 - Electronics Technician Maintenance II 27.64
23183 - Electronics Technician Maintenance III 29.00
23260 - Fabric Worker 19.27
23290 - Fire Alarm System Mechanic 22.55
23310 - Fire Extinguisher Repairer 17.95
23311 - Fuel Distribution System Mechanic 28.81
23312 - Fuel Distribution System Operator 21.67
23370 - General Maintenance Worker 17.73
23380 - Ground Support Equipment Mechanic 28.49
23381 - Ground Support Equipment Servicer 24.24
23382 - Ground Support Equipment Worker 25.77
23391 - Gunsmith I 17.95
23392 - Gunsmith II 20.51
23393 - Gunsmith III 22.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.79
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.63
23430 - Heavy Equipment Mechanic 21.77
23440 - Heavy Equipment Operator 18.63
23460 - Instrument Mechanic 23.38
23465 - Laboratory/Shelter Mechanic 21.71
23470 - Laborer 15.06
23510 - Locksmith 21.71
23530 - Machinery Maintenance Mechanic 22.64
23550 - Machinist Maintenance 19.59
23580 - Maintenance Trades Helper 14.96
23591 - Metrology Technician I 23.81
23592 - Metrology Technician II 23.81
23593 - Metrology Technician III 24.76
23640 - Millwright 23.27
23710 - Office Appliance Repairer 21.55
23760 - Painter Maintenance 19.02
23790 - Pipefitter Maintenance 25.50
23810 - Plumber Maintenance 24.55
23820 - Pneudraulic Systems Mechanic 22.76
23850 - Rigger 22.76
23870 - Scale Mechanic 20.51
23890 - Sheet-Metal Worker Maintenance 23.81
23910 - Small Engine Mechanic 20.40

23931 - Telecommunications Mechanic I	27.17
23932 - Telecommunications Mechanic II	29.79
23950 - Telephone Lineman	28.26
23960 - Welder Combination Maintenance	19.18
23965 - Well Driller	24.81
23970 - Woodcraft Worker	22.76
23980 - Woodworker	17.95
24000 - Personal Needs Occupations	
24550 - Case Manager	16.02
24570 - Child Care Attendant	10.42
24580 - Child Care Center Clerk	15.05
24610 - Chore Aide	12.03
24620 - Family Readiness And Support Services Coordinator	16.02
24630 - Homemaker	17.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.45
25040 - Sewage Plant Operator	19.87
25070 - Stationary Engineer	23.45
25190 - Ventilation Equipment Tender	17.14
25210 - Water Treatment Plant Operator	19.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.43
27007 - Baggage Inspector	14.15
27008 - Corrections Officer	16.89
27010 - Court Security Officer	17.84
27030 - Detection Dog Handler	15.83
27040 - Detention Officer	16.89
27070 - Firefighter	17.85
27101 - Guard I	14.15
27102 - Guard II	15.83
27131 - Police Officer I	19.19
27132 - Police Officer II	21.32
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.17
28042 - Carnival Equipment Repairer	12.77
28043 - Carnival Worker	9.72
28210 - Gate Attendant/Gate Tender	14.19
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	15.88
28510 - Recreation Aide/Health Facility Attendant	11.96
28515 - Recreation Specialist	19.68
28630 - Sports Official	13.06
28690 - Swimming Pool Operator	16.85
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.52
29020 - Hatch Tender	24.52
29030 - Line Handler	24.52
29041 - Stevedore I	23.46
29042 - Stevedore II	25.96

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.60
30021 - Archeological Technician I		17.12
30022 - Archeological Technician II		19.48
30023 - Archeological Technician III		23.42
30030 - Cartographic Technician		23.42
30040 - Civil Engineering Technician		20.62
30051 - Cryogenic Technician I		25.94
30052 - Cryogenic Technician II		28.64
30061 - Drafter/CAD Operator I		16.90
30062 - Drafter/CAD Operator II		18.90
30063 - Drafter/CAD Operator III		21.07
30064 - Drafter/CAD Operator IV		25.94
30081 - Engineering Technician I		16.89
30082 - Engineering Technician II		17.92
30083 - Engineering Technician III		20.05
30084 - Engineering Technician IV		24.85
30085 - Engineering Technician V		30.39
30086 - Engineering Technician VI		36.79
30090 - Environmental Technician		25.31
30095 - Evidence Control Specialist		23.42
30210 - Laboratory Technician		23.53
30221 - Latent Fingerprint Technician I		25.94
30222 - Latent Fingerprint Technician II		28.64
30240 - Mathematical Technician		23.42
30361 - Paralegal/Legal Assistant I		18.97
30362 - Paralegal/Legal Assistant II		23.52
30363 - Paralegal/Legal Assistant III		28.76
30364 - Paralegal/Legal Assistant IV		34.79
30375 - Petroleum Supply Specialist		28.64
30390 - Photo-Optics Technician		24.16
30395 - Radiation Control Technician		28.64
30461 - Technical Writer I		23.01
30462 - Technical Writer II		28.14
30463 - Technical Writer III		34.05
30491 - Unexploded Ordnance (UXO) Technician I		25.61
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.14
30494 - Unexploded (UXO) Safety Escort		25.61
30495 - Unexploded (UXO) Sweep Personnel		25.61
30501 - Weather Forecaster I		25.94
30502 - Weather Forecaster II		31.54
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.74
30621 - Weather Observer Senior	(see 2)	23.42

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.98
31020 - Bus Aide		12.14

31030 - Bus Driver	16.67
31043 - Driver Courier	14.75
31260 - Parking and Lot Attendant	12.04
31290 - Shuttle Bus Driver	15.82
31310 - Taxi Driver	13.86
31361 - Truckdriver Light	15.82
31362 - Truckdriver Medium	16.58
31363 - Truckdriver Heavy	19.37
31364 - Truckdriver Tractor-Trailer	19.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	9.73
99050 - Desk Clerk	9.94
99095 - Embalmer	30.15
99130 - Flight Follower	25.61
99251 - Laboratory Animal Caretaker I	13.77
99252 - Laboratory Animal Caretaker II	14.86
99260 - Marketing Analyst	24.49
99310 - Mortician	30.15
99410 - Pest Controller	16.83
99510 - Photofinishing Worker	16.40
99710 - Recycling Laborer	15.56
99711 - Recycling Specialist	18.35
99730 - Refuse Collector	14.12
99810 - Sales Clerk	11.92
99820 - School Crossing Guard	12.01
99830 - Survey Party Chief	24.26
99831 - Surveying Aide	15.17
99832 - Surveying Technician	18.95
99840 - Vending Machine Attendant	17.57
99841 - Vending Machine Repairer	20.00
99842 - Vending Machine Repairer Helper	17.57

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5345
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kansas

Area: Kansas Counties of Barber Clark Comanche Edwards Finney Ford Grant Gray Hamilton Harper Haskell Hodgeman Kearny Kiowa Meade Morton Pawnee Pratt Seward Stafford Stanton Stevens

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.52
01012 - Accounting Clerk II		15.10
01013 - Accounting Clerk III		17.75
01020 - Administrative Assistant		20.89
01035 - Court Reporter		27.49
01041 - Customer Service Representative I		11.73
01042 - Customer Service Representative II		13.18
01043 - Customer Service Representative III		14.39
01051 - Data Entry Operator I		14.26
01052 - Data Entry Operator II		15.55
01060 - Dispatcher Motor Vehicle		20.97
01070 - Document Preparation Clerk		14.47
01090 - Duplicating Machine Operator		14.47

01111 - General Clerk I	13.02
01112 - General Clerk II	14.21
01113 - General Clerk III	15.95
01120 - Housing Referral Assistant	18.91
01141 - Messenger Courier	12.89
01191 - Order Clerk I	14.68
01192 - Order Clerk II	16.02
01261 - Personnel Assistant (Employment) I	15.86
01262 - Personnel Assistant (Employment) II	17.74
01263 - Personnel Assistant (Employment) III	19.77
01270 - Production Control Clerk	22.26
01290 - Rental Clerk	15.98
01300 - Scheduler Maintenance	15.17
01311 - Secretary I	15.17
01312 - Secretary II	16.97
01313 - Secretary III	18.91
01320 - Service Order Dispatcher	18.65
01410 - Supply Technician	20.89
01420 - Survey Worker	14.71
01460 - Switchboard Operator/Receptionist	12.71
01531 - Travel Clerk I	12.58
01532 - Travel Clerk II	13.25
01533 - Travel Clerk III	14.27
01611 - Word Processor I	13.53
01612 - Word Processor II	15.19
01613 - Word Processor III	16.99
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.95
05010 - Automotive Electrician	19.91
05040 - Automotive Glass Installer	19.06
05070 - Automotive Worker	19.06
05110 - Mobile Equipment Servicer	16.98
05130 - Motor Equipment Metal Mechanic	20.95
05160 - Motor Equipment Metal Worker	19.06
05190 - Motor Vehicle Mechanic	21.18
05220 - Motor Vehicle Mechanic Helper	15.92
05250 - Motor Vehicle Upholstery Worker	18.02
05280 - Motor Vehicle Wrecker	19.06
05310 - Painter Automotive	19.91
05340 - Radiator Repair Specialist	19.06
05370 - Tire Repairer	16.37
05400 - Transmission Repair Specialist	20.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.88
07041 - Cook I	11.23
07042 - Cook II	12.83
07070 - Dishwasher	8.95
07130 - Food Service Worker	10.31
07210 - Meat Cutter	15.74
07260 - Waiter/Waitress	9.02

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.62
09040 - Furniture Handler	13.91
09080 - Furniture Refinisher	19.62
09090 - Furniture Refinisher Helper	15.84
09110 - Furniture Repairer Minor	17.89
09130 - Upholsterer	19.62
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.72
11060 - Elevator Operator	11.92
11090 - Gardener	16.52
11122 - Housekeeping Aide	11.92
11150 - Janitor	11.92
11210 - Laborer Grounds Maintenance	12.91
11240 - Maid or Houseman	10.24
11260 - Pruner	11.72
11270 - Tractor Operator	15.31
11330 - Trail Maintenance Worker	12.91
11360 - Window Cleaner	13.13
12000 - Health Occupations	
12010 - Ambulance Driver	16.19
12011 - Breath Alcohol Technician	17.80
12012 - Certified Occupational Therapist Assistant	28.04
12015 - Certified Physical Therapist Assistant	27.77
12020 - Dental Assistant	18.24
12025 - Dental Hygienist	36.12
12030 - EKG Technician	25.59
12035 - Electroneurodiagnostic Technologist	25.59
12040 - Emergency Medical Technician	16.19
12071 - Licensed Practical Nurse I	15.91
12072 - Licensed Practical Nurse II	17.80
12073 - Licensed Practical Nurse III	19.84
12100 - Medical Assistant	13.82
12130 - Medical Laboratory Technician	22.51
12160 - Medical Record Clerk	15.23
12190 - Medical Record Technician	17.03
12195 - Medical Transcriptionist	15.10
12210 - Nuclear Medicine Technologist	37.10
12221 - Nursing Assistant I	11.52
12222 - Nursing Assistant II	12.96
12223 - Nursing Assistant III	14.14
12224 - Nursing Assistant IV	15.87
12235 - Optical Dispenser	15.10
12236 - Optical Technician	15.91
12250 - Pharmacy Technician	15.25
12280 - Phlebotomist	15.87
12305 - Radiologic Technologist	24.73
12311 - Registered Nurse I	22.50
12312 - Registered Nurse II	27.53
12313 - Registered Nurse II Specialist	27.53

12314 - Registered Nurse III		33.30
12315 - Registered Nurse III Anesthetist		33.30
12316 - Registered Nurse IV		39.92
12317 - Scheduler (Drug and Alcohol Testing)		22.04
12320 - Substance Abuse Treatment Counselor		21.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.44
13012 - Exhibits Specialist II		21.59
13013 - Exhibits Specialist III		26.42
13041 - Illustrator I		17.44
13042 - Illustrator II		21.59
13043 - Illustrator III		26.42
13047 - Librarian		23.91
13050 - Library Aide/Clerk		12.63
13054 - Library Information Technology Systems Administrator		19.64
13058 - Library Technician		15.84
13061 - Media Specialist I		16.19
13062 - Media Specialist II		18.05
13063 - Media Specialist III		20.13
13071 - Photographer I		14.77
13072 - Photographer II		16.52
13073 - Photographer III		20.46
13074 - Photographer IV		25.04
13075 - Photographer V		30.29
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		15.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.92
14042 - Computer Operator II		18.33
14043 - Computer Operator III		21.46
14044 - Computer Operator IV		23.01
14045 - Computer Operator V		25.46
14071 - Computer Programmer I	(see 1)	22.75
14072 - Computer Programmer II	(see 1)	25.78
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		17.92
14160 - Personal Computer Support Technician		24.04
14170 - System Support Specialist		25.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.53
15020 - Aircrew Training Devices Instructor (Rated)		35.72
15030 - Air Crew Training Devices Instructor (Pilot)		42.82
15050 - Computer Based Training Specialist / Instructor		29.53
15060 - Educational Technologist		29.42
15070 - Flight Instructor (Pilot)		42.82

15080 - Graphic Artist 21.79
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.82
15086 - Maintenance Test Pilot Rotary Wing 42.82
15088 - Non-Maintenance Test/Co-Pilot 42.82
15090 - Technical Instructor 18.44
15095 - Technical Instructor/Course Developer 22.56
15110 - Test Proctor 14.89
15120 - Tutor 14.89
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.75
16030 - Counter Attendant 9.75
16040 - Dry Cleaner 12.32
16070 - Finisher Flatwork Machine 9.75
16090 - Presser Hand 9.75
16110 - Presser Machine Drycleaning 9.75
16130 - Presser Machine Shirts 9.75
16160 - Presser Machine Wearing Apparel Laundry 9.75
16190 - Sewing Machine Operator 13.10
16220 - Tailor 13.88
16250 - Washer Machine 10.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.95
19040 - Tool And Die Maker 29.95
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.21
21030 - Material Coordinator 22.26
21040 - Material Expediter 22.26
21050 - Material Handling Laborer 15.06
21071 - Order Filler 12.00
21080 - Production Line Worker (Food Processing) 18.21
21110 - Shipping Packer 16.54
21130 - Shipping/Receiving Clerk 16.54
21140 - Store Worker I 15.76
21150 - Stock Clerk 20.20
21210 - Tools And Parts Attendant 18.21
21410 - Warehouse Specialist 18.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.13
23019 - Aircraft Logs and Records Technician 21.93
23021 - Aircraft Mechanic I 25.94
23022 - Aircraft Mechanic II 27.13
23023 - Aircraft Mechanic III 28.20
23040 - Aircraft Mechanic Helper 18.93
23050 - Aircraft Painter 24.73
23060 - Aircraft Servicer 21.93
23070 - Aircraft Survival Flight Equipment Technician 24.73
23080 - Aircraft Worker 23.35
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.35
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 25.94

II
23110 - Appliance Mechanic 21.79
23120 - Bicycle Repairer 18.23
23125 - Cable Splicer 35.41
23130 - Carpenter Maintenance 19.62
23140 - Carpet Layer 20.48
23160 - Electrician Maintenance 25.01
23181 - Electronics Technician Maintenance I 26.74
23182 - Electronics Technician Maintenance II 28.07
23183 - Electronics Technician Maintenance III 32.41
23260 - Fabric Worker 19.36
23290 - Fire Alarm System Mechanic 22.55
23310 - Fire Extinguisher Repairer 18.23
23311 - Fuel Distribution System Mechanic 28.23
23312 - Fuel Distribution System Operator 23.23
23370 - General Maintenance Worker 18.69
23380 - Ground Support Equipment Mechanic 25.94
23381 - Ground Support Equipment Servicer 21.93
23382 - Ground Support Equipment Worker 23.35
23391 - Gunsmith I 18.23
23392 - Gunsmith II 20.51
23393 - Gunsmith III 22.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.81
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.76
23430 - Heavy Equipment Mechanic 21.52
23440 - Heavy Equipment Operator 20.58
23460 - Instrument Mechanic 22.76
23465 - Laboratory/Shelter Mechanic 21.71
23470 - Laborer 15.06
23510 - Locksmith 21.71
23530 - Machinery Maintenance Mechanic 22.38
23550 - Machinist Maintenance 20.58
23580 - Maintenance Trades Helper 15.77
23591 - Metrology Technician I 22.76
23592 - Metrology Technician II 23.81
23593 - Metrology Technician III 24.76
23640 - Millwright 22.55
23710 - Office Appliance Repairer 21.51
23760 - Painter Maintenance 18.96
23790 - Pipefitter Maintenance 22.34
23810 - Plumber Maintenance 21.25
23820 - Pneudraulic Systems Mechanic 22.76
23850 - Rigger 22.76
23870 - Scale Mechanic 20.51
23890 - Sheet-Metal Worker Maintenance 21.95
23910 - Small Engine Mechanic 18.92
23931 - Telecommunications Mechanic I 27.17
23932 - Telecommunications Mechanic II 28.41

23950 - Telephone Lineman 29.13
23960 - Welder Combination Maintenance 19.95
23965 - Well Driller 24.81
23970 - Woodcraft Worker 22.76
23980 - Woodworker 18.23
24000 - Personal Needs Occupations
24550 - Case Manager 15.42
24570 - Child Care Attendant 11.22
24580 - Child Care Center Clerk 14.03
24610 - Chore Aide 10.39
24620 - Family Readiness And Support Services Coordinator 15.42
24630 - Homemaker 16.25
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.45
25040 - Sewage Plant Operator 23.96
25070 - Stationary Engineer 25.22
25190 - Ventilation Equipment Tender 17.15
25210 - Water Treatment Plant Operator 20.86
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.74
27007 - Baggage Inspector 14.15
27008 - Corrections Officer 16.89
27010 - Court Security Officer 17.04
27030 - Detection Dog Handler 17.18
27040 - Detention Officer 16.89
27070 - Firefighter 17.61
27101 - Guard I 14.15
27102 - Guard II 17.18
27131 - Police Officer I 19.25
27132 - Police Officer II 21.39
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.83
28042 - Carnival Equipment Repairer 12.77
28043 - Carnival Worker 9.29
28210 - Gate Attendant/Gate Tender 14.32
28310 - Lifeguard 10.82
28350 - Park Attendant (Aide) 16.01
28510 - Recreation Aide/Health Facility Attendant 11.69
28515 - Recreation Specialist 19.85
28630 - Sports Official 12.76
28690 - Swimming Pool Operator 15.81
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.88
29020 - Hatch Tender 23.88
29030 - Line Handler 23.88
29041 - Stevedore I 22.43
29042 - Stevedore II 25.29
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.29

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.60
30021 - Archeological Technician I 17.30
30022 - Archeological Technician II 18.10
30023 - Archeological Technician III 22.43
30030 - Cartographic Technician 22.43
30040 - Civil Engineering Technician 19.93
30051 - Cryogenic Technician I 23.93
30052 - Cryogenic Technician II 26.43
30061 - Drafter/CAD Operator I 16.18
30062 - Drafter/CAD Operator II 18.10
30063 - Drafter/CAD Operator III 20.18
30064 - Drafter/CAD Operator IV 24.83
30081 - Engineering Technician I 16.25
30082 - Engineering Technician II 18.25
30083 - Engineering Technician III 22.54
30084 - Engineering Technician IV 24.66
30085 - Engineering Technician V 33.08
30086 - Engineering Technician VI 40.00
30090 - Environmental Technician 24.67
30095 - Evidence Control Specialist 21.60
30210 - Laboratory Technician 23.32
30221 - Latent Fingerprint Technician I 23.93
30222 - Latent Fingerprint Technician II 26.43
30240 - Mathematical Technician 23.48
30361 - Paralegal/Legal Assistant I 18.18
30362 - Paralegal/Legal Assistant II 23.48
30363 - Paralegal/Legal Assistant III 28.72
30364 - Paralegal/Legal Assistant IV 33.95
30375 - Petroleum Supply Specialist 26.43
30390 - Photo-Optics Technician 23.48
30395 - Radiation Control Technician 26.43
30461 - Technical Writer I 21.97
30462 - Technical Writer II 26.88
30463 - Technical Writer III 32.52
30491 - Unexploded Ordnance (UXO) Technician I 25.61
30492 - Unexploded Ordnance (UXO) Technician II 30.98
30493 - Unexploded Ordnance (UXO) Technician III 37.14
30494 - Unexploded (UXO) Safety Escort 25.61
30495 - Unexploded (UXO) Sweep Personnel 25.61
30501 - Weather Forecaster I 23.93
30502 - Weather Forecaster II 29.10
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.18
30621 - Weather Observer Senior (see 2) 22.43
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 14.37
31030 - Bus Driver 18.48
31043 - Driver Courier 13.30

31260 - Parking and Lot Attendant	12.23
31290 - Shuttle Bus Driver	14.34
31310 - Taxi Driver	13.21
31361 - Truckdriver Light	14.34
31362 - Truckdriver Medium	15.40
31363 - Truckdriver Heavy	19.56
31364 - Truckdriver Tractor-Trailer	19.56
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	9.73
99050 - Desk Clerk	9.57
99095 - Embalmer	30.14
99130 - Flight Follower	25.61
99251 - Laboratory Animal Caretaker I	13.77
99252 - Laboratory Animal Caretaker II	14.86
99260 - Marketing Analyst	27.64
99310 - Mortician	30.14
99410 - Pest Controller	20.55
99510 - Photofinishing Worker	15.41
99710 - Recycling Laborer	15.99
99711 - Recycling Specialist	18.44
99730 - Refuse Collector	14.69
99810 - Sales Clerk	11.90
99820 - School Crossing Guard	13.75
99830 - Survey Party Chief	22.24
99831 - Surveying Aide	13.72
99832 - Surveying Technician	18.82
99840 - Vending Machine Attendant	17.71
99841 - Vending Machine Repairer	21.04
99842 - Vending Machine Repairer Helper	17.71

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor

prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5346
Revision No.: 12
Date Of Last Revision: 06/03/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kansas

Area: Kansas Counties of Barber Clark Comanche Edwards Finney Ford Grant Gray Hamilton Harper Haskell Hodgeman Kearny Kiowa Meade Morton Pawnee Pratt Seward Stafford Stanton Stevens

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.52
01012 - Accounting Clerk II		15.10
01013 - Accounting Clerk III		17.75
01020 - Administrative Assistant		20.89
01035 - Court Reporter		27.49
01041 - Customer Service Representative I		11.73
01042 - Customer Service Representative II		13.18
01043 - Customer Service Representative III		14.39
01051 - Data Entry Operator I		14.26
01052 - Data Entry Operator II		15.55

01060 - Dispatcher Motor Vehicle 20.97
01070 - Document Preparation Clerk 14.47
01090 - Duplicating Machine Operator 14.47
01111 - General Clerk I 13.02
01112 - General Clerk II 14.21
01113 - General Clerk III 15.95
01120 - Housing Referral Assistant 18.91
01141 - Messenger Courier 12.89
01191 - Order Clerk I 14.68
01192 - Order Clerk II 16.02
01261 - Personnel Assistant (Employment) I 15.86
01262 - Personnel Assistant (Employment) II 17.74
01263 - Personnel Assistant (Employment) III 19.77
01270 - Production Control Clerk 22.26
01290 - Rental Clerk 15.98
01300 - Scheduler Maintenance 15.17
01311 - Secretary I 15.17
01312 - Secretary II 16.97
01313 - Secretary III 18.91
01320 - Service Order Dispatcher 18.65
01410 - Supply Technician 20.89
01420 - Survey Worker 14.71
01460 - Switchboard Operator/Receptionist 12.71
01531 - Travel Clerk I 12.58
01532 - Travel Clerk II 13.25
01533 - Travel Clerk III 14.27
01611 - Word Processor I 13.53
01612 - Word Processor II 15.19
01613 - Word Processor III 16.99
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.95
05010 - Automotive Electrician 19.91
05040 - Automotive Glass Installer 19.06
05070 - Automotive Worker 19.06
05110 - Mobile Equipment Servicer 16.98
05130 - Motor Equipment Metal Mechanic 20.95
05160 - Motor Equipment Metal Worker 19.06
05190 - Motor Vehicle Mechanic 21.18
05220 - Motor Vehicle Mechanic Helper 15.92
05250 - Motor Vehicle Upholstery Worker 18.02
05280 - Motor Vehicle Wrecker 19.06
05310 - Painter Automotive 19.91
05340 - Radiator Repair Specialist 19.06
05370 - Tire Repairer 16.37
05400 - Transmission Repair Specialist 20.95
07000 - Food Preparation And Service Occupations
07010 - Baker 12.88
07041 - Cook I 11.23
07042 - Cook II 12.83
07070 - Dishwasher 8.95

07130 - Food Service Worker	10.31
07210 - Meat Cutter	15.74
07260 - Waiter/Waitress	9.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.62
09040 - Furniture Handler	13.91
09080 - Furniture Refinisher	19.62
09090 - Furniture Refinisher Helper	15.84
09110 - Furniture Repairer Minor	17.89
09130 - Upholsterer	19.62
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.72
11060 - Elevator Operator	11.92
11090 - Gardener	16.52
11122 - Housekeeping Aide	11.92
11150 - Janitor	11.92
11210 - Laborer Grounds Maintenance	12.91
11240 - Maid or Houseman	10.24
11260 - Pruner	11.72
11270 - Tractor Operator	15.31
11330 - Trail Maintenance Worker	12.91
11360 - Window Cleaner	13.13
12000 - Health Occupations	
12010 - Ambulance Driver	16.19
12011 - Breath Alcohol Technician	17.80
12012 - Certified Occupational Therapist Assistant	28.04
12015 - Certified Physical Therapist Assistant	27.77
12020 - Dental Assistant	18.24
12025 - Dental Hygienist	36.12
12030 - EKG Technician	25.59
12035 - Electroneurodiagnostic Technologist	25.59
12040 - Emergency Medical Technician	16.19
12071 - Licensed Practical Nurse I	15.91
12072 - Licensed Practical Nurse II	17.80
12073 - Licensed Practical Nurse III	19.84
12100 - Medical Assistant	13.82
12130 - Medical Laboratory Technician	22.51
12160 - Medical Record Clerk	15.23
12190 - Medical Record Technician	17.03
12195 - Medical Transcriptionist	15.10
12210 - Nuclear Medicine Technologist	37.10
12221 - Nursing Assistant I	11.52
12222 - Nursing Assistant II	12.96
12223 - Nursing Assistant III	14.14
12224 - Nursing Assistant IV	15.87
12235 - Optical Dispenser	15.10
12236 - Optical Technician	15.91
12250 - Pharmacy Technician	15.25
12280 - Phlebotomist	15.87
12305 - Radiologic Technologist	24.73

12311 - Registered Nurse I		22.50
12312 - Registered Nurse II		27.53
12313 - Registered Nurse II Specialist		27.53
12314 - Registered Nurse III		33.30
12315 - Registered Nurse III Anesthetist		33.30
12316 - Registered Nurse IV		39.92
12317 - Scheduler (Drug and Alcohol Testing)		22.04
12320 - Substance Abuse Treatment Counselor		21.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.44
13012 - Exhibits Specialist II		21.59
13013 - Exhibits Specialist III		26.42
13041 - Illustrator I		17.44
13042 - Illustrator II		21.59
13043 - Illustrator III		26.42
13047 - Librarian		23.91
13050 - Library Aide/Clerk		12.63
13054 - Library Information Technology Systems Administrator		19.64
13058 - Library Technician		15.84
13061 - Media Specialist I		16.19
13062 - Media Specialist II		18.05
13063 - Media Specialist III		20.13
13071 - Photographer I		14.77
13072 - Photographer II		16.52
13073 - Photographer III		20.46
13074 - Photographer IV		25.04
13075 - Photographer V		30.29
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		15.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.92
14042 - Computer Operator II		18.33
14043 - Computer Operator III		21.46
14044 - Computer Operator IV		23.01
14045 - Computer Operator V		25.46
14071 - Computer Programmer I	(see 1)	22.75
14072 - Computer Programmer II	(see 1)	25.78
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		17.92
14160 - Personal Computer Support Technician		24.04
14170 - System Support Specialist		25.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.53
15020 - Aircrew Training Devices Instructor (Rated)		35.72
15030 - Air Crew Training Devices Instructor (Pilot)		42.82

15050 - Computer Based Training Specialist / Instructor	29.53
15060 - Educational Technologist	29.42
15070 - Flight Instructor (Pilot)	42.82
15080 - Graphic Artist	21.79
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.82
15086 - Maintenance Test Pilot Rotary Wing	42.82
15088 - Non-Maintenance Test/Co-Pilot	42.82
15090 - Technical Instructor	18.44
15095 - Technical Instructor/Course Developer	22.56
15110 - Test Proctor	14.89
15120 - Tutor	14.89
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.75
16030 - Counter Attendant	9.75
16040 - Dry Cleaner	12.32
16070 - Finisher Flatwork Machine	9.75
16090 - Presser Hand	9.75
16110 - Presser Machine Drycleaning	9.75
16130 - Presser Machine Shirts	9.75
16160 - Presser Machine Wearing Apparel Laundry	9.75
16190 - Sewing Machine Operator	13.10
16220 - Tailor	13.88
16250 - Washer Machine	10.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.95
19040 - Tool And Die Maker	29.95
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.21
21030 - Material Coordinator	22.26
21040 - Material Expediter	22.26
21050 - Material Handling Laborer	15.06
21071 - Order Filler	12.00
21080 - Production Line Worker (Food Processing)	18.21
21110 - Shipping Packer	16.54
21130 - Shipping/Receiving Clerk	16.54
21140 - Store Worker I	15.76
21150 - Stock Clerk	20.20
21210 - Tools And Parts Attendant	18.21
21410 - Warehouse Specialist	18.21
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.13
23019 - Aircraft Logs and Records Technician	21.93
23021 - Aircraft Mechanic I	25.94
23022 - Aircraft Mechanic II	27.13
23023 - Aircraft Mechanic III	28.20
23040 - Aircraft Mechanic Helper	18.93
23050 - Aircraft Painter	24.73
23060 - Aircraft Servicer	21.93
23070 - Aircraft Survival Flight Equipment Technician	24.73
23080 - Aircraft Worker	23.35

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.35
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.94
23110 - Appliance Mechanic	21.79
23120 - Bicycle Repairer	18.23
23125 - Cable Splicer	35.41
23130 - Carpenter Maintenance	19.62
23140 - Carpet Layer	20.48
23160 - Electrician Maintenance	25.01
23181 - Electronics Technician Maintenance I	26.74
23182 - Electronics Technician Maintenance II	28.07
23183 - Electronics Technician Maintenance III	32.41
23260 - Fabric Worker	19.36
23290 - Fire Alarm System Mechanic	22.55
23310 - Fire Extinguisher Repairer	18.23
23311 - Fuel Distribution System Mechanic	28.23
23312 - Fuel Distribution System Operator	23.23
23370 - General Maintenance Worker	18.69
23380 - Ground Support Equipment Mechanic	25.94
23381 - Ground Support Equipment Servicer	21.93
23382 - Ground Support Equipment Worker	23.35
23391 - Gunsmith I	18.23
23392 - Gunsmith II	20.51
23393 - Gunsmith III	22.76
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.81
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.76
23430 - Heavy Equipment Mechanic	21.52
23440 - Heavy Equipment Operator	20.58
23460 - Instrument Mechanic	22.76
23465 - Laboratory/Shelter Mechanic	21.71
23470 - Laborer	15.06
23510 - Locksmith	21.71
23530 - Machinery Maintenance Mechanic	22.38
23550 - Machinist Maintenance	20.58
23580 - Maintenance Trades Helper	15.77
23591 - Metrology Technician I	22.76
23592 - Metrology Technician II	23.81
23593 - Metrology Technician III	24.76
23640 - Millwright	22.55
23710 - Office Appliance Repairer	21.51
23760 - Painter Maintenance	18.96
23790 - Pipefitter Maintenance	22.34
23810 - Plumber Maintenance	21.25
23820 - Pneudraulic Systems Mechanic	22.76
23850 - Rigger	22.76
23870 - Scale Mechanic	20.51
23890 - Sheet-Metal Worker Maintenance	21.95

23910 - Small Engine Mechanic 18.92
23931 - Telecommunications Mechanic I 27.17
23932 - Telecommunications Mechanic II 28.41
23950 - Telephone Lineman 29.13
23960 - Welder Combination Maintenance 19.95
23965 - Well Driller 24.81
23970 - Woodcraft Worker 22.76
23980 - Woodworker 18.23
24000 - Personal Needs Occupations
24550 - Case Manager 15.42
24570 - Child Care Attendant 11.22
24580 - Child Care Center Clerk 14.03
24610 - Chore Aide 10.39
24620 - Family Readiness And Support Services Coordinator 15.42
24630 - Homemaker 16.25
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.45
25040 - Sewage Plant Operator 23.96
25070 - Stationary Engineer 25.22
25190 - Ventilation Equipment Tender 17.15
25210 - Water Treatment Plant Operator 20.86
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.74
27007 - Baggage Inspector 14.15
27008 - Corrections Officer 16.89
27010 - Court Security Officer 17.04
27030 - Detection Dog Handler 17.18
27040 - Detention Officer 16.89
27070 - Firefighter 17.61
27101 - Guard I 14.15
27102 - Guard II 17.18
27131 - Police Officer I 19.25
27132 - Police Officer II 21.39
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.83
28042 - Carnival Equipment Repairer 12.77
28043 - Carnival Worker 9.29
28210 - Gate Attendant/Gate Tender 14.32
28310 - Lifeguard 10.82
28350 - Park Attendant (Aide) 16.01
28510 - Recreation Aide/Health Facility Attendant 11.69
28515 - Recreation Specialist 19.85
28630 - Sports Official 12.76
28690 - Swimming Pool Operator 15.81
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.88
29020 - Hatch Tender 23.88
29030 - Line Handler 23.88
29041 - Stevedore I 22.43

29042 - Stevedore II 25.29
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.60
30021 - Archeological Technician I 17.30
30022 - Archeological Technician II 18.10
30023 - Archeological Technician III 22.43
30030 - Cartographic Technician 22.43
30040 - Civil Engineering Technician 19.93
30051 - Cryogenic Technician I 23.93
30052 - Cryogenic Technician II 26.43
30061 - Drafter/CAD Operator I 16.18
30062 - Drafter/CAD Operator II 18.10
30063 - Drafter/CAD Operator III 20.18
30064 - Drafter/CAD Operator IV 24.83
30081 - Engineering Technician I 16.25
30082 - Engineering Technician II 18.25
30083 - Engineering Technician III 22.54
30084 - Engineering Technician IV 24.66
30085 - Engineering Technician V 33.08
30086 - Engineering Technician VI 40.00
30090 - Environmental Technician 24.67
30095 - Evidence Control Specialist 21.60
30210 - Laboratory Technician 23.32
30221 - Latent Fingerprint Technician I 23.93
30222 - Latent Fingerprint Technician II 26.43
30240 - Mathematical Technician 23.48
30361 - Paralegal/Legal Assistant I 18.18
30362 - Paralegal/Legal Assistant II 23.48
30363 - Paralegal/Legal Assistant III 28.72
30364 - Paralegal/Legal Assistant IV 33.95
30375 - Petroleum Supply Specialist 26.43
30390 - Photo-Optics Technician 23.48
30395 - Radiation Control Technician 26.43
30461 - Technical Writer I 21.97
30462 - Technical Writer II 26.88
30463 - Technical Writer III 32.52
30491 - Unexploded Ordnance (UXO) Technician I 25.61
30492 - Unexploded Ordnance (UXO) Technician II 30.98
30493 - Unexploded Ordnance (UXO) Technician III 37.14
30494 - Unexploded (UXO) Safety Escort 25.61
30495 - Unexploded (UXO) Sweep Personnel 25.61
30501 - Weather Forecaster I 23.93
30502 - Weather Forecaster II 29.10
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.18
30621 - Weather Observer Senior (see 2) 22.43
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98

31020 - Bus Aide	14.37
31030 - Bus Driver	18.48
31043 - Driver Courier	13.30
31260 - Parking and Lot Attendant	12.23
31290 - Shuttle Bus Driver	14.34
31310 - Taxi Driver	13.21
31361 - Truckdriver Light	14.34
31362 - Truckdriver Medium	15.40
31363 - Truckdriver Heavy	19.56
31364 - Truckdriver Tractor-Trailer	19.56
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	9.73
99050 - Desk Clerk	9.57
99095 - Embalmer	30.14
99130 - Flight Follower	25.61
99251 - Laboratory Animal Caretaker I	13.77
99252 - Laboratory Animal Caretaker II	14.86
99260 - Marketing Analyst	27.64
99310 - Mortician	30.14
99410 - Pest Controller	20.55
99510 - Photofinishing Worker	15.41
99710 - Recycling Laborer	15.99
99711 - Recycling Specialist	18.44
99730 - Refuse Collector	14.69
99810 - Sales Clerk	11.90
99820 - School Crossing Guard	13.75
99830 - Survey Party Chief	22.24
99831 - Surveying Aide	13.72
99832 - Surveying Technician	18.82
99840 - Vending Machine Attendant	17.71
99841 - Vending Machine Repairer	21.04
99842 - Vending Machine Repairer Helper	17.71

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to

be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5347
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kansas

Area: Kansas County of Atchison

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.97
01012 - Accounting Clerk II		15.69
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		21.80
01035 - Court Reporter		22.17
01041 - Customer Service Representative I		11.73
01042 - Customer Service Representative II		13.18
01043 - Customer Service Representative III		14.39
01051 - Data Entry Operator I		13.00
01052 - Data Entry Operator II		14.18
01060 - Dispatcher Motor Vehicle		18.55
01070 - Document Preparation Clerk		14.22
01090 - Duplicating Machine Operator		14.22
01111 - General Clerk I		13.02
01112 - General Clerk II		14.22

01113 - General Clerk III 15.96
01120 - Housing Referral Assistant 20.79
01141 - Messenger Courier 12.70
01191 - Order Clerk I 14.68
01192 - Order Clerk II 16.02
01261 - Personnel Assistant (Employment) I 16.17
01262 - Personnel Assistant (Employment) II 17.97
01263 - Personnel Assistant (Employment) III 20.54
01270 - Production Control Clerk 22.29
01290 - Rental Clerk 15.98
01300 - Scheduler Maintenance 15.96
01311 - Secretary I 15.96
01312 - Secretary II 17.90
01313 - Secretary III 20.79
01320 - Service Order Dispatcher 21.18
01410 - Supply Technician 23.09
01420 - Survey Worker 17.02
01460 - Switchboard Operator/Receptionist 13.87
01531 - Travel Clerk I 13.06
01532 - Travel Clerk II 14.00
01533 - Travel Clerk III 15.03
01611 - Word Processor I 14.09
01612 - Word Processor II 15.81
01613 - Word Processor III 17.69
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.30
05010 - Automotive Electrician 19.32
05040 - Automotive Glass Installer 18.59
05070 - Automotive Worker 18.59
05110 - Mobile Equipment Servicer 16.51
05130 - Motor Equipment Metal Mechanic 20.03
05160 - Motor Equipment Metal Worker 18.59
05190 - Motor Vehicle Mechanic 21.70
05220 - Motor Vehicle Mechanic Helper 15.47
05250 - Motor Vehicle Upholstery Worker 17.54
05280 - Motor Vehicle Wrecker 18.59
05310 - Painter Automotive 19.32
05340 - Radiator Repair Specialist 18.59
05370 - Tire Repairer 16.37
05400 - Transmission Repair Specialist 20.03
07000 - Food Preparation And Service Occupations
07010 - Baker 14.52
07041 - Cook I 11.23
07042 - Cook II 12.83
07070 - Dishwasher 9.60
07130 - Food Service Worker 10.31
07210 - Meat Cutter 15.48
07260 - Waiter/Waitress 9.27
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.23

09040 - Furniture Handler 15.75
09080 - Furniture Refinisher 21.23
09090 - Furniture Refinisher Helper 17.01
09110 - Furniture Repairer Minor 19.27
09130 - Upholsterer 15.05
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.11
11060 - Elevator Operator 12.93
11090 - Gardener 16.52
11122 - Housekeeping Aide 12.93
11150 - Janitor 12.93
11210 - Laborer Grounds Maintenance 13.34
11240 - Maid or Houseman 10.52
11260 - Pruner 12.93
11270 - Tractor Operator 15.37
11330 - Trail Maintenance Worker 13.34
11360 - Window Cleaner 13.33
12000 - Health Occupations
12010 - Ambulance Driver 17.12
12011 - Breath Alcohol Technician 17.80
12012 - Certified Occupational Therapist Assistant 28.64
12015 - Certified Physical Therapist Assistant 26.96
12020 - Dental Assistant 18.17
12025 - Dental Hygienist 34.53
12030 - EKG Technician 24.79
12035 - Electroneurodiagnostic Technologist 24.79
12040 - Emergency Medical Technician 17.12
12071 - Licensed Practical Nurse I 15.91
12072 - Licensed Practical Nurse II 17.80
12073 - Licensed Practical Nurse III 19.84
12100 - Medical Assistant 14.08
12130 - Medical Laboratory Technician 23.92
12160 - Medical Record Clerk 15.23
12190 - Medical Record Technician 17.03
12195 - Medical Transcriptionist 15.89
12210 - Nuclear Medicine Technologist 36.66
12221 - Nursing Assistant I 11.36
12222 - Nursing Assistant II 12.77
12223 - Nursing Assistant III 13.94
12224 - Nursing Assistant IV 15.65
12235 - Optical Dispenser 15.10
12236 - Optical Technician 15.91
12250 - Pharmacy Technician 15.80
12280 - Phlebotomist 13.68
12305 - Radiologic Technologist 25.29
12311 - Registered Nurse I 23.68
12312 - Registered Nurse II 27.53
12313 - Registered Nurse II Specialist 27.53
12314 - Registered Nurse III 33.30
12315 - Registered Nurse III Anesthetist 33.30

12316 - Registered Nurse IV		39.92
12317 - Scheduler (Drug and Alcohol Testing)		22.04
12320 - Substance Abuse Treatment Counselor		21.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.11
13012 - Exhibits Specialist II		27.35
13013 - Exhibits Specialist III		29.94
13041 - Illustrator I		18.65
13042 - Illustrator II		22.75
13043 - Illustrator III		27.90
13047 - Librarian		30.95
13050 - Library Aide/Clerk		11.41
13054 - Library Information Technology Systems Administrator		23.49
13058 - Library Technician		15.98
13061 - Media Specialist I		17.03
13062 - Media Specialist II		19.04
13063 - Media Specialist III		21.24
13071 - Photographer I		17.20
13072 - Photographer II		19.24
13073 - Photographer III		23.84
13074 - Photographer IV		29.17
13075 - Photographer V		35.29
13090 - Technical Order Library Clerk		15.50
13110 - Video Teleconference Technician		17.91
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.03
14042 - Computer Operator II		17.93
14043 - Computer Operator III		19.99
14044 - Computer Operator IV		23.48
14045 - Computer Operator V		24.61
14071 - Computer Programmer I	(see 1)	22.38
14072 - Computer Programmer II	(see 1)	26.04
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		16.03
14160 - Personal Computer Support Technician		23.48
14170 - System Support Specialist		25.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.53
15020 - Aircrew Training Devices Instructor (Rated)		35.72
15030 - Air Crew Training Devices Instructor (Pilot)		42.82
15050 - Computer Based Training Specialist / Instructor		29.53
15060 - Educational Technologist		26.64
15070 - Flight Instructor (Pilot)		42.82
15080 - Graphic Artist		25.30
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.82

15086 - Maintenance Test Pilot Rotary Wing 42.82
15088 - Non-Maintenance Test/Co-Pilot 42.82
15090 - Technical Instructor 20.74
15095 - Technical Instructor/Course Developer 25.38
15110 - Test Proctor 17.30
15120 - Tutor 17.30
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.75
16030 - Counter Attendant 9.75
16040 - Dry Cleaner 12.32
16070 - Finisher Flatwork Machine 9.75
16090 - Presser Hand 9.75
16110 - Presser Machine Drycleaning 9.75
16130 - Presser Machine Shirts 9.75
16160 - Presser Machine Wearing Apparel Laundry 9.75
16190 - Sewing Machine Operator 13.10
16220 - Tailor 13.88
16250 - Washer Machine 10.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.23
19040 - Tool And Die Maker 27.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.24
21030 - Material Coordinator 22.29
21040 - Material Expediter 22.29
21050 - Material Handling Laborer 16.19
21071 - Order Filler 13.52
21080 - Production Line Worker (Food Processing) 19.24
21110 - Shipping Packer 16.69
21130 - Shipping/Receiving Clerk 16.69
21140 - Store Worker I 14.36
21150 - Stock Clerk 19.19
21210 - Tools And Parts Attendant 19.24
21410 - Warehouse Specialist 19.24
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.78
23019 - Aircraft Logs and Records Technician 24.24
23021 - Aircraft Mechanic I 28.49
23022 - Aircraft Mechanic II 29.78
23023 - Aircraft Mechanic III 30.93
23040 - Aircraft Mechanic Helper 21.06
23050 - Aircraft Painter 27.22
23060 - Aircraft Servicer 24.24
23070 - Aircraft Survival Flight Equipment Technician 27.22
23080 - Aircraft Worker 25.77
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.77
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.49
23110 - Appliance Mechanic 21.79

23120 - Bicycle Repairer 17.95
23125 - Cable Splicer 35.41
23130 - Carpenter Maintenance 23.76
23140 - Carpet Layer 25.78
23160 - Electrician Maintenance 29.98
23181 - Electronics Technician Maintenance I 26.10
23182 - Electronics Technician Maintenance II 27.64
23183 - Electronics Technician Maintenance III 29.00
23260 - Fabric Worker 19.27
23290 - Fire Alarm System Mechanic 22.55
23310 - Fire Extinguisher Repairer 17.95
23311 - Fuel Distribution System Mechanic 30.72
23312 - Fuel Distribution System Operator 24.09
23370 - General Maintenance Worker 20.36
23380 - Ground Support Equipment Mechanic 28.49
23381 - Ground Support Equipment Servicer 24.24
23382 - Ground Support Equipment Worker 25.77
23391 - Gunsmith I 17.95
23392 - Gunsmith II 20.51
23393 - Gunsmith III 22.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.86
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.90
23430 - Heavy Equipment Mechanic 21.77
23440 - Heavy Equipment Operator 23.00
23460 - Instrument Mechanic 22.76
23465 - Laboratory/Shelter Mechanic 21.71
23470 - Laborer 15.06
23510 - Locksmith 21.75
23530 - Machinery Maintenance Mechanic 22.58
23550 - Machinist Maintenance 22.01
23580 - Maintenance Trades Helper 16.31
23591 - Metrology Technician I 22.76
23592 - Metrology Technician II 23.81
23593 - Metrology Technician III 24.76
23640 - Millwright 25.77
23710 - Office Appliance Repairer 21.55
23760 - Painter Maintenance 21.23
23790 - Pipefitter Maintenance 27.67
23810 - Plumber Maintenance 24.62
23820 - Pneudraulic Systems Mechanic 22.76
23850 - Rigger 22.76
23870 - Scale Mechanic 20.51
23890 - Sheet-Metal Worker Maintenance 26.89
23910 - Small Engine Mechanic 21.10
23931 - Telecommunications Mechanic I 27.17
23932 - Telecommunications Mechanic II 28.41
23950 - Telephone Lineman 28.26
23960 - Welder Combination Maintenance 22.01

23965 - Well Driller		24.81
23970 - Woodcraft Worker		22.76
23980 - Woodworker		17.95
24000 - Personal Needs Occupations		
24550 - Case Manager		16.02
24570 - Child Care Attendant		10.63
24580 - Child Care Center Clerk		14.51
24610 - Chore Aide		10.34
24620 - Family Readiness And Support Services Coordinator		16.02
24630 - Homemaker		16.12
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.16
25040 - Sewage Plant Operator		21.30
25070 - Stationary Engineer		25.16
25190 - Ventilation Equipment Tender		17.14
25210 - Water Treatment Plant Operator		21.23
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.02
27007 - Baggage Inspector		14.15
27008 - Corrections Officer		18.89
27010 - Court Security Officer		20.41
27030 - Detection Dog Handler		16.62
27040 - Detention Officer		18.89
27070 - Firefighter		21.35
27101 - Guard I		14.15
27102 - Guard II		16.62
27131 - Police Officer I		22.07
27132 - Police Officer II		24.51
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.83
28042 - Carnival Equipment Repairer		12.77
28043 - Carnival Worker		9.06
28210 - Gate Attendant/Gate Tender		15.25
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		17.05
28510 - Recreation Aide/Health Facility Attendant		12.45
28515 - Recreation Specialist		19.68
28630 - Sports Official		13.59
28690 - Swimming Pool Operator		19.20
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.99
29020 - Hatch Tender		24.99
29030 - Line Handler		24.99
29041 - Stevedore I		23.48
29042 - Stevedore II		26.45
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.60

30021 - Archeological Technician I		18.04
30022 - Archeological Technician II		20.18
30023 - Archeological Technician III		24.76
30030 - Cartographic Technician		25.01
30040 - Civil Engineering Technician		25.17
30051 - Cryogenic Technician I		25.94
30052 - Cryogenic Technician II		28.64
30061 - Drafter/CAD Operator I		18.04
30062 - Drafter/CAD Operator II		20.18
30063 - Drafter/CAD Operator III		22.51
30064 - Drafter/CAD Operator IV		27.69
30081 - Engineering Technician I		15.54
30082 - Engineering Technician II		19.08
30083 - Engineering Technician III		21.95
30084 - Engineering Technician IV		24.41
30085 - Engineering Technician V		29.54
30086 - Engineering Technician VI		36.00
30090 - Environmental Technician		24.20
30095 - Evidence Control Specialist		23.42
30210 - Laboratory Technician		22.57
30221 - Latent Fingerprint Technician I		25.94
30222 - Latent Fingerprint Technician II		28.64
30240 - Mathematical Technician		25.01
30361 - Paralegal/Legal Assistant I		18.63
30362 - Paralegal/Legal Assistant II		23.09
30363 - Paralegal/Legal Assistant III		28.23
30364 - Paralegal/Legal Assistant IV		34.16
30375 - Petroleum Supply Specialist		28.64
30390 - Photo-Optics Technician		25.01
30395 - Radiation Control Technician		28.64
30461 - Technical Writer I		21.97
30462 - Technical Writer II		26.88
30463 - Technical Writer III		32.52
30491 - Unexploded Ordnance (UXO) Technician I		25.61
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.14
30494 - Unexploded (UXO) Safety Escort		25.61
30495 - Unexploded (UXO) Sweep Personnel		25.61
30501 - Weather Forecaster I		25.94
30502 - Weather Forecaster II		31.54
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.51
30621 - Weather Observer Senior	(see 2)	25.01
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		12.37
31030 - Bus Driver		17.28
31043 - Driver Courier		14.58
31260 - Parking and Lot Attendant		12.07
31290 - Shuttle Bus Driver		15.77

31310 - Taxi Driver	12.63
31361 - Truckdriver Light	15.77
31362 - Truckdriver Medium	21.15
31363 - Truckdriver Heavy	21.54
31364 - Truckdriver Tractor-Trailer	21.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	10.19
99050 - Desk Clerk	9.57
99095 - Embalmer	30.94
99130 - Flight Follower	25.61
99251 - Laboratory Animal Caretaker I	13.77
99252 - Laboratory Animal Caretaker II	14.86
99260 - Marketing Analyst	24.49
99310 - Mortician	30.94
99410 - Pest Controller	19.78
99510 - Photofinishing Worker	15.51
99710 - Recycling Laborer	15.79
99711 - Recycling Specialist	18.79
99730 - Refuse Collector	14.15
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	11.60
99830 - Survey Party Chief	23.58
99831 - Surveying Aide	14.66
99832 - Surveying Technician	20.08
99840 - Vending Machine Attendant	19.32
99841 - Vending Machine Repairer	23.23
99842 - Vending Machine Repairer Helper	19.32

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5348
Revision No.: 14
Date Of Last Revision: 06/03/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kansas

Area: Kansas County of Atchison

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.97
01012 - Accounting Clerk II		15.69
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		21.80
01035 - Court Reporter		22.17
01041 - Customer Service Representative I		11.73
01042 - Customer Service Representative II		13.18
01043 - Customer Service Representative III		14.39
01051 - Data Entry Operator I		13.00
01052 - Data Entry Operator II		14.18
01060 - Dispatcher Motor Vehicle		18.55
01070 - Document Preparation Clerk		14.22

01090 - Duplicating Machine Operator 14.22
01111 - General Clerk I 13.02
01112 - General Clerk II 14.22
01113 - General Clerk III 15.96
01120 - Housing Referral Assistant 20.79
01141 - Messenger Courier 12.70
01191 - Order Clerk I 14.68
01192 - Order Clerk II 16.02
01261 - Personnel Assistant (Employment) I 16.17
01262 - Personnel Assistant (Employment) II 17.97
01263 - Personnel Assistant (Employment) III 20.54
01270 - Production Control Clerk 22.29
01290 - Rental Clerk 15.98
01300 - Scheduler Maintenance 15.96
01311 - Secretary I 15.96
01312 - Secretary II 17.90
01313 - Secretary III 20.79
01320 - Service Order Dispatcher 21.18
01410 - Supply Technician 23.09
01420 - Survey Worker 17.02
01460 - Switchboard Operator/Receptionist 13.87
01531 - Travel Clerk I 13.06
01532 - Travel Clerk II 14.00
01533 - Travel Clerk III 15.03
01611 - Word Processor I 14.09
01612 - Word Processor II 15.81
01613 - Word Processor III 17.69
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.30
05010 - Automotive Electrician 19.32
05040 - Automotive Glass Installer 18.59
05070 - Automotive Worker 18.59
05110 - Mobile Equipment Servicer 16.51
05130 - Motor Equipment Metal Mechanic 20.03
05160 - Motor Equipment Metal Worker 18.59
05190 - Motor Vehicle Mechanic 21.70
05220 - Motor Vehicle Mechanic Helper 15.47
05250 - Motor Vehicle Upholstery Worker 17.54
05280 - Motor Vehicle Wrecker 18.59
05310 - Painter Automotive 19.32
05340 - Radiator Repair Specialist 18.59
05370 - Tire Repairer 16.37
05400 - Transmission Repair Specialist 20.03
07000 - Food Preparation And Service Occupations
07010 - Baker 14.52
07041 - Cook I 11.23
07042 - Cook II 12.83
07070 - Dishwasher 9.60
07130 - Food Service Worker 10.31
07210 - Meat Cutter 15.48

07260 - Waiter/Waitress 9.27
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.23
09040 - Furniture Handler 15.75
09080 - Furniture Refinisher 21.23
09090 - Furniture Refinisher Helper 17.01
09110 - Furniture Repairer Minor 19.27
09130 - Upholsterer 15.05
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.11
11060 - Elevator Operator 12.93
11090 - Gardener 16.52
11122 - Housekeeping Aide 12.93
11150 - Janitor 12.93
11210 - Laborer Grounds Maintenance 13.34
11240 - Maid or Houseman 10.52
11260 - Pruner 12.93
11270 - Tractor Operator 15.37
11330 - Trail Maintenance Worker 13.34
11360 - Window Cleaner 13.33
12000 - Health Occupations
12010 - Ambulance Driver 17.12
12011 - Breath Alcohol Technician 17.80
12012 - Certified Occupational Therapist Assistant 28.64
12015 - Certified Physical Therapist Assistant 26.96
12020 - Dental Assistant 18.17
12025 - Dental Hygienist 34.53
12030 - EKG Technician 24.79
12035 - Electroneurodiagnostic Technologist 24.79
12040 - Emergency Medical Technician 17.12
12071 - Licensed Practical Nurse I 15.91
12072 - Licensed Practical Nurse II 17.80
12073 - Licensed Practical Nurse III 19.84
12100 - Medical Assistant 14.08
12130 - Medical Laboratory Technician 23.92
12160 - Medical Record Clerk 15.23
12190 - Medical Record Technician 17.03
12195 - Medical Transcriptionist 15.89
12210 - Nuclear Medicine Technologist 36.66
12221 - Nursing Assistant I 11.36
12222 - Nursing Assistant II 12.77
12223 - Nursing Assistant III 13.94
12224 - Nursing Assistant IV 15.65
12235 - Optical Dispenser 15.10
12236 - Optical Technician 15.91
12250 - Pharmacy Technician 15.80
12280 - Phlebotomist 13.68
12305 - Radiologic Technologist 25.29
12311 - Registered Nurse I 23.68
12312 - Registered Nurse II 27.53

12313 - Registered Nurse II Specialist		27.53
12314 - Registered Nurse III		33.30
12315 - Registered Nurse III Anesthetist		33.30
12316 - Registered Nurse IV		39.92
12317 - Scheduler (Drug and Alcohol Testing)		22.04
12320 - Substance Abuse Treatment Counselor		21.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.11
13012 - Exhibits Specialist II		27.35
13013 - Exhibits Specialist III		29.94
13041 - Illustrator I		18.65
13042 - Illustrator II		22.75
13043 - Illustrator III		27.90
13047 - Librarian		30.95
13050 - Library Aide/Clerk		11.41
13054 - Library Information Technology Systems Administrator		23.49
13058 - Library Technician		15.98
13061 - Media Specialist I		17.03
13062 - Media Specialist II		19.04
13063 - Media Specialist III		21.24
13071 - Photographer I		17.20
13072 - Photographer II		19.24
13073 - Photographer III		23.84
13074 - Photographer IV		29.17
13075 - Photographer V		35.29
13090 - Technical Order Library Clerk		15.50
13110 - Video Teleconference Technician		17.91
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.03
14042 - Computer Operator II		17.93
14043 - Computer Operator III		19.99
14044 - Computer Operator IV		23.48
14045 - Computer Operator V		24.61
14071 - Computer Programmer I	(see 1)	22.38
14072 - Computer Programmer II	(see 1)	26.04
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		16.03
14160 - Personal Computer Support Technician		23.48
14170 - System Support Specialist		25.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.53
15020 - Aircrew Training Devices Instructor (Rated)		35.72
15030 - Air Crew Training Devices Instructor (Pilot)		42.82
15050 - Computer Based Training Specialist / Instructor		29.53
15060 - Educational Technologist		26.64

15070 - Flight Instructor (Pilot) 42.82
15080 - Graphic Artist 25.30
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.82
15086 - Maintenance Test Pilot Rotary Wing 42.82
15088 - Non-Maintenance Test/Co-Pilot 42.82
15090 - Technical Instructor 20.74
15095 - Technical Instructor/Course Developer 25.38
15110 - Test Proctor 17.30
15120 - Tutor 17.30
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.75
16030 - Counter Attendant 9.75
16040 - Dry Cleaner 12.32
16070 - Finisher Flatwork Machine 9.75
16090 - Presser Hand 9.75
16110 - Presser Machine Drycleaning 9.75
16130 - Presser Machine Shirts 9.75
16160 - Presser Machine Wearing Apparel Laundry 9.75
16190 - Sewing Machine Operator 13.10
16220 - Tailor 13.88
16250 - Washer Machine 10.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.23
19040 - Tool And Die Maker 27.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.24
21030 - Material Coordinator 22.29
21040 - Material Expediter 22.29
21050 - Material Handling Laborer 16.19
21071 - Order Filler 13.52
21080 - Production Line Worker (Food Processing) 19.24
21110 - Shipping Packer 16.69
21130 - Shipping/Receiving Clerk 16.69
21140 - Store Worker I 14.36
21150 - Stock Clerk 19.19
21210 - Tools And Parts Attendant 19.24
21410 - Warehouse Specialist 19.24
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.78
23019 - Aircraft Logs and Records Technician 24.24
23021 - Aircraft Mechanic I 28.49
23022 - Aircraft Mechanic II 29.78
23023 - Aircraft Mechanic III 30.93
23040 - Aircraft Mechanic Helper 21.06
23050 - Aircraft Painter 27.22
23060 - Aircraft Servicer 24.24
23070 - Aircraft Survival Flight Equipment Technician 27.22
23080 - Aircraft Worker 25.77
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.77

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.49
23110 - Appliance Mechanic 21.79
23120 - Bicycle Repairer 17.95
23125 - Cable Splicer 35.41
23130 - Carpenter Maintenance 23.76
23140 - Carpet Layer 25.78
23160 - Electrician Maintenance 29.98
23181 - Electronics Technician Maintenance I 26.10
23182 - Electronics Technician Maintenance II 27.64
23183 - Electronics Technician Maintenance III 29.00
23260 - Fabric Worker 19.27
23290 - Fire Alarm System Mechanic 22.55
23310 - Fire Extinguisher Repairer 17.95
23311 - Fuel Distribution System Mechanic 30.72
23312 - Fuel Distribution System Operator 24.09
23370 - General Maintenance Worker 20.36
23380 - Ground Support Equipment Mechanic 28.49
23381 - Ground Support Equipment Servicer 24.24
23382 - Ground Support Equipment Worker 25.77
23391 - Gunsmith I 17.95
23392 - Gunsmith II 20.51
23393 - Gunsmith III 22.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.86
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.90
23430 - Heavy Equipment Mechanic 21.77
23440 - Heavy Equipment Operator 23.00
23460 - Instrument Mechanic 22.76
23465 - Laboratory/Shelter Mechanic 21.71
23470 - Laborer 15.06
23510 - Locksmith 21.75
23530 - Machinery Maintenance Mechanic 22.58
23550 - Machinist Maintenance 22.01
23580 - Maintenance Trades Helper 16.31
23591 - Metrology Technician I 22.76
23592 - Metrology Technician II 23.81
23593 - Metrology Technician III 24.76
23640 - Millwright 25.77
23710 - Office Appliance Repairer 21.55
23760 - Painter Maintenance 21.23
23790 - Pipefitter Maintenance 27.67
23810 - Plumber Maintenance 24.62
23820 - Pneudraulic Systems Mechanic 22.76
23850 - Rigger 22.76
23870 - Scale Mechanic 20.51
23890 - Sheet-Metal Worker Maintenance 26.89
23910 - Small Engine Mechanic 21.10
23931 - Telecommunications Mechanic I 27.17

23932 - Telecommunications Mechanic II 28.41
23950 - Telephone Lineman 28.26
23960 - Welder Combination Maintenance 22.01
23965 - Well Driller 24.81
23970 - Woodcraft Worker 22.76
23980 - Woodworker 17.95
24000 - Personal Needs Occupations
24550 - Case Manager 16.02
24570 - Child Care Attendant 10.63
24580 - Child Care Center Clerk 14.51
24610 - Chore Aide 10.34
24620 - Family Readiness And Support Services Coordinator 16.02
24630 - Homemaker 16.12
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.16
25040 - Sewage Plant Operator 21.30
25070 - Stationary Engineer 25.16
25190 - Ventilation Equipment Tender 17.14
25210 - Water Treatment Plant Operator 21.23
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.02
27007 - Baggage Inspector 14.15
27008 - Corrections Officer 18.89
27010 - Court Security Officer 20.41
27030 - Detection Dog Handler 16.62
27040 - Detention Officer 18.89
27070 - Firefighter 21.35
27101 - Guard I 14.15
27102 - Guard II 16.62
27131 - Police Officer I 22.07
27132 - Police Officer II 24.51
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.83
28042 - Carnival Equipment Repairer 12.77
28043 - Carnival Worker 9.06
28210 - Gate Attendant/Gate Tender 15.25
28310 - Lifeguard 12.47
28350 - Park Attendant (Aide) 17.05
28510 - Recreation Aide/Health Facility Attendant 12.45
28515 - Recreation Specialist 19.68
28630 - Sports Official 13.59
28690 - Swimming Pool Operator 19.20
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.99
29020 - Hatch Tender 24.99
29030 - Line Handler 24.99
29041 - Stevedore I 23.48
29042 - Stevedore II 26.45
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.60
30021 - Archeological Technician I 18.04
30022 - Archeological Technician II 20.18
30023 - Archeological Technician III 24.76
30030 - Cartographic Technician 25.01
30040 - Civil Engineering Technician 25.17
30051 - Cryogenic Technician I 25.94
30052 - Cryogenic Technician II 28.64
30061 - Drafter/CAD Operator I 18.04
30062 - Drafter/CAD Operator II 20.18
30063 - Drafter/CAD Operator III 22.51
30064 - Drafter/CAD Operator IV 27.69
30081 - Engineering Technician I 15.54
30082 - Engineering Technician II 19.08
30083 - Engineering Technician III 21.95
30084 - Engineering Technician IV 24.41
30085 - Engineering Technician V 29.54
30086 - Engineering Technician VI 36.00
30090 - Environmental Technician 24.20
30095 - Evidence Control Specialist 23.42
30210 - Laboratory Technician 22.57
30221 - Latent Fingerprint Technician I 25.94
30222 - Latent Fingerprint Technician II 28.64
30240 - Mathematical Technician 25.01
30361 - Paralegal/Legal Assistant I 18.63
30362 - Paralegal/Legal Assistant II 23.09
30363 - Paralegal/Legal Assistant III 28.23
30364 - Paralegal/Legal Assistant IV 34.16
30375 - Petroleum Supply Specialist 28.64
30390 - Photo-Optics Technician 25.01
30395 - Radiation Control Technician 28.64
30461 - Technical Writer I 21.97
30462 - Technical Writer II 26.88
30463 - Technical Writer III 32.52
30491 - Unexploded Ordnance (UXO) Technician I 25.61
30492 - Unexploded Ordnance (UXO) Technician II 30.98
30493 - Unexploded Ordnance (UXO) Technician III 37.14
30494 - Unexploded (UXO) Safety Escort 25.61
30495 - Unexploded (UXO) Sweep Personnel 25.61
30501 - Weather Forecaster I 25.94
30502 - Weather Forecaster II 31.54
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.51
30621 - Weather Observer Senior (see 2) 25.01
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 12.37
31030 - Bus Driver 17.28

31043 - Driver Courier	14.58
31260 - Parking and Lot Attendant	12.07
31290 - Shuttle Bus Driver	15.77
31310 - Taxi Driver	12.63
31361 - Truckdriver Light	15.77
31362 - Truckdriver Medium	21.15
31363 - Truckdriver Heavy	21.54
31364 - Truckdriver Tractor-Trailer	21.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	10.19
99050 - Desk Clerk	9.57
99095 - Embalmer	30.94
99130 - Flight Follower	25.61
99251 - Laboratory Animal Caretaker I	13.77
99252 - Laboratory Animal Caretaker II	14.86
99260 - Marketing Analyst	24.49
99310 - Mortician	30.94
99410 - Pest Controller	19.78
99510 - Photofinishing Worker	15.51
99710 - Recycling Laborer	15.79
99711 - Recycling Specialist	18.79
99730 - Refuse Collector	14.15
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	11.60
99830 - Survey Party Chief	23.58
99831 - Surveying Aide	14.66
99832 - Surveying Technician	20.08
99840 - Vending Machine Attendant	19.32
99841 - Vending Machine Repairer	23.23
99842 - Vending Machine Repairer Helper	19.32

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5349
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Nebraska

Area: Nebraska County of Seward

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.12
01012 - Accounting Clerk II		15.84
01013 - Accounting Clerk III		17.73
01020 - Administrative Assistant		22.56
01035 - Court Reporter		17.34
01041 - Customer Service Representative I		12.75
01042 - Customer Service Representative II		14.33
01043 - Customer Service Representative III		15.63
01051 - Data Entry Operator I		13.47
01052 - Data Entry Operator II		14.86
01060 - Dispatcher Motor Vehicle		19.63
01070 - Document Preparation Clerk		16.31
01090 - Duplicating Machine Operator		16.31
01111 - General Clerk I		13.13
01112 - General Clerk II		14.32

01113 - General Clerk III	16.07
01120 - Housing Referral Assistant	19.33
01141 - Messenger Courier	11.45
01191 - Order Clerk I	14.28
01192 - Order Clerk II	15.58
01261 - Personnel Assistant (Employment) I	15.33
01262 - Personnel Assistant (Employment) II	17.16
01263 - Personnel Assistant (Employment) III	19.13
01270 - Production Control Clerk	25.88
01290 - Rental Clerk	13.20
01300 - Scheduler Maintenance	15.50
01311 - Secretary I	15.50
01312 - Secretary II	17.34
01313 - Secretary III	19.33
01320 - Service Order Dispatcher	17.54
01410 - Supply Technician	22.56
01420 - Survey Worker	15.75
01460 - Switchboard Operator/Receptionist	13.50
01531 - Travel Clerk I	15.78
01532 - Travel Clerk II	16.78
01533 - Travel Clerk III	17.81
01611 - Word Processor I	13.77
01612 - Word Processor II	15.46
01613 - Word Processor III	17.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.77
05010 - Automotive Electrician	20.48
05040 - Automotive Glass Installer	19.45
05070 - Automotive Worker	19.45
05110 - Mobile Equipment Servicer	17.27
05130 - Motor Equipment Metal Mechanic	21.33
05160 - Motor Equipment Metal Worker	19.45
05190 - Motor Vehicle Mechanic	21.33
05220 - Motor Vehicle Mechanic Helper	16.15
05250 - Motor Vehicle Upholstery Worker	18.36
05280 - Motor Vehicle Wrecker	19.45
05310 - Painter Automotive	20.48
05340 - Radiator Repair Specialist	19.45
05370 - Tire Repairer	12.45
05400 - Transmission Repair Specialist	21.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.85
07041 - Cook I	14.42
07042 - Cook II	16.24
07070 - Dishwasher	11.39
07130 - Food Service Worker	12.13
07210 - Meat Cutter	15.12
07260 - Waiter/Waitress	10.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.72

09040 - Furniture Handler 15.14
09080 - Furniture Refinisher 21.86
09090 - Furniture Refinisher Helper 17.45
09110 - Furniture Repairer Minor 19.71
09130 - Upholsterer 21.08
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.17
11060 - Elevator Operator 12.17
11090 - Gardener 17.82
11122 - Housekeeping Aide 13.19
11150 - Janitor 13.19
11210 - Laborer Grounds Maintenance 14.86
11240 - Maid or Houseman 11.80
11260 - Pruner 13.67
11270 - Tractor Operator 16.78
11330 - Trail Maintenance Worker 14.86
11360 - Window Cleaner 14.33
12000 - Health Occupations
12010 - Ambulance Driver 19.04
12011 - Breath Alcohol Technician 19.04
12012 - Certified Occupational Therapist Assistant 26.11
12015 - Certified Physical Therapist Assistant 25.96
12020 - Dental Assistant 17.50
12025 - Dental Hygienist 33.70
12030 - EKG Technician 28.84
12035 - Electroneurodiagnostic Technologist 28.84
12040 - Emergency Medical Technician 19.04
12071 - Licensed Practical Nurse I 17.01
12072 - Licensed Practical Nurse II 19.04
12073 - Licensed Practical Nurse III 21.22
12100 - Medical Assistant 17.53
12130 - Medical Laboratory Technician 21.88
12160 - Medical Record Clerk 16.72
12190 - Medical Record Technician 18.71
12195 - Medical Transcriptionist 19.09
12210 - Nuclear Medicine Technologist 41.83
12221 - Nursing Assistant I 11.72
12222 - Nursing Assistant II 13.17
12223 - Nursing Assistant III 14.37
12224 - Nursing Assistant IV 16.13
12235 - Optical Dispenser 16.52
12236 - Optical Technician 17.01
12250 - Pharmacy Technician 15.02
12280 - Phlebotomist 14.51
12305 - Radiologic Technologist 26.65
12311 - Registered Nurse I 22.72
12312 - Registered Nurse II 27.80
12313 - Registered Nurse II Specialist 27.80
12314 - Registered Nurse III 33.63
12315 - Registered Nurse III Anesthetist 33.63

12316 - Registered Nurse IV		40.31
12317 - Scheduler (Drug and Alcohol Testing)		23.58
12320 - Substance Abuse Treatment Counselor		21.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.32
13012 - Exhibits Specialist II		27.63
13013 - Exhibits Specialist III		33.81
13041 - Illustrator I		22.32
13042 - Illustrator II		27.63
13043 - Illustrator III		33.81
13047 - Librarian		30.61
13050 - Library Aide/Clerk		15.53
13054 - Library Information Technology Systems Administrator		27.63
13058 - Library Technician		20.05
13061 - Media Specialist I		19.94
13062 - Media Specialist II		22.32
13063 - Media Specialist III		24.87
13071 - Photographer I		16.82
13072 - Photographer II		16.60
13073 - Photographer III		20.96
13074 - Photographer IV		25.19
13075 - Photographer V		27.36
13090 - Technical Order Library Clerk		19.51
13110 - Video Teleconference Technician		18.12
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.25
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.15
14071 - Computer Programmer I	(see 1)	20.99
14072 - Computer Programmer II	(see 1)	26.01
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		17.04
14160 - Personal Computer Support Technician		23.61
14170 - System Support Specialist		29.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.42
15020 - Aircrew Training Devices Instructor (Rated)		35.59
15030 - Air Crew Training Devices Instructor (Pilot)		41.89
15050 - Computer Based Training Specialist / Instructor		29.42
15060 - Educational Technologist		25.73
15070 - Flight Instructor (Pilot)		41.89
15080 - Graphic Artist		20.81
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.89

15086 - Maintenance Test Pilot Rotary Wing 41.89
15088 - Non-Maintenance Test/Co-Pilot 41.89
15090 - Technical Instructor 22.45
15095 - Technical Instructor/Course Developer 27.47
15110 - Test Proctor 18.13
15120 - Tutor 18.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.16
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 12.85
16220 - Tailor 13.61
16250 - Washer Machine 11.15
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.62
19040 - Tool And Die Maker 33.08
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.24
21030 - Material Coordinator 25.88
21040 - Material Expediter 25.88
21050 - Material Handling Laborer 15.78
21071 - Order Filler 12.73
21080 - Production Line Worker (Food Processing) 18.24
21110 - Shipping Packer 17.09
21130 - Shipping/Receiving Clerk 17.09
21140 - Store Worker I 13.40
21150 - Stock Clerk 17.05
21210 - Tools And Parts Attendant 18.24
21410 - Warehouse Specialist 18.24
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.95
23019 - Aircraft Logs and Records Technician 21.39
23021 - Aircraft Mechanic I 24.85
23022 - Aircraft Mechanic II 25.95
23023 - Aircraft Mechanic III 26.76
23040 - Aircraft Mechanic Helper 18.81
23050 - Aircraft Painter 23.86
23060 - Aircraft Servicer 21.39
23070 - Aircraft Survival Flight Equipment Technician 23.86
23080 - Aircraft Worker 22.66
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.66
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.85
23110 - Appliance Mechanic 21.28

23120 - Bicycle Repairer 18.38
23125 - Cable Splicer 33.23
23130 - Carpenter Maintenance 19.31
23140 - Carpet Layer 21.83
23160 - Electrician Maintenance 24.89
23181 - Electronics Technician Maintenance I 24.33
23182 - Electronics Technician Maintenance II 27.14
23183 - Electronics Technician Maintenance III 27.26
23260 - Fabric Worker 20.60
23290 - Fire Alarm System Mechanic 22.16
23310 - Fire Extinguisher Repairer 19.38
23311 - Fuel Distribution System Mechanic 23.93
23312 - Fuel Distribution System Operator 19.38
23370 - General Maintenance Worker 20.17
23380 - Ground Support Equipment Mechanic 24.85
23381 - Ground Support Equipment Servicer 21.39
23382 - Ground Support Equipment Worker 22.66
23391 - Gunsmith I 19.38
23392 - Gunsmith II 21.83
23393 - Gunsmith III 23.93
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.45
23430 - Heavy Equipment Mechanic 23.41
23440 - Heavy Equipment Operator 20.21
23460 - Instrument Mechanic 23.93
23465 - Laboratory/Shelter Mechanic 22.98
23470 - Laborer 15.78
23510 - Locksmith 20.02
23530 - Machinery Maintenance Mechanic 27.09
23550 - Machinist Maintenance 22.20
23580 - Maintenance Trades Helper 17.56
23591 - Metrology Technician I 23.93
23592 - Metrology Technician II 24.99
23593 - Metrology Technician III 25.78
23640 - Millwright 23.93
23710 - Office Appliance Repairer 22.53
23760 - Painter Maintenance 18.91
23790 - Pipefitter Maintenance 25.62
23810 - Plumber Maintenance 24.78
23820 - Pneudraulic Systems Mechanic 23.93
23850 - Rigger 23.93
23870 - Scale Mechanic 21.83
23890 - Sheet-Metal Worker Maintenance 22.89
23910 - Small Engine Mechanic 20.84
23931 - Telecommunications Mechanic I 22.06
23932 - Telecommunications Mechanic II 23.05
23950 - Telephone Lineman 21.38
23960 - Welder Combination Maintenance 21.75

23965 - Well Driller	23.93
23970 - Woodcraft Worker	23.93
23980 - Woodworker	19.38
24000 - Personal Needs Occupations	
24550 - Case Manager	13.38
24570 - Child Care Attendant	11.12
24580 - Child Care Center Clerk	13.87
24610 - Chore Aide	12.55
24620 - Family Readiness And Support Services Coordinator	13.38
24630 - Homemaker	14.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.74
25040 - Sewage Plant Operator	26.49
25070 - Stationary Engineer	24.74
25190 - Ventilation Equipment Tender	19.06
25210 - Water Treatment Plant Operator	26.49
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.47
27007 - Baggage Inspector	14.42
27008 - Corrections Officer	18.63
27010 - Court Security Officer	17.44
27030 - Detection Dog Handler	16.14
27040 - Detention Officer	18.63
27070 - Firefighter	18.63
27101 - Guard I	14.42
27102 - Guard II	16.14
27131 - Police Officer I	29.01
27132 - Police Officer II	32.23
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.07
28042 - Carnival Equipment Repairer	12.91
28043 - Carnival Worker	9.63
28210 - Gate Attendant/Gate Tender	14.94
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.71
28510 - Recreation Aide/Health Facility Attendant	12.20
28515 - Recreation Specialist	20.70
28630 - Sports Official	13.31
28690 - Swimming Pool Operator	17.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.23
29020 - Hatch Tender	22.23
29030 - Line Handler	22.23
29041 - Stevedore I	20.99
29042 - Stevedore II	23.41
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.06
30022 - Archeological Technician II		19.40
30023 - Archeological Technician III		24.05
30030 - Cartographic Technician		24.05
30040 - Civil Engineering Technician		23.44
30051 - Cryogenic Technician I		24.51
30052 - Cryogenic Technician II		27.07
30061 - Drafter/CAD Operator I		17.06
30062 - Drafter/CAD Operator II		19.40
30063 - Drafter/CAD Operator III		21.64
30064 - Drafter/CAD Operator IV		26.17
30081 - Engineering Technician I		15.19
30082 - Engineering Technician II		17.05
30083 - Engineering Technician III		19.08
30084 - Engineering Technician IV		23.63
30085 - Engineering Technician V		28.91
30086 - Engineering Technician VI		34.98
30090 - Environmental Technician		22.13
30095 - Evidence Control Specialist		22.13
30210 - Laboratory Technician		19.91
30221 - Latent Fingerprint Technician I		24.51
30222 - Latent Fingerprint Technician II		27.07
30240 - Mathematical Technician		23.64
30361 - Paralegal/Legal Assistant I		18.96
30362 - Paralegal/Legal Assistant II		23.48
30363 - Paralegal/Legal Assistant III		27.53
30364 - Paralegal/Legal Assistant IV		30.47
30375 - Petroleum Supply Specialist		27.07
30390 - Photo-Optics Technician		23.64
30395 - Radiation Control Technician		27.07
30461 - Technical Writer I		22.78
30462 - Technical Writer II		27.86
30463 - Technical Writer III		33.72
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.17
30502 - Weather Forecaster II		31.84
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.64
30621 - Weather Observer Senior	(see 2)	23.64
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.48
31030 - Bus Driver		16.60
31043 - Driver Courier		15.40
31260 - Parking and Lot Attendant		10.12
31290 - Shuttle Bus Driver		16.47

31310 - Taxi Driver	13.23
31361 - Truckdriver Light	16.47
31362 - Truckdriver Medium	17.51
31363 - Truckdriver Heavy	18.62
31364 - Truckdriver Tractor-Trailer	18.62
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.92
99050 - Desk Clerk	11.61
99095 - Embalmer	30.69
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.22
99252 - Laboratory Animal Caretaker II	16.28
99260 - Marketing Analyst	23.82
99310 - Mortician	30.69
99410 - Pest Controller	20.75
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.89
99711 - Recycling Specialist	18.35
99730 - Refuse Collector	14.63
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	14.59
99830 - Survey Party Chief	32.31
99831 - Surveying Aide	17.44
99832 - Surveying Technician	21.45
99840 - Vending Machine Attendant	17.02
99841 - Vending Machine Repairer	20.49
99842 - Vending Machine Repairer Helper	17.02

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5350
Revision No.: 14
Date Of Last Revision: 06/04/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Nebraska

Area: Nebraska County of Seward

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.12
01012 - Accounting Clerk II		15.84
01013 - Accounting Clerk III		17.73
01020 - Administrative Assistant		22.56
01035 - Court Reporter		17.34
01041 - Customer Service Representative I		12.75
01042 - Customer Service Representative II		14.33
01043 - Customer Service Representative III		15.63
01051 - Data Entry Operator I		13.47
01052 - Data Entry Operator II		14.86
01060 - Dispatcher Motor Vehicle		19.63
01070 - Document Preparation Clerk		16.31

01090 - Duplicating Machine Operator 16.31
01111 - General Clerk I 13.13
01112 - General Clerk II 14.32
01113 - General Clerk III 16.07
01120 - Housing Referral Assistant 19.33
01141 - Messenger Courier 11.45
01191 - Order Clerk I 14.28
01192 - Order Clerk II 15.58
01261 - Personnel Assistant (Employment) I 15.33
01262 - Personnel Assistant (Employment) II 17.16
01263 - Personnel Assistant (Employment) III 19.13
01270 - Production Control Clerk 25.88
01290 - Rental Clerk 13.20
01300 - Scheduler Maintenance 15.50
01311 - Secretary I 15.50
01312 - Secretary II 17.34
01313 - Secretary III 19.33
01320 - Service Order Dispatcher 17.54
01410 - Supply Technician 22.56
01420 - Survey Worker 15.75
01460 - Switchboard Operator/Receptionist 13.50
01531 - Travel Clerk I 15.78
01532 - Travel Clerk II 16.78
01533 - Travel Clerk III 17.81
01611 - Word Processor I 13.77
01612 - Word Processor II 15.46
01613 - Word Processor III 17.30
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.77
05010 - Automotive Electrician 20.48
05040 - Automotive Glass Installer 19.45
05070 - Automotive Worker 19.45
05110 - Mobile Equipment Servicer 17.27
05130 - Motor Equipment Metal Mechanic 21.33
05160 - Motor Equipment Metal Worker 19.45
05190 - Motor Vehicle Mechanic 21.33
05220 - Motor Vehicle Mechanic Helper 16.15
05250 - Motor Vehicle Upholstery Worker 18.36
05280 - Motor Vehicle Wrecker 19.45
05310 - Painter Automotive 20.48
05340 - Radiator Repair Specialist 19.45
05370 - Tire Repairer 12.45
05400 - Transmission Repair Specialist 21.33
07000 - Food Preparation And Service Occupations
07010 - Baker 12.85
07041 - Cook I 14.42
07042 - Cook II 16.24
07070 - Dishwasher 11.39
07130 - Food Service Worker 12.13
07210 - Meat Cutter 15.12

07260 - Waiter/Waitress	10.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.72
09040 - Furniture Handler	15.14
09080 - Furniture Refinisher	21.86
09090 - Furniture Refinisher Helper	17.45
09110 - Furniture Repairer Minor	19.71
09130 - Upholsterer	21.08
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.17
11060 - Elevator Operator	12.17
11090 - Gardener	17.82
11122 - Housekeeping Aide	13.19
11150 - Janitor	13.19
11210 - Laborer Grounds Maintenance	14.86
11240 - Maid or Houseman	11.80
11260 - Pruner	13.67
11270 - Tractor Operator	16.78
11330 - Trail Maintenance Worker	14.86
11360 - Window Cleaner	14.33
12000 - Health Occupations	
12010 - Ambulance Driver	19.04
12011 - Breath Alcohol Technician	19.04
12012 - Certified Occupational Therapist Assistant	26.11
12015 - Certified Physical Therapist Assistant	25.96
12020 - Dental Assistant	17.50
12025 - Dental Hygienist	33.70
12030 - EKG Technician	28.84
12035 - Electroneurodiagnostic Technologist	28.84
12040 - Emergency Medical Technician	19.04
12071 - Licensed Practical Nurse I	17.01
12072 - Licensed Practical Nurse II	19.04
12073 - Licensed Practical Nurse III	21.22
12100 - Medical Assistant	17.53
12130 - Medical Laboratory Technician	21.88
12160 - Medical Record Clerk	16.72
12190 - Medical Record Technician	18.71
12195 - Medical Transcriptionist	19.09
12210 - Nuclear Medicine Technologist	41.83
12221 - Nursing Assistant I	11.72
12222 - Nursing Assistant II	13.17
12223 - Nursing Assistant III	14.37
12224 - Nursing Assistant IV	16.13
12235 - Optical Dispenser	16.52
12236 - Optical Technician	17.01
12250 - Pharmacy Technician	15.02
12280 - Phlebotomist	14.51
12305 - Radiologic Technologist	26.65
12311 - Registered Nurse I	22.72
12312 - Registered Nurse II	27.80

12313 - Registered Nurse II Specialist		27.80
12314 - Registered Nurse III		33.63
12315 - Registered Nurse III Anesthetist		33.63
12316 - Registered Nurse IV		40.31
12317 - Scheduler (Drug and Alcohol Testing)		23.58
12320 - Substance Abuse Treatment Counselor		21.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.32
13012 - Exhibits Specialist II		27.63
13013 - Exhibits Specialist III		33.81
13041 - Illustrator I		22.32
13042 - Illustrator II		27.63
13043 - Illustrator III		33.81
13047 - Librarian		30.61
13050 - Library Aide/Clerk		15.53
13054 - Library Information Technology Systems Administrator		27.63
13058 - Library Technician		20.05
13061 - Media Specialist I		19.94
13062 - Media Specialist II		22.32
13063 - Media Specialist III		24.87
13071 - Photographer I		16.82
13072 - Photographer II		16.60
13073 - Photographer III		20.96
13074 - Photographer IV		25.19
13075 - Photographer V		27.36
13090 - Technical Order Library Clerk		19.51
13110 - Video Teleconference Technician		18.12
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.25
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.15
14071 - Computer Programmer I	(see 1)	20.99
14072 - Computer Programmer II	(see 1)	26.01
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		17.04
14160 - Personal Computer Support Technician		23.61
14170 - System Support Specialist		29.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.42
15020 - Aircrew Training Devices Instructor (Rated)		35.59
15030 - Air Crew Training Devices Instructor (Pilot)		41.89
15050 - Computer Based Training Specialist / Instructor		29.42
15060 - Educational Technologist		25.73

15070 - Flight Instructor (Pilot) 41.89
15080 - Graphic Artist 20.81
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.89
15086 - Maintenance Test Pilot Rotary Wing 41.89
15088 - Non-Maintenance Test/Co-Pilot 41.89
15090 - Technical Instructor 22.45
15095 - Technical Instructor/Course Developer 27.47
15110 - Test Proctor 18.13
15120 - Tutor 18.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.16
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 12.85
16220 - Tailor 13.61
16250 - Washer Machine 11.15
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.62
19040 - Tool And Die Maker 33.08
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.24
21030 - Material Coordinator 25.88
21040 - Material Expediter 25.88
21050 - Material Handling Laborer 15.78
21071 - Order Filler 12.73
21080 - Production Line Worker (Food Processing) 18.24
21110 - Shipping Packer 17.09
21130 - Shipping/Receiving Clerk 17.09
21140 - Store Worker I 13.40
21150 - Stock Clerk 17.05
21210 - Tools And Parts Attendant 18.24
21410 - Warehouse Specialist 18.24
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.95
23019 - Aircraft Logs and Records Technician 21.39
23021 - Aircraft Mechanic I 24.85
23022 - Aircraft Mechanic II 25.95
23023 - Aircraft Mechanic III 26.76
23040 - Aircraft Mechanic Helper 18.81
23050 - Aircraft Painter 23.86
23060 - Aircraft Servicer 21.39
23070 - Aircraft Survival Flight Equipment Technician 23.86
23080 - Aircraft Worker 22.66
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.66

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.85
23110 - Appliance Mechanic 21.28
23120 - Bicycle Repairer 18.38
23125 - Cable Splicer 33.23
23130 - Carpenter Maintenance 19.31
23140 - Carpet Layer 21.83
23160 - Electrician Maintenance 24.89
23181 - Electronics Technician Maintenance I 24.33
23182 - Electronics Technician Maintenance II 27.14
23183 - Electronics Technician Maintenance III 27.26
23260 - Fabric Worker 20.60
23290 - Fire Alarm System Mechanic 22.16
23310 - Fire Extinguisher Repairer 19.38
23311 - Fuel Distribution System Mechanic 23.93
23312 - Fuel Distribution System Operator 19.38
23370 - General Maintenance Worker 20.17
23380 - Ground Support Equipment Mechanic 24.85
23381 - Ground Support Equipment Servicer 21.39
23382 - Ground Support Equipment Worker 22.66
23391 - Gunsmith I 19.38
23392 - Gunsmith II 21.83
23393 - Gunsmith III 23.93
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.45
23430 - Heavy Equipment Mechanic 23.41
23440 - Heavy Equipment Operator 20.21
23460 - Instrument Mechanic 23.93
23465 - Laboratory/Shelter Mechanic 22.98
23470 - Laborer 15.78
23510 - Locksmith 20.02
23530 - Machinery Maintenance Mechanic 27.09
23550 - Machinist Maintenance 22.20
23580 - Maintenance Trades Helper 17.56
23591 - Metrology Technician I 23.93
23592 - Metrology Technician II 24.99
23593 - Metrology Technician III 25.78
23640 - Millwright 23.93
23710 - Office Appliance Repairer 22.53
23760 - Painter Maintenance 18.91
23790 - Pipefitter Maintenance 25.62
23810 - Plumber Maintenance 24.78
23820 - Pneudraulic Systems Mechanic 23.93
23850 - Rigger 23.93
23870 - Scale Mechanic 21.83
23890 - Sheet-Metal Worker Maintenance 22.89
23910 - Small Engine Mechanic 20.84
23931 - Telecommunications Mechanic I 22.06

23932 - Telecommunications Mechanic II 23.05
23950 - Telephone Lineman 21.38
23960 - Welder Combination Maintenance 21.75
23965 - Well Driller 23.93
23970 - Woodcraft Worker 23.93
23980 - Woodworker 19.38
24000 - Personal Needs Occupations
24550 - Case Manager 13.38
24570 - Child Care Attendant 11.12
24580 - Child Care Center Clerk 13.87
24610 - Chore Aide 12.55
24620 - Family Readiness And Support Services Coordinator 13.38
24630 - Homemaker 14.49
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.74
25040 - Sewage Plant Operator 26.49
25070 - Stationary Engineer 24.74
25190 - Ventilation Equipment Tender 19.06
25210 - Water Treatment Plant Operator 26.49
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.47
27007 - Baggage Inspector 14.42
27008 - Corrections Officer 18.63
27010 - Court Security Officer 17.44
27030 - Detection Dog Handler 16.14
27040 - Detention Officer 18.63
27070 - Firefighter 18.63
27101 - Guard I 14.42
27102 - Guard II 16.14
27131 - Police Officer I 29.01
27132 - Police Officer II 32.23
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.07
28042 - Carnival Equipment Repairer 12.91
28043 - Carnival Worker 9.63
28210 - Gate Attendant/Gate Tender 14.94
28310 - Lifeguard 12.47
28350 - Park Attendant (Aide) 16.71
28510 - Recreation Aide/Health Facility Attendant 12.20
28515 - Recreation Specialist 20.70
28630 - Sports Official 13.31
28690 - Swimming Pool Operator 17.35
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.23
29020 - Hatch Tender 22.23
29030 - Line Handler 22.23
29041 - Stevedore I 20.99
29042 - Stevedore II 23.41
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.06
30022 - Archeological Technician II 19.40
30023 - Archeological Technician III 24.05
30030 - Cartographic Technician 24.05
30040 - Civil Engineering Technician 23.44
30051 - Cryogenic Technician I 24.51
30052 - Cryogenic Technician II 27.07
30061 - Drafter/CAD Operator I 17.06
30062 - Drafter/CAD Operator II 19.40
30063 - Drafter/CAD Operator III 21.64
30064 - Drafter/CAD Operator IV 26.17
30081 - Engineering Technician I 15.19
30082 - Engineering Technician II 17.05
30083 - Engineering Technician III 19.08
30084 - Engineering Technician IV 23.63
30085 - Engineering Technician V 28.91
30086 - Engineering Technician VI 34.98
30090 - Environmental Technician 22.13
30095 - Evidence Control Specialist 22.13
30210 - Laboratory Technician 19.91
30221 - Latent Fingerprint Technician I 24.51
30222 - Latent Fingerprint Technician II 27.07
30240 - Mathematical Technician 23.64
30361 - Paralegal/Legal Assistant I 18.96
30362 - Paralegal/Legal Assistant II 23.48
30363 - Paralegal/Legal Assistant III 27.53
30364 - Paralegal/Legal Assistant IV 30.47
30375 - Petroleum Supply Specialist 27.07
30390 - Photo-Optics Technician 23.64
30395 - Radiation Control Technician 27.07
30461 - Technical Writer I 22.78
30462 - Technical Writer II 27.86
30463 - Technical Writer III 33.72
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.17
30502 - Weather Forecaster II 31.84
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.64
30621 - Weather Observer Senior (see 2) 23.64
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.48
31030 - Bus Driver 16.60

31043 - Driver Courier	15.40
31260 - Parking and Lot Attendant	10.12
31290 - Shuttle Bus Driver	16.47
31310 - Taxi Driver	13.23
31361 - Truckdriver Light	16.47
31362 - Truckdriver Medium	17.51
31363 - Truckdriver Heavy	18.62
31364 - Truckdriver Tractor-Trailer	18.62
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.92
99050 - Desk Clerk	11.61
99095 - Embalmer	30.69
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.22
99252 - Laboratory Animal Caretaker II	16.28
99260 - Marketing Analyst	23.82
99310 - Mortician	30.69
99410 - Pest Controller	20.75
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.89
99711 - Recycling Specialist	18.35
99730 - Refuse Collector	14.63
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	14.59
99830 - Survey Party Chief	32.31
99831 - Surveying Aide	17.44
99832 - Surveying Technician	21.45
99840 - Vending Machine Attendant	17.02
99841 - Vending Machine Repairer	20.49
99842 - Vending Machine Repairer Helper	17.02

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5351
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Nebraska

Area: Nebraska County of Lancaster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.12
01012 - Accounting Clerk II		15.84
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		22.56
01035 - Court Reporter		19.61
01041 - Customer Service Representative I		12.75
01042 - Customer Service Representative II		14.33
01043 - Customer Service Representative III		15.63
01051 - Data Entry Operator I		13.61
01052 - Data Entry Operator II		14.86
01060 - Dispatcher Motor Vehicle		19.63
01070 - Document Preparation Clerk		16.31
01090 - Duplicating Machine Operator		16.31
01111 - General Clerk I		13.13
01112 - General Clerk II		14.32

01113 - General Clerk III 17.51
01120 - Housing Referral Assistant 19.33
01141 - Messenger Courier 11.68
01191 - Order Clerk I 14.28
01192 - Order Clerk II 15.58
01261 - Personnel Assistant (Employment) I 15.33
01262 - Personnel Assistant (Employment) II 17.58
01263 - Personnel Assistant (Employment) III 19.55
01270 - Production Control Clerk 25.88
01290 - Rental Clerk 12.30
01300 - Scheduler Maintenance 15.50
01311 - Secretary I 15.50
01312 - Secretary II 17.34
01313 - Secretary III 19.33
01320 - Service Order Dispatcher 17.54
01410 - Supply Technician 22.56
01420 - Survey Worker 12.93
01460 - Switchboard Operator/Receptionist 13.50
01531 - Travel Clerk I 15.78
01532 - Travel Clerk II 16.78
01533 - Travel Clerk III 17.81
01611 - Word Processor I 13.77
01612 - Word Processor II 15.46
01613 - Word Processor III 17.30
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.77
05010 - Automotive Electrician 20.48
05040 - Automotive Glass Installer 19.45
05070 - Automotive Worker 19.45
05110 - Mobile Equipment Servicer 17.27
05130 - Motor Equipment Metal Mechanic 21.33
05160 - Motor Equipment Metal Worker 19.45
05190 - Motor Vehicle Mechanic 21.33
05220 - Motor Vehicle Mechanic Helper 16.21
05250 - Motor Vehicle Upholstery Worker 18.36
05280 - Motor Vehicle Wrecker 19.45
05310 - Painter Automotive 20.48
05340 - Radiator Repair Specialist 19.45
05370 - Tire Repairer 13.49
05400 - Transmission Repair Specialist 21.33
07000 - Food Preparation And Service Occupations
07010 - Baker 12.85
07041 - Cook I 14.42
07042 - Cook II 16.24
07070 - Dishwasher 11.39
07130 - Food Service Worker 12.13
07210 - Meat Cutter 15.12
07260 - Waiter/Waitress 10.04
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.72

09040 - Furniture Handler 15.14
09080 - Furniture Refinisher 22.15
09090 - Furniture Refinisher Helper 17.47
09110 - Furniture Repairer Minor 19.86
09130 - Upholsterer 22.15
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.17
11060 - Elevator Operator 12.17
11090 - Gardener 17.39
11122 - Housekeeping Aide 13.19
11150 - Janitor 13.19
11210 - Laborer Grounds Maintenance 14.10
11240 - Maid or Houseman 11.80
11260 - Pruner 13.44
11270 - Tractor Operator 16.26
11330 - Trail Maintenance Worker 14.10
11360 - Window Cleaner 14.33
12000 - Health Occupations
12010 - Ambulance Driver 19.04
12011 - Breath Alcohol Technician 19.04
12012 - Certified Occupational Therapist Assistant 26.11
12015 - Certified Physical Therapist Assistant 25.96
12020 - Dental Assistant 17.50
12025 - Dental Hygienist 33.94
12030 - EKG Technician 28.84
12035 - Electroneurodiagnostic Technologist 28.84
12040 - Emergency Medical Technician 19.04
12071 - Licensed Practical Nurse I 17.01
12072 - Licensed Practical Nurse II 19.04
12073 - Licensed Practical Nurse III 21.22
12100 - Medical Assistant 17.53
12130 - Medical Laboratory Technician 21.88
12160 - Medical Record Clerk 16.72
12190 - Medical Record Technician 18.71
12195 - Medical Transcriptionist 19.09
12210 - Nuclear Medicine Technologist 41.83
12221 - Nursing Assistant I 11.72
12222 - Nursing Assistant II 13.17
12223 - Nursing Assistant III 14.37
12224 - Nursing Assistant IV 16.13
12235 - Optical Dispenser 16.52
12236 - Optical Technician 17.01
12250 - Pharmacy Technician 15.02
12280 - Phlebotomist 14.51
12305 - Radiologic Technologist 26.65
12311 - Registered Nurse I 22.72
12312 - Registered Nurse II 27.80
12313 - Registered Nurse II Specialist 27.80
12314 - Registered Nurse III 33.63
12315 - Registered Nurse III Anesthetist 33.63

12316 - Registered Nurse IV		40.31
12317 - Scheduler (Drug and Alcohol Testing)		23.58
12320 - Substance Abuse Treatment Counselor		21.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.32
13012 - Exhibits Specialist II		27.63
13013 - Exhibits Specialist III		33.81
13041 - Illustrator I		22.32
13042 - Illustrator II		27.63
13043 - Illustrator III		33.81
13047 - Librarian		30.61
13050 - Library Aide/Clerk		14.64
13054 - Library Information Technology Systems Administrator		27.63
13058 - Library Technician		20.05
13061 - Media Specialist I		19.94
13062 - Media Specialist II		22.32
13063 - Media Specialist III		24.87
13071 - Photographer I		16.82
13072 - Photographer II		17.09
13073 - Photographer III		21.09
13074 - Photographer IV		24.79
13075 - Photographer V		30.00
13090 - Technical Order Library Clerk		19.51
13110 - Video Teleconference Technician		18.12
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.33
14044 - Computer Operator IV		23.71
14045 - Computer Operator V		26.26
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		17.04
14160 - Personal Computer Support Technician		23.71
14170 - System Support Specialist		29.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.60
15020 - Aircrew Training Devices Instructor (Rated)		34.95
15030 - Air Crew Training Devices Instructor (Pilot)		41.89
15050 - Computer Based Training Specialist / Instructor		30.60
15060 - Educational Technologist		27.15
15070 - Flight Instructor (Pilot)		41.89
15080 - Graphic Artist		21.89
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.89

15086 - Maintenance Test Pilot Rotary Wing 41.89
15088 - Non-Maintenance Test/Co-Pilot 41.89
15090 - Technical Instructor 22.45
15095 - Technical Instructor/Course Developer 27.47
15110 - Test Proctor 18.13
15120 - Tutor 18.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.16
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 12.85
16220 - Tailor 13.61
16250 - Washer Machine 11.15
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.62
19040 - Tool And Die Maker 33.08
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.24
21030 - Material Coordinator 25.88
21040 - Material Expediter 25.88
21050 - Material Handling Laborer 15.78
21071 - Order Filler 12.73
21080 - Production Line Worker (Food Processing) 18.24
21110 - Shipping Packer 17.09
21130 - Shipping/Receiving Clerk 17.09
21140 - Store Worker I 13.40
21150 - Stock Clerk 17.05
21210 - Tools And Parts Attendant 18.24
21410 - Warehouse Specialist 18.24
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.14
23019 - Aircraft Logs and Records Technician 23.11
23021 - Aircraft Mechanic I 24.89
23022 - Aircraft Mechanic II 26.14
23023 - Aircraft Mechanic III 27.45
23040 - Aircraft Mechanic Helper 20.66
23050 - Aircraft Painter 24.50
23060 - Aircraft Servicer 23.11
23070 - Aircraft Survival Flight Equipment Technician 24.50
23080 - Aircraft Worker 23.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.40
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.89
23110 - Appliance Mechanic 21.28

23120 - Bicycle Repairer 19.38
23125 - Cable Splicer 38.27
23130 - Carpenter Maintenance 19.31
23140 - Carpet Layer 21.83
23160 - Electrician Maintenance 24.89
23181 - Electronics Technician Maintenance I 25.69
23182 - Electronics Technician Maintenance II 27.81
23183 - Electronics Technician Maintenance III 28.94
23260 - Fabric Worker 20.60
23290 - Fire Alarm System Mechanic 22.16
23310 - Fire Extinguisher Repairer 19.38
23311 - Fuel Distribution System Mechanic 26.39
23312 - Fuel Distribution System Operator 22.22
23370 - General Maintenance Worker 20.17
23380 - Ground Support Equipment Mechanic 24.89
23381 - Ground Support Equipment Servicer 23.11
23382 - Ground Support Equipment Worker 23.40
23391 - Gunsmith I 19.38
23392 - Gunsmith II 21.83
23393 - Gunsmith III 23.93
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.45
23430 - Heavy Equipment Mechanic 23.41
23440 - Heavy Equipment Operator 20.21
23460 - Instrument Mechanic 23.93
23465 - Laboratory/Shelter Mechanic 22.98
23470 - Laborer 15.78
23510 - Locksmith 20.72
23530 - Machinery Maintenance Mechanic 27.09
23550 - Machinist Maintenance 22.20
23580 - Maintenance Trades Helper 16.71
23591 - Metrology Technician I 23.93
23592 - Metrology Technician II 24.99
23593 - Metrology Technician III 25.78
23640 - Millwright 23.93
23710 - Office Appliance Repairer 22.53
23760 - Painter Maintenance 18.91
23790 - Pipefitter Maintenance 27.25
23810 - Plumber Maintenance 26.17
23820 - Pneudraulic Systems Mechanic 23.93
23850 - Rigger 23.93
23870 - Scale Mechanic 21.83
23890 - Sheet-Metal Worker Maintenance 22.89
23910 - Small Engine Mechanic 20.84
23931 - Telecommunications Mechanic I 23.54
23932 - Telecommunications Mechanic II 26.07
23950 - Telephone Lineman 21.38
23960 - Welder Combination Maintenance 21.75

23965 - Well Driller	23.93
23970 - Woodcraft Worker	23.93
23980 - Woodworker	19.38
24000 - Personal Needs Occupations	
24550 - Case Manager	15.69
24570 - Child Care Attendant	11.12
24580 - Child Care Center Clerk	13.87
24610 - Chore Aide	12.55
24620 - Family Readiness And Support Services Coordinator	15.69
24630 - Homemaker	15.69
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.16
25040 - Sewage Plant Operator	26.49
25070 - Stationary Engineer	25.16
25190 - Ventilation Equipment Tender	19.06
25210 - Water Treatment Plant Operator	26.49
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.47
27007 - Baggage Inspector	14.42
27008 - Corrections Officer	18.63
27010 - Court Security Officer	22.20
27030 - Detection Dog Handler	16.42
27040 - Detention Officer	18.63
27070 - Firefighter	22.36
27101 - Guard I	14.42
27102 - Guard II	16.42
27131 - Police Officer I	29.01
27132 - Police Officer II	32.23
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.07
28042 - Carnival Equipment Repairer	12.91
28043 - Carnival Worker	9.63
28210 - Gate Attendant/Gate Tender	14.94
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.71
28510 - Recreation Aide/Health Facility Attendant	12.20
28515 - Recreation Specialist	19.67
28630 - Sports Official	13.31
28690 - Swimming Pool Operator	17.03
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.23
29020 - Hatch Tender	22.23
29030 - Line Handler	22.23
29041 - Stevedore I	20.99
29042 - Stevedore II	23.41
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I 18.46
30022 - Archeological Technician II 20.64
30023 - Archeological Technician III 25.57
30030 - Cartographic Technician 25.57
30040 - Civil Engineering Technician 24.52
30051 - Cryogenic Technician I 24.51
30052 - Cryogenic Technician II 27.07
30061 - Drafter/CAD Operator I 18.46
30062 - Drafter/CAD Operator II 20.64
30063 - Drafter/CAD Operator III 23.02
30064 - Drafter/CAD Operator IV 27.98
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 22.13
30095 - Evidence Control Specialist 22.13
30210 - Laboratory Technician 22.74
30221 - Latent Fingerprint Technician I 24.51
30222 - Latent Fingerprint Technician II 27.07
30240 - Mathematical Technician 25.41
30361 - Paralegal/Legal Assistant I 18.96
30362 - Paralegal/Legal Assistant II 23.48
30363 - Paralegal/Legal Assistant III 28.73
30364 - Paralegal/Legal Assistant IV 34.76
30375 - Petroleum Supply Specialist 27.07
30390 - Photo-Optics Technician 25.37
30395 - Radiation Control Technician 27.07
30461 - Technical Writer I 22.77
30462 - Technical Writer II 27.86
30463 - Technical Writer III 33.71
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.98
30502 - Weather Forecaster II 34.04
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.02
30621 - Weather Observer Senior (see 2) 25.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.11
31030 - Bus Driver 16.89
31043 - Driver Courier 15.40
31260 - Parking and Lot Attendant 10.12
31290 - Shuttle Bus Driver 16.47

31310 - Taxi Driver	13.23
31361 - Truckdriver Light	16.47
31362 - Truckdriver Medium	21.01
31363 - Truckdriver Heavy	21.93
31364 - Truckdriver Tractor-Trailer	21.93
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.92
99050 - Desk Clerk	11.61
99095 - Embalmer	37.54
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.22
99252 - Laboratory Animal Caretaker II	16.28
99260 - Marketing Analyst	23.82
99310 - Mortician	37.54
99410 - Pest Controller	20.25
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.89
99711 - Recycling Specialist	18.35
99730 - Refuse Collector	14.63
99810 - Sales Clerk	12.39
99820 - School Crossing Guard	14.59
99830 - Survey Party Chief	31.23
99831 - Surveying Aide	16.91
99832 - Surveying Technician	21.45
99840 - Vending Machine Attendant	15.96
99841 - Vending Machine Repairer	17.79
99842 - Vending Machine Repairer Helper	15.96

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5352
Revision No.: 14
Date Of Last Revision: 06/04/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Nebraska

Area: Nebraska County of Lancaster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.12
01012 - Accounting Clerk II		15.84
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		22.56
01035 - Court Reporter		19.61
01041 - Customer Service Representative I		12.75
01042 - Customer Service Representative II		14.33
01043 - Customer Service Representative III		15.63
01051 - Data Entry Operator I		13.61
01052 - Data Entry Operator II		14.86
01060 - Dispatcher Motor Vehicle		19.63
01070 - Document Preparation Clerk		16.31

01090 - Duplicating Machine Operator	16.31
01111 - General Clerk I	13.13
01112 - General Clerk II	14.32
01113 - General Clerk III	17.51
01120 - Housing Referral Assistant	19.33
01141 - Messenger Courier	11.68
01191 - Order Clerk I	14.28
01192 - Order Clerk II	15.58
01261 - Personnel Assistant (Employment) I	15.33
01262 - Personnel Assistant (Employment) II	17.58
01263 - Personnel Assistant (Employment) III	19.55
01270 - Production Control Clerk	25.88
01290 - Rental Clerk	12.30
01300 - Scheduler Maintenance	15.50
01311 - Secretary I	15.50
01312 - Secretary II	17.34
01313 - Secretary III	19.33
01320 - Service Order Dispatcher	17.54
01410 - Supply Technician	22.56
01420 - Survey Worker	12.93
01460 - Switchboard Operator/Receptionist	13.50
01531 - Travel Clerk I	15.78
01532 - Travel Clerk II	16.78
01533 - Travel Clerk III	17.81
01611 - Word Processor I	13.77
01612 - Word Processor II	15.46
01613 - Word Processor III	17.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.77
05010 - Automotive Electrician	20.48
05040 - Automotive Glass Installer	19.45
05070 - Automotive Worker	19.45
05110 - Mobile Equipment Servicer	17.27
05130 - Motor Equipment Metal Mechanic	21.33
05160 - Motor Equipment Metal Worker	19.45
05190 - Motor Vehicle Mechanic	21.33
05220 - Motor Vehicle Mechanic Helper	16.21
05250 - Motor Vehicle Upholstery Worker	18.36
05280 - Motor Vehicle Wrecker	19.45
05310 - Painter Automotive	20.48
05340 - Radiator Repair Specialist	19.45
05370 - Tire Repairer	13.49
05400 - Transmission Repair Specialist	21.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.85
07041 - Cook I	14.42
07042 - Cook II	16.24
07070 - Dishwasher	11.39
07130 - Food Service Worker	12.13
07210 - Meat Cutter	15.12

07260 - Waiter/Waitress	10.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.72
09040 - Furniture Handler	15.14
09080 - Furniture Refinisher	22.15
09090 - Furniture Refinisher Helper	17.47
09110 - Furniture Repairer Minor	19.86
09130 - Upholsterer	22.15
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.17
11060 - Elevator Operator	12.17
11090 - Gardener	17.39
11122 - Housekeeping Aide	13.19
11150 - Janitor	13.19
11210 - Laborer Grounds Maintenance	14.10
11240 - Maid or Houseman	11.80
11260 - Pruner	13.44
11270 - Tractor Operator	16.26
11330 - Trail Maintenance Worker	14.10
11360 - Window Cleaner	14.33
12000 - Health Occupations	
12010 - Ambulance Driver	19.04
12011 - Breath Alcohol Technician	19.04
12012 - Certified Occupational Therapist Assistant	26.11
12015 - Certified Physical Therapist Assistant	25.96
12020 - Dental Assistant	17.50
12025 - Dental Hygienist	33.94
12030 - EKG Technician	28.84
12035 - Electroneurodiagnostic Technologist	28.84
12040 - Emergency Medical Technician	19.04
12071 - Licensed Practical Nurse I	17.01
12072 - Licensed Practical Nurse II	19.04
12073 - Licensed Practical Nurse III	21.22
12100 - Medical Assistant	17.53
12130 - Medical Laboratory Technician	21.88
12160 - Medical Record Clerk	16.72
12190 - Medical Record Technician	18.71
12195 - Medical Transcriptionist	19.09
12210 - Nuclear Medicine Technologist	41.83
12221 - Nursing Assistant I	11.72
12222 - Nursing Assistant II	13.17
12223 - Nursing Assistant III	14.37
12224 - Nursing Assistant IV	16.13
12235 - Optical Dispenser	16.52
12236 - Optical Technician	17.01
12250 - Pharmacy Technician	15.02
12280 - Phlebotomist	14.51
12305 - Radiologic Technologist	26.65
12311 - Registered Nurse I	22.72
12312 - Registered Nurse II	27.80

12313 - Registered Nurse II Specialist		27.80
12314 - Registered Nurse III		33.63
12315 - Registered Nurse III Anesthetist		33.63
12316 - Registered Nurse IV		40.31
12317 - Scheduler (Drug and Alcohol Testing)		23.58
12320 - Substance Abuse Treatment Counselor		21.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.32
13012 - Exhibits Specialist II		27.63
13013 - Exhibits Specialist III		33.81
13041 - Illustrator I		22.32
13042 - Illustrator II		27.63
13043 - Illustrator III		33.81
13047 - Librarian		30.61
13050 - Library Aide/Clerk		14.64
13054 - Library Information Technology Systems Administrator		27.63
13058 - Library Technician		20.05
13061 - Media Specialist I		19.94
13062 - Media Specialist II		22.32
13063 - Media Specialist III		24.87
13071 - Photographer I		16.82
13072 - Photographer II		17.09
13073 - Photographer III		21.09
13074 - Photographer IV		24.79
13075 - Photographer V		30.00
13090 - Technical Order Library Clerk		19.51
13110 - Video Teleconference Technician		18.12
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.33
14044 - Computer Operator IV		23.71
14045 - Computer Operator V		26.26
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		17.04
14160 - Personal Computer Support Technician		23.71
14170 - System Support Specialist		29.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.60
15020 - Aircrew Training Devices Instructor (Rated)		34.95
15030 - Air Crew Training Devices Instructor (Pilot)		41.89
15050 - Computer Based Training Specialist / Instructor		30.60
15060 - Educational Technologist		27.15

15070 - Flight Instructor (Pilot) 41.89
15080 - Graphic Artist 21.89
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.89
15086 - Maintenance Test Pilot Rotary Wing 41.89
15088 - Non-Maintenance Test/Co-Pilot 41.89
15090 - Technical Instructor 22.45
15095 - Technical Instructor/Course Developer 27.47
15110 - Test Proctor 18.13
15120 - Tutor 18.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.16
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 12.85
16220 - Tailor 13.61
16250 - Washer Machine 11.15
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.62
19040 - Tool And Die Maker 33.08
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.24
21030 - Material Coordinator 25.88
21040 - Material Expediter 25.88
21050 - Material Handling Laborer 15.78
21071 - Order Filler 12.73
21080 - Production Line Worker (Food Processing) 18.24
21110 - Shipping Packer 17.09
21130 - Shipping/Receiving Clerk 17.09
21140 - Store Worker I 13.40
21150 - Stock Clerk 17.05
21210 - Tools And Parts Attendant 18.24
21410 - Warehouse Specialist 18.24
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.14
23019 - Aircraft Logs and Records Technician 23.11
23021 - Aircraft Mechanic I 24.89
23022 - Aircraft Mechanic II 26.14
23023 - Aircraft Mechanic III 27.45
23040 - Aircraft Mechanic Helper 20.66
23050 - Aircraft Painter 24.50
23060 - Aircraft Servicer 23.11
23070 - Aircraft Survival Flight Equipment Technician 24.50
23080 - Aircraft Worker 23.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.40

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.89
23110 - Appliance Mechanic 21.28
23120 - Bicycle Repairer 19.38
23125 - Cable Splicer 38.27
23130 - Carpenter Maintenance 19.31
23140 - Carpet Layer 21.83
23160 - Electrician Maintenance 24.89
23181 - Electronics Technician Maintenance I 25.69
23182 - Electronics Technician Maintenance II 27.81
23183 - Electronics Technician Maintenance III 28.94
23260 - Fabric Worker 20.60
23290 - Fire Alarm System Mechanic 22.16
23310 - Fire Extinguisher Repairer 19.38
23311 - Fuel Distribution System Mechanic 26.39
23312 - Fuel Distribution System Operator 22.22
23370 - General Maintenance Worker 20.17
23380 - Ground Support Equipment Mechanic 24.89
23381 - Ground Support Equipment Servicer 23.11
23382 - Ground Support Equipment Worker 23.40
23391 - Gunsmith I 19.38
23392 - Gunsmith II 21.83
23393 - Gunsmith III 23.93
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.45
23430 - Heavy Equipment Mechanic 23.41
23440 - Heavy Equipment Operator 20.21
23460 - Instrument Mechanic 23.93
23465 - Laboratory/Shelter Mechanic 22.98
23470 - Laborer 15.78
23510 - Locksmith 20.72
23530 - Machinery Maintenance Mechanic 27.09
23550 - Machinist Maintenance 22.20
23580 - Maintenance Trades Helper 16.71
23591 - Metrology Technician I 23.93
23592 - Metrology Technician II 24.99
23593 - Metrology Technician III 25.78
23640 - Millwright 23.93
23710 - Office Appliance Repairer 22.53
23760 - Painter Maintenance 18.91
23790 - Pipefitter Maintenance 27.25
23810 - Plumber Maintenance 26.17
23820 - Pneudraulic Systems Mechanic 23.93
23850 - Rigger 23.93
23870 - Scale Mechanic 21.83
23890 - Sheet-Metal Worker Maintenance 22.89
23910 - Small Engine Mechanic 20.84
23931 - Telecommunications Mechanic I 23.54

23932 - Telecommunications Mechanic II 26.07
23950 - Telephone Lineman 21.38
23960 - Welder Combination Maintenance 21.75
23965 - Well Driller 23.93
23970 - Woodcraft Worker 23.93
23980 - Woodworker 19.38
24000 - Personal Needs Occupations
24550 - Case Manager 15.69
24570 - Child Care Attendant 11.12
24580 - Child Care Center Clerk 13.87
24610 - Chore Aide 12.55
24620 - Family Readiness And Support Services Coordinator 15.69
24630 - Homemaker 15.69
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.16
25040 - Sewage Plant Operator 26.49
25070 - Stationary Engineer 25.16
25190 - Ventilation Equipment Tender 19.06
25210 - Water Treatment Plant Operator 26.49
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.47
27007 - Baggage Inspector 14.42
27008 - Corrections Officer 18.63
27010 - Court Security Officer 22.20
27030 - Detection Dog Handler 16.42
27040 - Detention Officer 18.63
27070 - Firefighter 22.36
27101 - Guard I 14.42
27102 - Guard II 16.42
27131 - Police Officer I 29.01
27132 - Police Officer II 32.23
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.07
28042 - Carnival Equipment Repairer 12.91
28043 - Carnival Worker 9.63
28210 - Gate Attendant/Gate Tender 14.94
28310 - Lifeguard 12.47
28350 - Park Attendant (Aide) 16.71
28510 - Recreation Aide/Health Facility Attendant 12.20
28515 - Recreation Specialist 19.67
28630 - Sports Official 13.31
28690 - Swimming Pool Operator 17.03
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.23
29020 - Hatch Tender 22.23
29030 - Line Handler 22.23
29041 - Stevedore I 20.99
29042 - Stevedore II 23.41
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.46
30022 - Archeological Technician II 20.64
30023 - Archeological Technician III 25.57
30030 - Cartographic Technician 25.57
30040 - Civil Engineering Technician 24.52
30051 - Cryogenic Technician I 24.51
30052 - Cryogenic Technician II 27.07
30061 - Drafter/CAD Operator I 18.46
30062 - Drafter/CAD Operator II 20.64
30063 - Drafter/CAD Operator III 23.02
30064 - Drafter/CAD Operator IV 27.98
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 22.13
30095 - Evidence Control Specialist 22.13
30210 - Laboratory Technician 22.74
30221 - Latent Fingerprint Technician I 24.51
30222 - Latent Fingerprint Technician II 27.07
30240 - Mathematical Technician 25.41
30361 - Paralegal/Legal Assistant I 18.96
30362 - Paralegal/Legal Assistant II 23.48
30363 - Paralegal/Legal Assistant III 28.73
30364 - Paralegal/Legal Assistant IV 34.76
30375 - Petroleum Supply Specialist 27.07
30390 - Photo-Optics Technician 25.37
30395 - Radiation Control Technician 27.07
30461 - Technical Writer I 22.77
30462 - Technical Writer II 27.86
30463 - Technical Writer III 33.71
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.98
30502 - Weather Forecaster II 34.04
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.02
30621 - Weather Observer Senior (see 2) 25.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.11
31030 - Bus Driver 16.89

31043 - Driver Courier	15.40
31260 - Parking and Lot Attendant	10.12
31290 - Shuttle Bus Driver	16.47
31310 - Taxi Driver	13.23
31361 - Truckdriver Light	16.47
31362 - Truckdriver Medium	21.01
31363 - Truckdriver Heavy	21.93
31364 - Truckdriver Tractor-Trailer	21.93
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.92
99050 - Desk Clerk	11.61
99095 - Embalmer	37.54
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.22
99252 - Laboratory Animal Caretaker II	16.28
99260 - Marketing Analyst	23.82
99310 - Mortician	37.54
99410 - Pest Controller	20.25
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.89
99711 - Recycling Specialist	18.35
99730 - Refuse Collector	14.63
99810 - Sales Clerk	12.39
99820 - School Crossing Guard	14.59
99830 - Survey Party Chief	31.23
99831 - Surveying Aide	16.91
99832 - Surveying Technician	21.45
99840 - Vending Machine Attendant	15.96
99841 - Vending Machine Repairer	17.79
99842 - Vending Machine Repairer Helper	15.96

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5353
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Nebraska

Area: Nebraska Counties of Boyd Brown Garfield Holt Keya Paha Loup Rock

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.15
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		19.65
01035 - Court Reporter		16.43
01041 - Customer Service Representative I		12.36
01042 - Customer Service Representative II		13.90
01043 - Customer Service Representative III		15.16
01051 - Data Entry Operator I		12.98
01052 - Data Entry Operator II		14.16
01060 - Dispatcher Motor Vehicle		18.45
01070 - Document Preparation Clerk		13.08
01090 - Duplicating Machine Operator		13.08
01111 - General Clerk I		12.70
01112 - General Clerk II		13.85

01113 - General Clerk III 15.54
01120 - Housing Referral Assistant 18.31
01141 - Messenger Courier 10.66
01191 - Order Clerk I 12.76
01192 - Order Clerk II 13.92
01261 - Personnel Assistant (Employment) I 14.68
01262 - Personnel Assistant (Employment) II 16.43
01263 - Personnel Assistant (Employment) III 18.31
01270 - Production Control Clerk 19.51
01290 - Rental Clerk 13.22
01300 - Scheduler Maintenance 14.68
01311 - Secretary I 14.68
01312 - Secretary II 16.43
01313 - Secretary III 18.31
01320 - Service Order Dispatcher 16.49
01410 - Supply Technician 19.65
01420 - Survey Worker 15.75
01460 - Switchboard Operator/Receptionist 13.41
01531 - Travel Clerk I 12.97
01532 - Travel Clerk II 13.73
01533 - Travel Clerk III 14.64
01611 - Word Processor I 13.08
01612 - Word Processor II 14.68
01613 - Word Processor III 16.43
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.69
05010 - Automotive Electrician 17.46
05040 - Automotive Glass Installer 16.53
05070 - Automotive Worker 16.53
05110 - Mobile Equipment Servicer 15.40
05130 - Motor Equipment Metal Mechanic 18.38
05160 - Motor Equipment Metal Worker 16.53
05190 - Motor Vehicle Mechanic 18.38
05220 - Motor Vehicle Mechanic Helper 15.64
05250 - Motor Vehicle Upholstery Worker 15.94
05280 - Motor Vehicle Wrecker 16.53
05310 - Painter Automotive 17.46
05340 - Radiator Repair Specialist 16.53
05370 - Tire Repairer 15.01
05400 - Transmission Repair Specialist 18.38
07000 - Food Preparation And Service Occupations
07010 - Baker 13.31
07041 - Cook I 11.67
07042 - Cook II 13.33
07070 - Dishwasher 10.18
07130 - Food Service Worker 11.36
07210 - Meat Cutter 14.07
07260 - Waiter/Waitress 9.76
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.22

09040 - Furniture Handler 13.50
09080 - Furniture Refinisher 20.22
09090 - Furniture Refinisher Helper 15.86
09110 - Furniture Repairer Minor 17.98
09130 - Upholsterer 20.22
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.69
11060 - Elevator Operator 12.69
11090 - Gardener 16.74
11122 - Housekeeping Aide 13.29
11150 - Janitor 13.29
11210 - Laborer Grounds Maintenance 13.13
11240 - Maid or Houseman 10.93
11260 - Pruner 11.93
11270 - Tractor Operator 15.52
11330 - Trail Maintenance Worker 13.13
11360 - Window Cleaner 14.63
12000 - Health Occupations
12010 - Ambulance Driver 18.34
12011 - Breath Alcohol Technician 19.00
12012 - Certified Occupational Therapist Assistant 26.06
12015 - Certified Physical Therapist Assistant 27.49
12020 - Dental Assistant 17.74
12025 - Dental Hygienist 33.41
12030 - EKG Technician 28.78
12035 - Electroneurodiagnostic Technologist 28.78
12040 - Emergency Medical Technician 18.34
12071 - Licensed Practical Nurse I 16.98
12072 - Licensed Practical Nurse II 19.00
12073 - Licensed Practical Nurse III 21.17
12100 - Medical Assistant 15.61
12130 - Medical Laboratory Technician 21.36
12160 - Medical Record Clerk 15.24
12190 - Medical Record Technician 17.06
12195 - Medical Transcriptionist 16.98
12210 - Nuclear Medicine Technologist 41.12
12221 - Nursing Assistant I 11.31
12222 - Nursing Assistant II 12.71
12223 - Nursing Assistant III 13.87
12224 - Nursing Assistant IV 15.57
12235 - Optical Dispenser 17.57
12236 - Optical Technician 16.98
12250 - Pharmacy Technician 16.11
12280 - Phlebotomist 16.95
12305 - Radiologic Technologist 26.21
12311 - Registered Nurse I 24.87
12312 - Registered Nurse II 30.43
12313 - Registered Nurse II Specialist 30.43
12314 - Registered Nurse III 36.82
12315 - Registered Nurse III Anesthetist 36.82

12316 - Registered Nurse IV		44.13
12317 - Scheduler (Drug and Alcohol Testing)		23.53
12320 - Substance Abuse Treatment Counselor		21.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.44
13012 - Exhibits Specialist II		21.61
13013 - Exhibits Specialist III		26.43
13041 - Illustrator I		17.24
13042 - Illustrator II		21.37
13043 - Illustrator III		26.13
13047 - Librarian		23.92
13050 - Library Aide/Clerk		12.77
13054 - Library Information Technology Systems Administrator		21.61
13058 - Library Technician		16.15
13061 - Media Specialist I		15.59
13062 - Media Specialist II		17.44
13063 - Media Specialist III		19.45
13071 - Photographer I		15.13
13072 - Photographer II		16.93
13073 - Photographer III		20.98
13074 - Photographer IV		25.65
13075 - Photographer V		31.04
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		15.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.03
14042 - Computer Operator II		17.93
14043 - Computer Operator III		20.00
14044 - Computer Operator IV		22.22
14045 - Computer Operator V		24.60
14071 - Computer Programmer I	(see 1)	23.09
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)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.03
14160 - Personal Computer Support Technician		22.22
14170 - System Support Specialist		24.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.10
15020 - Aircrew Training Devices Instructor (Rated)		36.42
15030 - Air Crew Training Devices Instructor (Pilot)		43.65
15050 - Computer Based Training Specialist / Instructor		30.10
15060 - Educational Technologist		28.30
15070 - Flight Instructor (Pilot)		43.65
15080 - Graphic Artist		24.01
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.65

15086 - Maintenance Test Pilot Rotary Wing 43.65
15088 - Non-Maintenance Test/Co-Pilot 43.65
15090 - Technical Instructor 19.59
15095 - Technical Instructor/Course Developer 23.96
15110 - Test Proctor 15.81
15120 - Tutor 15.81
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.54
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 13.26
16220 - Tailor 14.04
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.86
19040 - Tool And Die Maker 25.21
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.97
21030 - Material Coordinator 19.51
21040 - Material Expediter 19.51
21050 - Material Handling Laborer 14.53
21071 - Order Filler 11.96
21080 - Production Line Worker (Food Processing) 15.97
21110 - Shipping Packer 15.22
21130 - Shipping/Receiving Clerk 15.22
21140 - Store Worker I 12.78
21150 - Stock Clerk 16.98
21210 - Tools And Parts Attendant 15.97
21410 - Warehouse Specialist 15.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.13
23019 - Aircraft Logs and Records Technician 18.44
23021 - Aircraft Mechanic I 21.96
23022 - Aircraft Mechanic II 23.13
23023 - Aircraft Mechanic III 24.20
23040 - Aircraft Mechanic Helper 15.96
23050 - Aircraft Painter 20.86
23060 - Aircraft Servicer 18.44
23070 - Aircraft Survival Flight Equipment Technician 20.86
23080 - Aircraft Worker 19.66
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.66
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.96
23110 - Appliance Mechanic 20.86

23120 - Bicycle Repairer	16.71
23125 - Cable Splicer	33.15
23130 - Carpenter Maintenance	18.18
23140 - Carpet Layer	19.66
23160 - Electrician Maintenance	21.75
23181 - Electronics Technician Maintenance I	19.71
23182 - Electronics Technician Maintenance II	22.43
23183 - Electronics Technician Maintenance III	22.53
23260 - Fabric Worker	18.44
23290 - Fire Alarm System Mechanic	21.96
23310 - Fire Extinguisher Repairer	17.21
23311 - Fuel Distribution System Mechanic	25.23
23312 - Fuel Distribution System Operator	20.42
23370 - General Maintenance Worker	17.35
23380 - Ground Support Equipment Mechanic	21.96
23381 - Ground Support Equipment Servicer	18.44
23382 - Ground Support Equipment Worker	19.66
23391 - Gunsmith I	17.21
23392 - Gunsmith II	19.66
23393 - Gunsmith III	21.96
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.43
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.58
23430 - Heavy Equipment Mechanic	21.28
23440 - Heavy Equipment Operator	18.95
23460 - Instrument Mechanic	21.96
23465 - Laboratory/Shelter Mechanic	20.86
23470 - Laborer	14.53
23510 - Locksmith	20.86
23530 - Machinery Maintenance Mechanic	26.44
23550 - Machinist Maintenance	19.04
23580 - Maintenance Trades Helper	15.96
23591 - Metrology Technician I	21.96
23592 - Metrology Technician II	23.13
23593 - Metrology Technician III	24.20
23640 - Millwright	21.96
23710 - Office Appliance Repairer	20.86
23760 - Painter Maintenance	20.86
23790 - Pipefitter Maintenance	23.66
23810 - Plumber Maintenance	22.48
23820 - Pneudraulic Systems Mechanic	21.96
23850 - Rigger	21.96
23870 - Scale Mechanic	19.66
23890 - Sheet-Metal Worker Maintenance	21.96
23910 - Small Engine Mechanic	19.66
23931 - Telecommunications Mechanic I	29.02
23932 - Telecommunications Mechanic II	30.58
23950 - Telephone Lineman	20.56
23960 - Welder Combination Maintenance	18.30

23965 - Well Driller		21.96
23970 - Woodcraft Worker		21.96
23980 - Woodworker		17.21
24000 - Personal Needs Occupations		
24550 - Case Manager		15.02
24570 - Child Care Attendant		10.80
24580 - Child Care Center Clerk		13.47
24610 - Chore Aide		14.99
24620 - Family Readiness And Support Services Coordinator		15.02
24630 - Homemaker		15.02
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.96
25040 - Sewage Plant Operator		18.93
25070 - Stationary Engineer		21.96
25190 - Ventilation Equipment Tender		15.96
25210 - Water Treatment Plant Operator		18.93
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.41
27007 - Baggage Inspector		12.82
27008 - Corrections Officer		16.38
27010 - Court Security Officer		16.75
27030 - Detection Dog Handler		14.34
27040 - Detention Officer		16.38
27070 - Firefighter		16.75
27101 - Guard I		12.82
27102 - Guard II		14.34
27131 - Police Officer I		19.34
27132 - Police Officer II		21.49
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.91
28042 - Carnival Equipment Repairer		15.00
28043 - Carnival Worker		10.69
28210 - Gate Attendant/Gate Tender		16.95
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		18.96
28510 - Recreation Aide/Health Facility Attendant		13.83
28515 - Recreation Specialist		23.49
28630 - Sports Official		15.10
28690 - Swimming Pool Operator		21.00
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.82
29020 - Hatch Tender		19.82
29030 - Line Handler		19.82
29041 - Stevedore I		18.71
29042 - Stevedore II		20.87
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		17.06
30022 - Archeological Technician II		19.40
30023 - Archeological Technician III		24.05
30030 - Cartographic Technician		24.05
30040 - Civil Engineering Technician		19.37
30051 - Cryogenic Technician I		21.24
30052 - Cryogenic Technician II		23.46
30061 - Drafter/CAD Operator I		17.06
30062 - Drafter/CAD Operator II		19.40
30063 - Drafter/CAD Operator III		21.64
30064 - Drafter/CAD Operator IV		26.17
30081 - Engineering Technician I		14.27
30082 - Engineering Technician II		16.16
30083 - Engineering Technician III		18.06
30084 - Engineering Technician IV		22.38
30085 - Engineering Technician V		27.37
30086 - Engineering Technician VI		32.87
30090 - Environmental Technician		21.02
30095 - Evidence Control Specialist		19.18
30210 - Laboratory Technician		17.33
30221 - Latent Fingerprint Technician I		21.24
30222 - Latent Fingerprint Technician II		23.46
30240 - Mathematical Technician		23.64
30361 - Paralegal/Legal Assistant I		19.75
30362 - Paralegal/Legal Assistant II		24.47
30363 - Paralegal/Legal Assistant III		27.53
30364 - Paralegal/Legal Assistant IV		31.23
30375 - Petroleum Supply Specialist		23.46
30390 - Photo-Optics Technician		23.64
30395 - Radiation Control Technician		23.46
30461 - Technical Writer I		20.71
30462 - Technical Writer II		25.33
30463 - Technical Writer III		30.65
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.17
30502 - Weather Forecaster II		31.84
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.64
30621 - Weather Observer Senior	(see 2)	23.64
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.45
31030 - Bus Driver		19.73
31043 - Driver Courier		15.53
31260 - Parking and Lot Attendant		13.04
31290 - Shuttle Bus Driver		16.75

31310 - Taxi Driver	12.16
31361 - Truckdriver Light	16.75
31362 - Truckdriver Medium	17.94
31363 - Truckdriver Heavy	20.53
31364 - Truckdriver Tractor-Trailer	20.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.81
99050 - Desk Clerk	11.36
99095 - Embalmer	36.56
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.19
99252 - Laboratory Animal Caretaker II	14.10
99260 - Marketing Analyst	22.95
99310 - Mortician	36.56
99410 - Pest Controller	21.29
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.97
99711 - Recycling Specialist	21.25
99730 - Refuse Collector	16.49
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	14.16
99830 - Survey Party Chief	30.48
99831 - Surveying Aide	16.45
99832 - Surveying Technician	20.24
99840 - Vending Machine Attendant	18.43
99841 - Vending Machine Repairer	22.70
99842 - Vending Machine Repairer Helper	18.43

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5354
Revision No.: 14
Date Of Last Revision: 06/04/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Nebraska

Area: Nebraska Counties of Boyd Brown Garfield Holt Keya Paha Loup Rock

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.15
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		19.65
01035 - Court Reporter		16.43
01041 - Customer Service Representative I		12.36
01042 - Customer Service Representative II		13.90
01043 - Customer Service Representative III		15.16
01051 - Data Entry Operator I		12.98
01052 - Data Entry Operator II		14.16
01060 - Dispatcher Motor Vehicle		18.45
01070 - Document Preparation Clerk		13.08

01090 - Duplicating Machine Operator 13.08
01111 - General Clerk I 12.70
01112 - General Clerk II 13.85
01113 - General Clerk III 15.54
01120 - Housing Referral Assistant 18.31
01141 - Messenger Courier 10.66
01191 - Order Clerk I 12.76
01192 - Order Clerk II 13.92
01261 - Personnel Assistant (Employment) I 14.68
01262 - Personnel Assistant (Employment) II 16.43
01263 - Personnel Assistant (Employment) III 18.31
01270 - Production Control Clerk 19.51
01290 - Rental Clerk 13.22
01300 - Scheduler Maintenance 14.68
01311 - Secretary I 14.68
01312 - Secretary II 16.43
01313 - Secretary III 18.31
01320 - Service Order Dispatcher 16.49
01410 - Supply Technician 19.65
01420 - Survey Worker 15.75
01460 - Switchboard Operator/Receptionist 13.41
01531 - Travel Clerk I 12.97
01532 - Travel Clerk II 13.73
01533 - Travel Clerk III 14.64
01611 - Word Processor I 13.08
01612 - Word Processor II 14.68
01613 - Word Processor III 16.43
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.69
05010 - Automotive Electrician 17.46
05040 - Automotive Glass Installer 16.53
05070 - Automotive Worker 16.53
05110 - Mobile Equipment Servicer 15.40
05130 - Motor Equipment Metal Mechanic 18.38
05160 - Motor Equipment Metal Worker 16.53
05190 - Motor Vehicle Mechanic 18.38
05220 - Motor Vehicle Mechanic Helper 15.64
05250 - Motor Vehicle Upholstery Worker 15.94
05280 - Motor Vehicle Wrecker 16.53
05310 - Painter Automotive 17.46
05340 - Radiator Repair Specialist 16.53
05370 - Tire Repairer 15.01
05400 - Transmission Repair Specialist 18.38
07000 - Food Preparation And Service Occupations
07010 - Baker 13.31
07041 - Cook I 11.67
07042 - Cook II 13.33
07070 - Dishwasher 10.18
07130 - Food Service Worker 11.36
07210 - Meat Cutter 14.07

07260 - Waiter/Waitress	9.76
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.22
09040 - Furniture Handler	13.50
09080 - Furniture Refinisher	20.22
09090 - Furniture Refinisher Helper	15.86
09110 - Furniture Repairer Minor	17.98
09130 - Upholsterer	20.22
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.69
11060 - Elevator Operator	12.69
11090 - Gardener	16.74
11122 - Housekeeping Aide	13.29
11150 - Janitor	13.29
11210 - Laborer Grounds Maintenance	13.13
11240 - Maid or Houseman	10.93
11260 - Pruner	11.93
11270 - Tractor Operator	15.52
11330 - Trail Maintenance Worker	13.13
11360 - Window Cleaner	14.63
12000 - Health Occupations	
12010 - Ambulance Driver	18.34
12011 - Breath Alcohol Technician	19.00
12012 - Certified Occupational Therapist Assistant	26.06
12015 - Certified Physical Therapist Assistant	27.49
12020 - Dental Assistant	17.74
12025 - Dental Hygienist	33.41
12030 - EKG Technician	28.78
12035 - Electroneurodiagnostic Technologist	28.78
12040 - Emergency Medical Technician	18.34
12071 - Licensed Practical Nurse I	16.98
12072 - Licensed Practical Nurse II	19.00
12073 - Licensed Practical Nurse III	21.17
12100 - Medical Assistant	15.61
12130 - Medical Laboratory Technician	21.36
12160 - Medical Record Clerk	15.24
12190 - Medical Record Technician	17.06
12195 - Medical Transcriptionist	16.98
12210 - Nuclear Medicine Technologist	41.12
12221 - Nursing Assistant I	11.31
12222 - Nursing Assistant II	12.71
12223 - Nursing Assistant III	13.87
12224 - Nursing Assistant IV	15.57
12235 - Optical Dispenser	17.57
12236 - Optical Technician	16.98
12250 - Pharmacy Technician	16.11
12280 - Phlebotomist	16.95
12305 - Radiologic Technologist	26.21
12311 - Registered Nurse I	24.87
12312 - Registered Nurse II	30.43

12313 - Registered Nurse II Specialist		30.43
12314 - Registered Nurse III		36.82
12315 - Registered Nurse III Anesthetist		36.82
12316 - Registered Nurse IV		44.13
12317 - Scheduler (Drug and Alcohol Testing)		23.53
12320 - Substance Abuse Treatment Counselor		21.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.44
13012 - Exhibits Specialist II		21.61
13013 - Exhibits Specialist III		26.43
13041 - Illustrator I		17.24
13042 - Illustrator II		21.37
13043 - Illustrator III		26.13
13047 - Librarian		23.92
13050 - Library Aide/Clerk		12.77
13054 - Library Information Technology Systems Administrator		21.61
13058 - Library Technician		16.15
13061 - Media Specialist I		15.59
13062 - Media Specialist II		17.44
13063 - Media Specialist III		19.45
13071 - Photographer I		15.13
13072 - Photographer II		16.93
13073 - Photographer III		20.98
13074 - Photographer IV		25.65
13075 - Photographer V		31.04
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		15.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.03
14042 - Computer Operator II		17.93
14043 - Computer Operator III		20.00
14044 - Computer Operator IV		22.22
14045 - Computer Operator V		24.60
14071 - Computer Programmer I	(see 1)	23.09
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)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.03
14160 - Personal Computer Support Technician		22.22
14170 - System Support Specialist		24.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.10
15020 - Aircrew Training Devices Instructor (Rated)		36.42
15030 - Air Crew Training Devices Instructor (Pilot)		43.65
15050 - Computer Based Training Specialist / Instructor		30.10
15060 - Educational Technologist		28.30

15070 - Flight Instructor (Pilot) 43.65
15080 - Graphic Artist 24.01
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.65
15086 - Maintenance Test Pilot Rotary Wing 43.65
15088 - Non-Maintenance Test/Co-Pilot 43.65
15090 - Technical Instructor 19.59
15095 - Technical Instructor/Course Developer 23.96
15110 - Test Proctor 15.81
15120 - Tutor 15.81
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.54
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 13.26
16220 - Tailor 14.04
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.86
19040 - Tool And Die Maker 25.21
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.97
21030 - Material Coordinator 19.51
21040 - Material Expediter 19.51
21050 - Material Handling Laborer 14.53
21071 - Order Filler 11.96
21080 - Production Line Worker (Food Processing) 15.97
21110 - Shipping Packer 15.22
21130 - Shipping/Receiving Clerk 15.22
21140 - Store Worker I 12.78
21150 - Stock Clerk 16.98
21210 - Tools And Parts Attendant 15.97
21410 - Warehouse Specialist 15.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.13
23019 - Aircraft Logs and Records Technician 18.44
23021 - Aircraft Mechanic I 21.96
23022 - Aircraft Mechanic II 23.13
23023 - Aircraft Mechanic III 24.20
23040 - Aircraft Mechanic Helper 15.96
23050 - Aircraft Painter 20.86
23060 - Aircraft Servicer 18.44
23070 - Aircraft Survival Flight Equipment Technician 20.86
23080 - Aircraft Worker 19.66
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.66

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.96
23110 - Appliance Mechanic 20.86
23120 - Bicycle Repairer 16.71
23125 - Cable Splicer 33.15
23130 - Carpenter Maintenance 18.18
23140 - Carpet Layer 19.66
23160 - Electrician Maintenance 21.75
23181 - Electronics Technician Maintenance I 19.71
23182 - Electronics Technician Maintenance II 22.43
23183 - Electronics Technician Maintenance III 22.53
23260 - Fabric Worker 18.44
23290 - Fire Alarm System Mechanic 21.96
23310 - Fire Extinguisher Repairer 17.21
23311 - Fuel Distribution System Mechanic 25.23
23312 - Fuel Distribution System Operator 20.42
23370 - General Maintenance Worker 17.35
23380 - Ground Support Equipment Mechanic 21.96
23381 - Ground Support Equipment Servicer 18.44
23382 - Ground Support Equipment Worker 19.66
23391 - Gunsmith I 17.21
23392 - Gunsmith II 19.66
23393 - Gunsmith III 21.96
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.43
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.58
23430 - Heavy Equipment Mechanic 21.28
23440 - Heavy Equipment Operator 18.95
23460 - Instrument Mechanic 21.96
23465 - Laboratory/Shelter Mechanic 20.86
23470 - Laborer 14.53
23510 - Locksmith 20.86
23530 - Machinery Maintenance Mechanic 26.44
23550 - Machinist Maintenance 19.04
23580 - Maintenance Trades Helper 15.96
23591 - Metrology Technician I 21.96
23592 - Metrology Technician II 23.13
23593 - Metrology Technician III 24.20
23640 - Millwright 21.96
23710 - Office Appliance Repairer 20.86
23760 - Painter Maintenance 20.86
23790 - Pipefitter Maintenance 23.66
23810 - Plumber Maintenance 22.48
23820 - Pneudraulic Systems Mechanic 21.96
23850 - Rigger 21.96
23870 - Scale Mechanic 19.66
23890 - Sheet-Metal Worker Maintenance 21.96
23910 - Small Engine Mechanic 19.66
23931 - Telecommunications Mechanic I 29.02

23932 - Telecommunications Mechanic II 30.58
23950 - Telephone Lineman 20.56
23960 - Welder Combination Maintenance 18.30
23965 - Well Driller 21.96
23970 - Woodcraft Worker 21.96
23980 - Woodworker 17.21
24000 - Personal Needs Occupations
24550 - Case Manager 15.02
24570 - Child Care Attendant 10.80
24580 - Child Care Center Clerk 13.47
24610 - Chore Aide 14.99
24620 - Family Readiness And Support Services Coordinator 15.02
24630 - Homemaker 15.02
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.96
25040 - Sewage Plant Operator 18.93
25070 - Stationary Engineer 21.96
25190 - Ventilation Equipment Tender 15.96
25210 - Water Treatment Plant Operator 18.93
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.41
27007 - Baggage Inspector 12.82
27008 - Corrections Officer 16.38
27010 - Court Security Officer 16.75
27030 - Detection Dog Handler 14.34
27040 - Detention Officer 16.38
27070 - Firefighter 16.75
27101 - Guard I 12.82
27102 - Guard II 14.34
27131 - Police Officer I 19.34
27132 - Police Officer II 21.49
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.91
28042 - Carnival Equipment Repairer 15.00
28043 - Carnival Worker 10.69
28210 - Gate Attendant/Gate Tender 16.95
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 18.96
28510 - Recreation Aide/Health Facility Attendant 13.83
28515 - Recreation Specialist 23.49
28630 - Sports Official 15.10
28690 - Swimming Pool Operator 21.00
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.82
29020 - Hatch Tender 19.82
29030 - Line Handler 19.82
29041 - Stevedore I 18.71
29042 - Stevedore II 20.87
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.06
30022 - Archeological Technician II 19.40
30023 - Archeological Technician III 24.05
30030 - Cartographic Technician 24.05
30040 - Civil Engineering Technician 19.37
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
30061 - Drafter/CAD Operator I 17.06
30062 - Drafter/CAD Operator II 19.40
30063 - Drafter/CAD Operator III 21.64
30064 - Drafter/CAD Operator IV 26.17
30081 - Engineering Technician I 14.27
30082 - Engineering Technician II 16.16
30083 - Engineering Technician III 18.06
30084 - Engineering Technician IV 22.38
30085 - Engineering Technician V 27.37
30086 - Engineering Technician VI 32.87
30090 - Environmental Technician 21.02
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 17.33
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 23.64
30361 - Paralegal/Legal Assistant I 19.75
30362 - Paralegal/Legal Assistant II 24.47
30363 - Paralegal/Legal Assistant III 27.53
30364 - Paralegal/Legal Assistant IV 31.23
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 23.64
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 20.71
30462 - Technical Writer II 25.33
30463 - Technical Writer III 30.65
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.17
30502 - Weather Forecaster II 31.84
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.64
30621 - Weather Observer Senior (see 2) 23.64
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.45
31030 - Bus Driver 19.73

31043 - Driver Courier	15.53
31260 - Parking and Lot Attendant	13.04
31290 - Shuttle Bus Driver	16.75
31310 - Taxi Driver	12.16
31361 - Truckdriver Light	16.75
31362 - Truckdriver Medium	17.94
31363 - Truckdriver Heavy	20.53
31364 - Truckdriver Tractor-Trailer	20.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.81
99050 - Desk Clerk	11.36
99095 - Embalmer	36.56
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.19
99252 - Laboratory Animal Caretaker II	14.10
99260 - Marketing Analyst	22.95
99310 - Mortician	36.56
99410 - Pest Controller	21.29
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.97
99711 - Recycling Specialist	21.25
99730 - Refuse Collector	16.49
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	14.16
99830 - Survey Party Chief	30.48
99831 - Surveying Aide	16.45
99832 - Surveying Technician	20.24
99840 - Vending Machine Attendant	18.43
99841 - Vending Machine Repairer	22.70
99842 - Vending Machine Repairer Helper	18.43

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5355
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Nebraska

Area: Nebraska Counties of Banner Box Butte Cheyenne Dawes Deuel Garden Kimball Morrill Scotts Bluff Sheridan Sioux

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.15
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		19.27
01035 - Court Reporter		16.43
01041 - Customer Service Representative I		12.36
01042 - Customer Service Representative II		13.90
01043 - Customer Service Representative III		15.16
01051 - Data Entry Operator I		12.98
01052 - Data Entry Operator II		14.16
01060 - Dispatcher Motor Vehicle		18.45
01070 - Document Preparation Clerk		13.08
01090 - Duplicating Machine Operator		13.08
01111 - General Clerk I		12.70

01112 - General Clerk II	13.85
01113 - General Clerk III	15.54
01120 - Housing Referral Assistant	18.31
01141 - Messenger Courier	10.85
01191 - Order Clerk I	12.76
01192 - Order Clerk II	13.92
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
01290 - Rental Clerk	11.66
01300 - Scheduler Maintenance	14.68
01311 - Secretary I	14.68
01312 - Secretary II	16.43
01313 - Secretary III	18.31
01320 - Service Order Dispatcher	17.94
01410 - Supply Technician	19.27
01420 - Survey Worker	13.12
01460 - Switchboard Operator/Receptionist	13.01
01531 - Travel Clerk I	12.97
01532 - Travel Clerk II	13.73
01533 - Travel Clerk III	14.64
01611 - Word Processor I	13.08
01612 - Word Processor II	14.68
01613 - Word Processor III	16.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.68
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	12.16
07041 - Cook I	11.67
07042 - Cook II	13.33
07070 - Dishwasher	10.18
07130 - Food Service Worker	11.36
07210 - Meat Cutter	15.11
07260 - Waiter/Waitress	9.76
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 18.44
09130 - Upholsterer 20.97
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.69
11060 - Elevator Operator 12.69
11090 - Gardener 16.74
11122 - Housekeeping Aide 13.29
11150 - Janitor 13.29
11210 - Laborer Grounds Maintenance 13.56
11240 - Maid or Houseman 10.93
11260 - Pruner 12.43
11270 - Tractor Operator 15.52
11330 - Trail Maintenance Worker 13.56
11360 - Window Cleaner 14.63
12000 - Health Occupations
12010 - Ambulance Driver 17.74
12011 - Breath Alcohol Technician 19.00
12012 - Certified Occupational Therapist Assistant 26.06
12015 - Certified Physical Therapist Assistant 27.49
12020 - Dental Assistant 17.74
12025 - Dental Hygienist 33.41
12030 - EKG Technician 28.78
12035 - Electroneurodiagnostic Technologist 28.78
12040 - Emergency Medical Technician 17.74
12071 - Licensed Practical Nurse I 16.98
12072 - Licensed Practical Nurse II 19.00
12073 - Licensed Practical Nurse III 21.17
12100 - Medical Assistant 15.61
12130 - Medical Laboratory Technician 21.36
12160 - Medical Record Clerk 15.24
12190 - Medical Record Technician 17.39
12195 - Medical Transcriptionist 16.98
12210 - Nuclear Medicine Technologist 41.73
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 17.04
12236 - Optical Technician 16.98
12250 - Pharmacy Technician 16.11
12280 - Phlebotomist 16.98
12305 - Radiologic Technologist 26.21
12311 - Registered Nurse I 24.87
12312 - Registered Nurse II 30.43
12313 - Registered Nurse II Specialist 30.43
12314 - Registered Nurse III 36.82

12315 - Registered Nurse III Anesthetist		36.82
12316 - Registered Nurse IV		44.13
12317 - Scheduler (Drug and Alcohol Testing)		23.53
12320 - Substance Abuse Treatment Counselor		21.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.93
13012 - Exhibits Specialist II		20.98
13013 - Exhibits Specialist III		25.65
13041 - Illustrator I		16.93
13042 - Illustrator II		20.98
13043 - Illustrator III		25.65
13047 - Librarian		23.23
13050 - Library Aide/Clerk		12.69
13054 - Library Information Technology Systems Administrator		20.98
13058 - Library Technician		14.19
13061 - Media Specialist I		15.13
13062 - Media Specialist II		16.93
13063 - Media Specialist III		18.88
13071 - Photographer I		15.13
13072 - Photographer II		16.93
13073 - Photographer III		20.98
13074 - Photographer IV		25.65
13075 - Photographer V		31.04
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.86
14042 - Computer Operator II		17.74
14043 - Computer Operator III		19.79
14044 - Computer Operator IV		21.99
14045 - Computer Operator V		24.34
14071 - Computer Programmer I	(see 1)	22.19
14072 - Computer Programmer II	(see 1)	27.50
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.86
14160 - Personal Computer Support Technician		21.99
14170 - System Support Specialist		24.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.94
15020 - Aircrew Training Devices Instructor (Rated)		34.23
15030 - Air Crew Training Devices Instructor (Pilot)		41.03
15050 - Computer Based Training Specialist / Instructor		28.94
15060 - Educational Technologist		30.10
15070 - Flight Instructor (Pilot)		41.03
15080 - Graphic Artist		23.18

15085 - Maintenance Test Pilot Fixed Jet/Prop 41.03
15086 - Maintenance Test Pilot Rotary Wing 41.03
15088 - Non-Maintenance Test/Co-Pilot 41.03
15090 - Technical Instructor 19.71
15095 - Technical Instructor/Course Developer 24.12
15110 - Test Proctor 15.92
15120 - Tutor 15.92
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.54
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 13.26
16220 - Tailor 14.04
16250 - Washer Machine 11.42
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 14.53
21071 - Order Filler 12.58
21080 - Production Line Worker (Food Processing) 17.23
21110 - Shipping Packer 15.22
21130 - Shipping/Receiving Clerk 15.22
21140 - Store Worker I 12.78
21150 - Stock Clerk 16.98
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
23019 - Aircraft Logs and Records Technician 18.61
23021 - Aircraft Mechanic I 21.96
23022 - Aircraft Mechanic II 23.13
23023 - Aircraft Mechanic III 24.47
23040 - Aircraft Mechanic Helper 16.44
23050 - Aircraft Painter 20.86
23060 - Aircraft Servicer 18.61
23070 - Aircraft Survival Flight Equipment Technician 20.86
23080 - Aircraft Worker 19.70
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.70
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.96

23110 - Appliance Mechanic 20.86
23120 - Bicycle Repairer 17.21
23125 - Cable Splicer 33.85
23130 - Carpenter Maintenance 19.62
23140 - Carpet Layer 19.66
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 18.44
23290 - Fire Alarm System Mechanic 23.58
23310 - Fire Extinguisher Repairer 17.21
23311 - Fuel Distribution System Mechanic 27.74
23312 - Fuel Distribution System Operator 21.75
23370 - General Maintenance Worker 18.95
23380 - Ground Support Equipment Mechanic 21.96
23381 - Ground Support Equipment Servicer 18.61
23382 - Ground Support Equipment Worker 19.70
23391 - Gunsmith I 17.21
23392 - Gunsmith II 19.66
23393 - Gunsmith III 22.35
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.43
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.58
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 14.53
23510 - Locksmith 20.86
23530 - Machinery Maintenance Mechanic 27.69
23550 - Machinist Maintenance 19.80
23580 - Maintenance Trades Helper 15.96
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 20.86
23760 - Painter Maintenance 20.86
23790 - Pipefitter Maintenance 23.66
23810 - Plumber Maintenance 22.48
23820 - Pneudraulic Systems Mechanic 22.35
23850 - Rigger 23.98
23870 - Scale Mechanic 19.66
23890 - Sheet-Metal Worker Maintenance 21.96
23910 - Small Engine Mechanic 19.66
23931 - Telecommunications Mechanic I 29.02
23932 - Telecommunications Mechanic II 30.58
23950 - Telephone Lineman 21.47

23960 - Welder Combination Maintenance		22.45
23965 - Well Driller		21.96
23970 - Woodcraft Worker		22.35
23980 - Woodworker		17.21
24000 - Personal Needs Occupations		
24550 - Case Manager		15.33
24570 - Child Care Attendant		10.80
24580 - Child Care Center Clerk		13.47
24610 - Chore Aide		14.99
24620 - Family Readiness And Support Services Coordinator		15.33
24630 - Homemaker		15.33
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		13.91
28042 - Carnival Equipment Repairer		15.00
28043 - Carnival Worker		10.69
28210 - Gate Attendant/Gate Tender		17.40
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		19.47
28510 - Recreation Aide/Health Facility Attendant		14.21
28515 - Recreation Specialist		22.53
28630 - Sports Official		15.50
28690 - Swimming Pool Operator		20.72
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)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
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
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
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
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 18.06
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 20.55
30361 - Paralegal/Legal Assistant I 17.62
30362 - Paralegal/Legal Assistant II 21.82
30363 - Paralegal/Legal Assistant III 26.70
30364 - Paralegal/Legal Assistant IV 32.31
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 22.01
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 22.00
30462 - Technical Writer II 26.91
30463 - Technical Writer III 32.57
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 24.37
30502 - Weather Forecaster II 29.65
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 19.81
30621 - Weather Observer Senior (see 2) 22.01
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.34
31030 - Bus Driver 19.73
31043 - Driver Courier 15.53
31260 - Parking and Lot Attendant 13.13

31290 - Shuttle Bus Driver	16.75
31310 - Taxi Driver	12.16
31361 - Truckdriver Light	16.75
31362 - Truckdriver Medium	17.94
31363 - Truckdriver Heavy	20.75
31364 - Truckdriver Tractor-Trailer	20.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.81
99050 - Desk Clerk	11.36
99095 - Embalmer	36.56
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.73
99252 - Laboratory Animal Caretaker II	13.73
99260 - Marketing Analyst	22.95
99310 - Mortician	36.56
99410 - Pest Controller	21.29
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.31
99711 - Recycling Specialist	22.83
99730 - Refuse Collector	17.54
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	14.16
99830 - Survey Party Chief	22.30
99831 - Surveying Aide	16.30
99832 - Surveying Technician	20.24
99840 - Vending Machine Attendant	16.86
99841 - Vending Machine Repairer	21.20
99842 - Vending Machine Repairer Helper	17.08

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5356
Revision No.: 14
Date Of Last Revision: 06/04/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Nebraska

Area: Nebraska Counties of Banner Box Butte Cheyenne Dawes Deuel Garden Kimball Morrill Scotts Bluff Sheridan Sioux

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.15
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		19.27
01035 - Court Reporter		16.43
01041 - Customer Service Representative I		12.36
01042 - Customer Service Representative II		13.90
01043 - Customer Service Representative III		15.16
01051 - Data Entry Operator I		12.98
01052 - Data Entry Operator II		14.16
01060 - Dispatcher Motor Vehicle		18.45

01070 - Document Preparation Clerk 13.08
01090 - Duplicating Machine Operator 13.08
01111 - General Clerk I 12.70
01112 - General Clerk II 13.85
01113 - General Clerk III 15.54
01120 - Housing Referral Assistant 18.31
01141 - Messenger Courier 10.85
01191 - Order Clerk I 12.76
01192 - Order Clerk II 13.92
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
01290 - Rental Clerk 11.66
01300 - Scheduler Maintenance 14.68
01311 - Secretary I 14.68
01312 - Secretary II 16.43
01313 - Secretary III 18.31
01320 - Service Order Dispatcher 17.94
01410 - Supply Technician 19.27
01420 - Survey Worker 13.12
01460 - Switchboard Operator/Receptionist 13.01
01531 - Travel Clerk I 12.97
01532 - Travel Clerk II 13.73
01533 - Travel Clerk III 14.64
01611 - Word Processor I 13.08
01612 - Word Processor II 14.68
01613 - Word Processor III 16.43
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.68
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 12.16
07041 - Cook I 11.67
07042 - Cook II 13.33
07070 - Dishwasher 10.18
07130 - Food Service Worker 11.36

07210 - Meat Cutter	15.11
07260 - Waiter/Waitress	9.76
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	18.44
09130 - Upholsterer	20.97
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.69
11060 - Elevator Operator	12.69
11090 - Gardener	16.74
11122 - Housekeeping Aide	13.29
11150 - Janitor	13.29
11210 - Laborer Grounds Maintenance	13.56
11240 - Maid or Houseman	10.93
11260 - Pruner	12.43
11270 - Tractor Operator	15.52
11330 - Trail Maintenance Worker	13.56
11360 - Window Cleaner	14.63
12000 - Health Occupations	
12010 - Ambulance Driver	17.74
12011 - Breath Alcohol Technician	19.00
12012 - Certified Occupational Therapist Assistant	26.06
12015 - Certified Physical Therapist Assistant	27.49
12020 - Dental Assistant	17.74
12025 - Dental Hygienist	33.41
12030 - EKG Technician	28.78
12035 - Electroneurodiagnostic Technologist	28.78
12040 - Emergency Medical Technician	17.74
12071 - Licensed Practical Nurse I	16.98
12072 - Licensed Practical Nurse II	19.00
12073 - Licensed Practical Nurse III	21.17
12100 - Medical Assistant	15.61
12130 - Medical Laboratory Technician	21.36
12160 - Medical Record Clerk	15.24
12190 - Medical Record Technician	17.39
12195 - Medical Transcriptionist	16.98
12210 - Nuclear Medicine Technologist	41.73
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	17.04
12236 - Optical Technician	16.98
12250 - Pharmacy Technician	16.11
12280 - Phlebotomist	16.98
12305 - Radiologic Technologist	26.21
12311 - Registered Nurse I	24.87

12312 - Registered Nurse II		30.43
12313 - Registered Nurse II Specialist		30.43
12314 - Registered Nurse III		36.82
12315 - Registered Nurse III Anesthetist		36.82
12316 - Registered Nurse IV		44.13
12317 - Scheduler (Drug and Alcohol Testing)		23.53
12320 - Substance Abuse Treatment Counselor		21.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.93
13012 - Exhibits Specialist II		20.98
13013 - Exhibits Specialist III		25.65
13041 - Illustrator I		16.93
13042 - Illustrator II		20.98
13043 - Illustrator III		25.65
13047 - Librarian		23.23
13050 - Library Aide/Clerk		12.69
13054 - Library Information Technology Systems Administrator		20.98
13058 - Library Technician		14.19
13061 - Media Specialist I		15.13
13062 - Media Specialist II		16.93
13063 - Media Specialist III		18.88
13071 - Photographer I		15.13
13072 - Photographer II		16.93
13073 - Photographer III		20.98
13074 - Photographer IV		25.65
13075 - Photographer V		31.04
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.86
14042 - Computer Operator II		17.74
14043 - Computer Operator III		19.79
14044 - Computer Operator IV		21.99
14045 - Computer Operator V		24.34
14071 - Computer Programmer I	(see 1)	22.19
14072 - Computer Programmer II	(see 1)	27.50
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.86
14160 - Personal Computer Support Technician		21.99
14170 - System Support Specialist		24.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.94
15020 - Aircrew Training Devices Instructor (Rated)		34.23
15030 - Air Crew Training Devices Instructor (Pilot)		41.03
15050 - Computer Based Training Specialist / Instructor		28.94

15060 - Educational Technologist 30.10
15070 - Flight Instructor (Pilot) 41.03
15080 - Graphic Artist 23.18
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.03
15086 - Maintenance Test Pilot Rotary Wing 41.03
15088 - Non-Maintenance Test/Co-Pilot 41.03
15090 - Technical Instructor 19.71
15095 - Technical Instructor/Course Developer 24.12
15110 - Test Proctor 15.92
15120 - Tutor 15.92
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.54
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 13.26
16220 - Tailor 14.04
16250 - Washer Machine 11.42
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 14.53
21071 - Order Filler 12.58
21080 - Production Line Worker (Food Processing) 17.23
21110 - Shipping Packer 15.22
21130 - Shipping/Receiving Clerk 15.22
21140 - Store Worker I 12.78
21150 - Stock Clerk 16.98
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
23019 - Aircraft Logs and Records Technician 18.61
23021 - Aircraft Mechanic I 21.96
23022 - Aircraft Mechanic II 23.13
23023 - Aircraft Mechanic III 24.47
23040 - Aircraft Mechanic Helper 16.44
23050 - Aircraft Painter 20.86
23060 - Aircraft Servicer 18.61
23070 - Aircraft Survival Flight Equipment Technician 20.86
23080 - Aircraft Worker 19.70
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 19.70

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 21.96
II
23110 - Appliance Mechanic 20.86
23120 - Bicycle Repairer 17.21
23125 - Cable Splicer 33.85
23130 - Carpenter Maintenance 19.62
23140 - Carpet Layer 19.66
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 18.44
23290 - Fire Alarm System Mechanic 23.58
23310 - Fire Extinguisher Repairer 17.21
23311 - Fuel Distribution System Mechanic 27.74
23312 - Fuel Distribution System Operator 21.75
23370 - General Maintenance Worker 18.95
23380 - Ground Support Equipment Mechanic 21.96
23381 - Ground Support Equipment Servicer 18.61
23382 - Ground Support Equipment Worker 19.70
23391 - Gunsmith I 17.21
23392 - Gunsmith II 19.66
23393 - Gunsmith III 22.35
23410 - Heating Ventilation And Air-Conditioning 21.43
Mechanic
23411 - Heating Ventilation And Air Contidioning 22.58
Mechanic (Research Facility)
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 14.53
23510 - Locksmith 20.86
23530 - Machinery Maintenance Mechanic 27.69
23550 - Machinist Maintenance 19.80
23580 - Maintenance Trades Helper 15.96
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 20.86
23760 - Painter Maintenance 20.86
23790 - Pipefitter Maintenance 23.66
23810 - Plumber Maintenance 22.48
23820 - Pneudraulic Systems Mechanic 22.35
23850 - Rigger 23.98
23870 - Scale Mechanic 19.66
23890 - Sheet-Metal Worker Maintenance 21.96
23910 - Small Engine Mechanic 19.66

23931 - Telecommunications Mechanic I	29.02
23932 - Telecommunications Mechanic II	30.58
23950 - Telephone Lineman	21.47
23960 - Welder Combination Maintenance	22.45
23965 - Well Driller	21.96
23970 - Woodcraft Worker	22.35
23980 - Woodworker	17.21
24000 - Personal Needs Occupations	
24550 - Case Manager	15.33
24570 - Child Care Attendant	10.80
24580 - Child Care Center Clerk	13.47
24610 - Chore Aide	14.99
24620 - Family Readiness And Support Services Coordinator	15.33
24630 - Homemaker	15.33
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	13.91
28042 - Carnival Equipment Repairer	15.00
28043 - Carnival Worker	10.69
28210 - Gate Attendant/Gate Tender	17.40
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	19.47
28510 - Recreation Aide/Health Facility Attendant	14.21
28515 - Recreation Specialist	22.53
28630 - Sports Official	15.50
28690 - Swimming Pool Operator	20.72
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)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
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
30051 - Cryogenic Technician I		21.24
30052 - Cryogenic Technician II		23.46
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
30095 - Evidence Control Specialist		19.18
30210 - Laboratory Technician		18.06
30221 - Latent Fingerprint Technician I		21.24
30222 - Latent Fingerprint Technician II		23.46
30240 - Mathematical Technician		20.55
30361 - Paralegal/Legal Assistant I		17.62
30362 - Paralegal/Legal Assistant II		21.82
30363 - Paralegal/Legal Assistant III		26.70
30364 - Paralegal/Legal Assistant IV		32.31
30375 - Petroleum Supply Specialist		23.46
30390 - Photo-Optics Technician		22.01
30395 - Radiation Control Technician		23.46
30461 - Technical Writer I		22.00
30462 - Technical Writer II		26.91
30463 - Technical Writer III		32.57
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		24.37
30502 - Weather Forecaster II		29.65
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	19.81
30621 - Weather Observer Senior	(see 2)	22.01

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.34

31030 - Bus Driver	19.73
31043 - Driver Courier	15.53
31260 - Parking and Lot Attendant	13.13
31290 - Shuttle Bus Driver	16.75
31310 - Taxi Driver	12.16
31361 - Truckdriver Light	16.75
31362 - Truckdriver Medium	17.94
31363 - Truckdriver Heavy	20.75
31364 - Truckdriver Tractor-Trailer	20.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.81
99050 - Desk Clerk	11.36
99095 - Embalmer	36.56
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.73
99252 - Laboratory Animal Caretaker II	13.73
99260 - Marketing Analyst	22.95
99310 - Mortician	36.56
99410 - Pest Controller	21.29
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.31
99711 - Recycling Specialist	22.83
99730 - Refuse Collector	17.54
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	14.16
99830 - Survey Party Chief	22.30
99831 - Surveying Aide	16.30
99832 - Surveying Technician	20.24
99840 - Vending Machine Attendant	16.86
99841 - Vending Machine Repairer	21.20
99842 - Vending Machine Repairer Helper	17.08

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5357
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Nebraska

Area: Nebraska Counties of Adams Arthur Blaine Buffalo Chase Cherry Clay Custer Dawson Dundy Franklin Frontier Furnas Gosper Grant Greeley Harlan Hayes Hitchcock Hooker Kearney Keith Lincoln Logan McPherson Nuckolls Perkins Phelps Red Willow Sherman Thomas Valley Webster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.48
01012 - Accounting Clerk II		16.25
01013 - Accounting Clerk III		18.18
01020 - Administrative Assistant		20.32
01035 - Court Reporter		17.51
01041 - Customer Service Representative I		11.26
01042 - Customer Service Representative II		12.66
01043 - Customer Service Representative III		13.81
01051 - Data Entry Operator I		12.10
01052 - Data Entry Operator II		13.21
01060 - Dispatcher Motor Vehicle		19.07
01070 - Document Preparation Clerk		16.08

01090 - Duplicating Machine Operator 16.08
01111 - General Clerk I 13.21
01112 - General Clerk II 14.41
01113 - General Clerk III 16.17
01120 - Housing Referral Assistant 19.52
01141 - Messenger Courier 11.49
01191 - Order Clerk I 13.86
01192 - Order Clerk II 16.02
01261 - Personnel Assistant (Employment) I 16.18
01262 - Personnel Assistant (Employment) II 18.10
01263 - Personnel Assistant (Employment) III 20.17
01270 - Production Control Clerk 23.68
01290 - Rental Clerk 13.44
01300 - Scheduler Maintenance 15.65
01311 - Secretary I 15.65
01312 - Secretary II 17.51
01313 - Secretary III 19.52
01320 - Service Order Dispatcher 17.04
01410 - Supply Technician 20.32
01420 - Survey Worker 16.13
01460 - Switchboard Operator/Receptionist 13.41
01531 - Travel Clerk I 12.97
01532 - Travel Clerk II 13.73
01533 - Travel Clerk III 14.64
01611 - Word Processor I 13.94
01612 - Word Processor II 15.65
01613 - Word Processor III 17.51
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.13
05010 - Automotive Electrician 18.15
05040 - Automotive Glass Installer 17.24
05070 - Automotive Worker 17.24
05110 - Mobile Equipment Servicer 15.40
05130 - Motor Equipment Metal Mechanic 18.90
05160 - Motor Equipment Metal Worker 17.24
05190 - Motor Vehicle Mechanic 18.90
05220 - Motor Vehicle Mechanic Helper 15.64
05250 - Motor Vehicle Upholstery Worker 16.27
05280 - Motor Vehicle Wrecker 17.24
05310 - Painter Automotive 18.15
05340 - Radiator Repair Specialist 17.24
05370 - Tire Repairer 14.96
05400 - Transmission Repair Specialist 18.90
07000 - Food Preparation And Service Occupations
07010 - Baker 12.11
07041 - Cook I 12.71
07042 - Cook II 14.31
07070 - Dishwasher 11.27
07130 - Food Service Worker 10.71
07210 - Meat Cutter 15.48

07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.51
09040 - Furniture Handler	11.96
09080 - Furniture Refinisher	17.51
09090 - Furniture Refinisher Helper	13.81
09110 - Furniture Repairer Minor	15.70
09130 - Upholsterer	17.51
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.08
11060 - Elevator Operator	14.05
11090 - Gardener	15.48
11122 - Housekeeping Aide	14.05
11150 - Janitor	14.05
11210 - Laborer Grounds Maintenance	12.54
11240 - Maid or Houseman	11.48
11260 - Pruner	11.54
11270 - Tractor Operator	14.48
11330 - Trail Maintenance Worker	12.54
11360 - Window Cleaner	15.26
12000 - Health Occupations	
12010 - Ambulance Driver	17.19
12011 - Breath Alcohol Technician	18.95
12012 - Certified Occupational Therapist Assistant	24.33
12015 - Certified Physical Therapist Assistant	25.39
12020 - Dental Assistant	19.07
12025 - Dental Hygienist	34.73
12030 - EKG Technician	25.67
12035 - Electroneurodiagnostic Technologist	25.67
12040 - Emergency Medical Technician	17.19
12071 - Licensed Practical Nurse I	16.93
12072 - Licensed Practical Nurse II	18.95
12073 - Licensed Practical Nurse III	21.12
12100 - Medical Assistant	14.65
12130 - Medical Laboratory Technician	24.06
12160 - Medical Record Clerk	16.20
12190 - Medical Record Technician	18.13
12195 - Medical Transcriptionist	17.36
12210 - Nuclear Medicine Technologist	35.41
12221 - Nursing Assistant I	10.98
12222 - Nursing Assistant II	12.35
12223 - Nursing Assistant III	13.47
12224 - Nursing Assistant IV	15.12
12235 - Optical Dispenser	17.18
12236 - Optical Technician	16.93
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	14.87
12305 - Radiologic Technologist	26.18
12311 - Registered Nurse I	24.12
12312 - Registered Nurse II	29.51

12313 - Registered Nurse II Specialist		29.51
12314 - Registered Nurse III		35.70
12315 - Registered Nurse III Anesthetist		35.70
12316 - Registered Nurse IV		42.79
12317 - Scheduler (Drug and Alcohol Testing)		23.46
12320 - Substance Abuse Treatment Counselor		23.56
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.44
13012 - Exhibits Specialist II		21.61
13013 - Exhibits Specialist III		26.43
13041 - Illustrator I		17.24
13042 - Illustrator II		21.37
13043 - Illustrator III		26.13
13047 - Librarian		23.92
13050 - Library Aide/Clerk		11.71
13054 - Library Information Technology Systems Administrator		21.61
13058 - Library Technician		16.15
13061 - Media Specialist I		15.59
13062 - Media Specialist II		17.44
13063 - Media Specialist III		19.45
13071 - Photographer I		14.21
13072 - Photographer II		15.90
13073 - Photographer III		19.69
13074 - Photographer IV		24.09
13075 - Photographer V		28.41
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		15.16
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.03
14042 - Computer Operator II		17.93
14043 - Computer Operator III		20.00
14044 - Computer Operator IV		22.22
14045 - Computer Operator V		24.60
14071 - Computer Programmer I	(see 1)	20.99
14072 - Computer Programmer II	(see 1)	26.01
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		16.03
14160 - Personal Computer Support Technician		22.22
14170 - System Support Specialist		26.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.95
15020 - Aircrew Training Devices Instructor (Rated)		36.24
15030 - Air Crew Training Devices Instructor (Pilot)		43.43
15050 - Computer Based Training Specialist / Instructor		29.95
15060 - Educational Technologist		31.11

15070 - Flight Instructor (Pilot) 43.43
15080 - Graphic Artist 19.22
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.43
15086 - Maintenance Test Pilot Rotary Wing 43.43
15088 - Non-Maintenance Test/Co-Pilot 43.43
15090 - Technical Instructor 23.71
15095 - Technical Instructor/Course Developer 29.00
15110 - Test Proctor 19.13
15120 - Tutor 19.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.16
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 12.85
16220 - Tailor 13.61
16250 - Washer Machine 11.15
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.74
19040 - Tool And Die Maker 23.97
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.59
21030 - Material Coordinator 23.68
21040 - Material Expediter 23.68
21050 - Material Handling Laborer 15.37
21071 - Order Filler 13.04
21080 - Production Line Worker (Food Processing) 18.59
21110 - Shipping Packer 17.07
21130 - Shipping/Receiving Clerk 17.07
21140 - Store Worker I 13.40
21150 - Stock Clerk 17.05
21210 - Tools And Parts Attendant 18.59
21410 - Warehouse Specialist 18.59
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.06
23019 - Aircraft Logs and Records Technician 18.18
23021 - Aircraft Mechanic I 21.13
23022 - Aircraft Mechanic II 22.06
23023 - Aircraft Mechanic III 22.76
23040 - Aircraft Mechanic Helper 16.00
23050 - Aircraft Painter 20.29
23060 - Aircraft Servicer 18.18
23070 - Aircraft Survival Flight Equipment Technician 20.29
23080 - Aircraft Worker 19.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.27

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.13
23110 - Appliance Mechanic 20.74
23120 - Bicycle Repairer 17.11
23125 - Cable Splicer 32.65
23130 - Carpenter Maintenance 18.18
23140 - Carpet Layer 19.70
23160 - Electrician Maintenance 24.09
23181 - Electronics Technician Maintenance I 21.54
23182 - Electronics Technician Maintenance II 22.69
23183 - Electronics Technician Maintenance III 23.62
23260 - Fabric Worker 18.59
23290 - Fire Alarm System Mechanic 20.56
23310 - Fire Extinguisher Repairer 17.49
23311 - Fuel Distribution System Mechanic 27.75
23312 - Fuel Distribution System Operator 22.46
23370 - General Maintenance Worker 17.35
23380 - Ground Support Equipment Mechanic 21.13
23381 - Ground Support Equipment Servicer 18.18
23382 - Ground Support Equipment Worker 19.27
23391 - Gunsmith I 17.49
23392 - Gunsmith II 19.70
23393 - Gunsmith III 21.60
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.71
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.64
23430 - Heavy Equipment Mechanic 20.93
23440 - Heavy Equipment Operator 18.44
23460 - Instrument Mechanic 21.60
23465 - Laboratory/Shelter Mechanic 20.74
23470 - Laborer 15.37
23510 - Locksmith 20.74
23530 - Machinery Maintenance Mechanic 24.69
23550 - Machinist Maintenance 19.62
23580 - Maintenance Trades Helper 15.96
23591 - Metrology Technician I 21.60
23592 - Metrology Technician II 22.56
23593 - Metrology Technician III 23.27
23640 - Millwright 21.11
23710 - Office Appliance Repairer 22.08
23760 - Painter Maintenance 17.75
23790 - Pipefitter Maintenance 22.46
23810 - Plumber Maintenance 21.57
23820 - Pneudraulic Systems Mechanic 21.60
23850 - Rigger 21.60
23870 - Scale Mechanic 19.70
23890 - Sheet-Metal Worker Maintenance 21.60
23910 - Small Engine Mechanic 19.70
23931 - Telecommunications Mechanic I 25.19

23932 - Telecommunications Mechanic II 26.31
23950 - Telephone Lineman 20.90
23960 - Welder Combination Maintenance 19.68
23965 - Well Driller 18.95
23970 - Woodcraft Worker 21.60
23980 - Woodworker 17.49
24000 - Personal Needs Occupations
24550 - Case Manager 13.90
24570 - Child Care Attendant 10.62
24580 - Child Care Center Clerk 13.25
24610 - Chore Aide 12.34
24620 - Family Readiness And Support Services Coordinator 13.90
24630 - Homemaker 14.49
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.99
25040 - Sewage Plant Operator 20.71
25070 - Stationary Engineer 22.99
25190 - Ventilation Equipment Tender 17.41
25210 - Water Treatment Plant Operator 20.71
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.80
27007 - Baggage Inspector 12.82
27008 - Corrections Officer 18.61
27010 - Court Security Officer 19.07
27030 - Detection Dog Handler 14.34
27040 - Detention Officer 18.61
27070 - Firefighter 19.53
27101 - Guard I 12.82
27102 - Guard II 14.34
27131 - Police Officer I 21.98
27132 - Police Officer II 24.42
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.34
28042 - Carnival Equipment Repairer 15.35
28043 - Carnival Worker 11.44
28210 - Gate Attendant/Gate Tender 16.13
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 18.05
28510 - Recreation Aide/Health Facility Attendant 13.17
28515 - Recreation Specialist 22.35
28630 - Sports Official 14.37
28690 - Swimming Pool Operator 17.92
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.82
29020 - Hatch Tender 19.82
29030 - Line Handler 19.82
29041 - Stevedore I 18.71
29042 - Stevedore II 20.87
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.48
30022 - Archeological Technician II 19.55
30023 - Archeological Technician III 24.22
30030 - Cartographic Technician 24.22
30040 - Civil Engineering Technician 24.22
30051 - Cryogenic Technician I 26.83
30052 - Cryogenic Technician II 29.63
30061 - Drafter/CAD Operator I 17.48
30062 - Drafter/CAD Operator II 19.55
30063 - Drafter/CAD Operator III 21.79
30064 - Drafter/CAD Operator IV 26.83
30081 - Engineering Technician I 16.03
30082 - Engineering Technician II 17.99
30083 - Engineering Technician III 20.14
30084 - Engineering Technician IV 24.94
30085 - Engineering Technician V 30.51
30086 - Engineering Technician VI 36.91
30090 - Environmental Technician 24.22
30095 - Evidence Control Specialist 24.22
30210 - Laboratory Technician 27.14
30221 - Latent Fingerprint Technician I 26.83
30222 - Latent Fingerprint Technician II 29.63
30240 - Mathematical Technician 24.22
30361 - Paralegal/Legal Assistant I 18.03
30362 - Paralegal/Legal Assistant II 22.35
30363 - Paralegal/Legal Assistant III 25.03
30364 - Paralegal/Legal Assistant IV 27.70
30375 - Petroleum Supply Specialist 29.63
30390 - Photo-Optics Technician 23.64
30395 - Radiation Control Technician 29.63
30461 - Technical Writer I 24.22
30462 - Technical Writer II 29.63
30463 - Technical Writer III 35.84
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.83
30502 - Weather Forecaster II 32.62
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.79
30621 - Weather Observer Senior (see 2) 24.22
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.68
31030 - Bus Driver 16.64

31043 - Driver Courier	14.38
31260 - Parking and Lot Attendant	12.52
31290 - Shuttle Bus Driver	14.78
31310 - Taxi Driver	13.04
31361 - Truckdriver Light	14.78
31362 - Truckdriver Medium	15.51
31363 - Truckdriver Heavy	18.11
31364 - Truckdriver Tractor-Trailer	18.11
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.60
99050 - Desk Clerk	11.21
99095 - Embalmer	28.85
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.04
99252 - Laboratory Animal Caretaker II	13.94
99260 - Marketing Analyst	23.20
99310 - Mortician	28.85
99410 - Pest Controller	20.80
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.34
99711 - Recycling Specialist	20.02
99730 - Refuse Collector	15.96
99810 - Sales Clerk	11.93
99820 - School Crossing Guard	14.59
99830 - Survey Party Chief	29.56
99831 - Surveying Aide	15.96
99832 - Surveying Technician	19.63
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	22.04
99842 - Vending Machine Repairer Helper	18.30

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5358
Revision No.: 12
Date Of Last Revision: 06/05/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Nebraska

Area: Nebraska Counties of Adams Arthur Blaine Buffalo Chase Cherry Clay Custer Dawson Dundy Franklin Frontier Furnas Gosper Grant Greeley Harlan Hayes Hitchcock Hooker Kearney Keith Lincoln Logan McPherson Nuckolls Perkins Phelps Red Willow Sherman Thomas Valley Webster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.48
01012 - Accounting Clerk II		16.25
01013 - Accounting Clerk III		18.18
01020 - Administrative Assistant		20.32
01035 - Court Reporter		17.51
01041 - Customer Service Representative I		11.26
01042 - Customer Service Representative II		12.66
01043 - Customer Service Representative III		13.81
01051 - Data Entry Operator I		12.10

01052 - Data Entry Operator II 13.21
01060 - Dispatcher Motor Vehicle 19.07
01070 - Document Preparation Clerk 16.08
01090 - Duplicating Machine Operator 16.08
01111 - General Clerk I 13.21
01112 - General Clerk II 14.41
01113 - General Clerk III 16.17
01120 - Housing Referral Assistant 19.52
01141 - Messenger Courier 11.49
01191 - Order Clerk I 13.86
01192 - Order Clerk II 16.02
01261 - Personnel Assistant (Employment) I 16.18
01262 - Personnel Assistant (Employment) II 18.10
01263 - Personnel Assistant (Employment) III 20.17
01270 - Production Control Clerk 23.68
01290 - Rental Clerk 13.44
01300 - Scheduler Maintenance 15.65
01311 - Secretary I 15.65
01312 - Secretary II 17.51
01313 - Secretary III 19.52
01320 - Service Order Dispatcher 17.04
01410 - Supply Technician 20.32
01420 - Survey Worker 16.13
01460 - Switchboard Operator/Receptionist 13.41
01531 - Travel Clerk I 12.97
01532 - Travel Clerk II 13.73
01533 - Travel Clerk III 14.64
01611 - Word Processor I 13.94
01612 - Word Processor II 15.65
01613 - Word Processor III 17.51
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.13
05010 - Automotive Electrician 18.15
05040 - Automotive Glass Installer 17.24
05070 - Automotive Worker 17.24
05110 - Mobile Equipment Servicer 15.40
05130 - Motor Equipment Metal Mechanic 18.90
05160 - Motor Equipment Metal Worker 17.24
05190 - Motor Vehicle Mechanic 18.90
05220 - Motor Vehicle Mechanic Helper 15.64
05250 - Motor Vehicle Upholstery Worker 16.27
05280 - Motor Vehicle Wrecker 17.24
05310 - Painter Automotive 18.15
05340 - Radiator Repair Specialist 17.24
05370 - Tire Repairer 14.96
05400 - Transmission Repair Specialist 18.90
07000 - Food Preparation And Service Occupations
07010 - Baker 12.11
07041 - Cook I 12.71
07042 - Cook II 14.31

07070 - Dishwasher 11.27
07130 - Food Service Worker 10.71
07210 - Meat Cutter 15.48
07260 - Waiter/Waitress 9.96
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.51
09040 - Furniture Handler 11.96
09080 - Furniture Refinisher 17.51
09090 - Furniture Refinisher Helper 13.81
09110 - Furniture Repairer Minor 15.70
09130 - Upholsterer 17.51
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.08
11060 - Elevator Operator 14.05
11090 - Gardener 15.48
11122 - Housekeeping Aide 14.05
11150 - Janitor 14.05
11210 - Laborer Grounds Maintenance 12.54
11240 - Maid or Houseman 11.48
11260 - Pruner 11.54
11270 - Tractor Operator 14.48
11330 - Trail Maintenance Worker 12.54
11360 - Window Cleaner 15.26
12000 - Health Occupations
12010 - Ambulance Driver 17.19
12011 - Breath Alcohol Technician 18.95
12012 - Certified Occupational Therapist Assistant 24.33
12015 - Certified Physical Therapist Assistant 25.39
12020 - Dental Assistant 19.07
12025 - Dental Hygienist 34.73
12030 - EKG Technician 25.67
12035 - Electroneurodiagnostic Technologist 25.67
12040 - Emergency Medical Technician 17.19
12071 - Licensed Practical Nurse I 16.93
12072 - Licensed Practical Nurse II 18.95
12073 - Licensed Practical Nurse III 21.12
12100 - Medical Assistant 14.65
12130 - Medical Laboratory Technician 24.06
12160 - Medical Record Clerk 16.20
12190 - Medical Record Technician 18.13
12195 - Medical Transcriptionist 17.36
12210 - Nuclear Medicine Technologist 35.41
12221 - Nursing Assistant I 10.98
12222 - Nursing Assistant II 12.35
12223 - Nursing Assistant III 13.47
12224 - Nursing Assistant IV 15.12
12235 - Optical Dispenser 17.18
12236 - Optical Technician 16.93
12250 - Pharmacy Technician 16.23
12280 - Phlebotomist 14.87

12305 - Radiologic Technologist		26.18
12311 - Registered Nurse I		24.12
12312 - Registered Nurse II		29.51
12313 - Registered Nurse II Specialist		29.51
12314 - Registered Nurse III		35.70
12315 - Registered Nurse III Anesthetist		35.70
12316 - Registered Nurse IV		42.79
12317 - Scheduler (Drug and Alcohol Testing)		23.46
12320 - Substance Abuse Treatment Counselor		23.56
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.44
13012 - Exhibits Specialist II		21.61
13013 - Exhibits Specialist III		26.43
13041 - Illustrator I		17.24
13042 - Illustrator II		21.37
13043 - Illustrator III		26.13
13047 - Librarian		23.92
13050 - Library Aide/Clerk		11.71
13054 - Library Information Technology Systems Administrator		21.61
13058 - Library Technician		16.15
13061 - Media Specialist I		15.59
13062 - Media Specialist II		17.44
13063 - Media Specialist III		19.45
13071 - Photographer I		14.21
13072 - Photographer II		15.90
13073 - Photographer III		19.69
13074 - Photographer IV		24.09
13075 - Photographer V		28.41
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		15.16
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.03
14042 - Computer Operator II		17.93
14043 - Computer Operator III		20.00
14044 - Computer Operator IV		22.22
14045 - Computer Operator V		24.60
14071 - Computer Programmer I	(see 1)	20.99
14072 - Computer Programmer II	(see 1)	26.01
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		16.03
14160 - Personal Computer Support Technician		22.22
14170 - System Support Specialist		26.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.95
15020 - Aircrew Training Devices Instructor (Rated)		36.24

15030 - Air Crew Training Devices Instructor (Pilot)	43.43
15050 - Computer Based Training Specialist / Instructor	29.95
15060 - Educational Technologist	31.11
15070 - Flight Instructor (Pilot)	43.43
15080 - Graphic Artist	19.22
15085 - Maintenance Test Pilot Fixed Jet/Prop	43.43
15086 - Maintenance Test Pilot Rotary Wing	43.43
15088 - Non-Maintenance Test/Co-Pilot	43.43
15090 - Technical Instructor	23.71
15095 - Technical Instructor/Course Developer	29.00
15110 - Test Proctor	19.13
15120 - Tutor	19.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.64
16030 - Counter Attendant	10.64
16040 - Dry Cleaner	12.16
16070 - Finisher Flatwork Machine	10.64
16090 - Presser Hand	10.64
16110 - Presser Machine Drycleaning	10.64
16130 - Presser Machine Shirts	10.64
16160 - Presser Machine Wearing Apparel Laundry	10.64
16190 - Sewing Machine Operator	12.85
16220 - Tailor	13.61
16250 - Washer Machine	11.15
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.74
19040 - Tool And Die Maker	23.97
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.59
21030 - Material Coordinator	23.68
21040 - Material Expediter	23.68
21050 - Material Handling Laborer	15.37
21071 - Order Filler	13.04
21080 - Production Line Worker (Food Processing)	18.59
21110 - Shipping Packer	17.07
21130 - Shipping/Receiving Clerk	17.07
21140 - Store Worker I	13.40
21150 - Stock Clerk	17.05
21210 - Tools And Parts Attendant	18.59
21410 - Warehouse Specialist	18.59
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.06
23019 - Aircraft Logs and Records Technician	18.18
23021 - Aircraft Mechanic I	21.13
23022 - Aircraft Mechanic II	22.06
23023 - Aircraft Mechanic III	22.76
23040 - Aircraft Mechanic Helper	16.00
23050 - Aircraft Painter	20.29
23060 - Aircraft Servicer	18.18
23070 - Aircraft Survival Flight Equipment Technician	20.29

23080 - Aircraft Worker 19.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.13
23110 - Appliance Mechanic 20.74
23120 - Bicycle Repairer 17.11
23125 - Cable Splicer 32.65
23130 - Carpenter Maintenance 18.18
23140 - Carpet Layer 19.70
23160 - Electrician Maintenance 24.09
23181 - Electronics Technician Maintenance I 21.54
23182 - Electronics Technician Maintenance II 22.69
23183 - Electronics Technician Maintenance III 23.62
23260 - Fabric Worker 18.59
23290 - Fire Alarm System Mechanic 20.56
23310 - Fire Extinguisher Repairer 17.49
23311 - Fuel Distribution System Mechanic 27.75
23312 - Fuel Distribution System Operator 22.46
23370 - General Maintenance Worker 17.35
23380 - Ground Support Equipment Mechanic 21.13
23381 - Ground Support Equipment Servicer 18.18
23382 - Ground Support Equipment Worker 19.27
23391 - Gunsmith I 17.49
23392 - Gunsmith II 19.70
23393 - Gunsmith III 21.60
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.71
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.64
23430 - Heavy Equipment Mechanic 20.93
23440 - Heavy Equipment Operator 18.44
23460 - Instrument Mechanic 21.60
23465 - Laboratory/Shelter Mechanic 20.74
23470 - Laborer 15.37
23510 - Locksmith 20.74
23530 - Machinery Maintenance Mechanic 24.69
23550 - Machinist Maintenance 19.62
23580 - Maintenance Trades Helper 15.96
23591 - Metrology Technician I 21.60
23592 - Metrology Technician II 22.56
23593 - Metrology Technician III 23.27
23640 - Millwright 21.11
23710 - Office Appliance Repairer 22.08
23760 - Painter Maintenance 17.75
23790 - Pipefitter Maintenance 22.46
23810 - Plumber Maintenance 21.57
23820 - Pneudraulic Systems Mechanic 21.60
23850 - Rigger 21.60
23870 - Scale Mechanic 19.70

23890 - Sheet-Metal Worker Maintenance 21.60
23910 - Small Engine Mechanic 19.70
23931 - Telecommunications Mechanic I 25.19
23932 - Telecommunications Mechanic II 26.31
23950 - Telephone Lineman 20.90
23960 - Welder Combination Maintenance 19.68
23965 - Well Driller 18.95
23970 - Woodcraft Worker 21.60
23980 - Woodworker 17.49
24000 - Personal Needs Occupations
24550 - Case Manager 13.90
24570 - Child Care Attendant 10.62
24580 - Child Care Center Clerk 13.25
24610 - Chore Aide 12.34
24620 - Family Readiness And Support Services Coordinator 13.90
24630 - Homemaker 14.49
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.99
25040 - Sewage Plant Operator 20.71
25070 - Stationary Engineer 22.99
25190 - Ventilation Equipment Tender 17.41
25210 - Water Treatment Plant Operator 20.71
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.80
27007 - Baggage Inspector 12.82
27008 - Corrections Officer 18.61
27010 - Court Security Officer 19.07
27030 - Detection Dog Handler 14.34
27040 - Detention Officer 18.61
27070 - Firefighter 19.53
27101 - Guard I 12.82
27102 - Guard II 14.34
27131 - Police Officer I 21.98
27132 - Police Officer II 24.42
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.34
28042 - Carnival Equipment Repairer 15.35
28043 - Carnival Worker 11.44
28210 - Gate Attendant/Gate Tender 16.13
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 18.05
28510 - Recreation Aide/Health Facility Attendant 13.17
28515 - Recreation Specialist 22.35
28630 - Sports Official 14.37
28690 - Swimming Pool Operator 17.92
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.82
29020 - Hatch Tender 19.82
29030 - Line Handler 19.82

29041 - Stevedore I 18.71
29042 - Stevedore II 20.87
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.48
30022 - Archeological Technician II 19.55
30023 - Archeological Technician III 24.22
30030 - Cartographic Technician 24.22
30040 - Civil Engineering Technician 24.22
30051 - Cryogenic Technician I 26.83
30052 - Cryogenic Technician II 29.63
30061 - Drafter/CAD Operator I 17.48
30062 - Drafter/CAD Operator II 19.55
30063 - Drafter/CAD Operator III 21.79
30064 - Drafter/CAD Operator IV 26.83
30081 - Engineering Technician I 16.03
30082 - Engineering Technician II 17.99
30083 - Engineering Technician III 20.14
30084 - Engineering Technician IV 24.94
30085 - Engineering Technician V 30.51
30086 - Engineering Technician VI 36.91
30090 - Environmental Technician 24.22
30095 - Evidence Control Specialist 24.22
30210 - Laboratory Technician 27.14
30221 - Latent Fingerprint Technician I 26.83
30222 - Latent Fingerprint Technician II 29.63
30240 - Mathematical Technician 24.22
30361 - Paralegal/Legal Assistant I 18.03
30362 - Paralegal/Legal Assistant II 22.35
30363 - Paralegal/Legal Assistant III 25.03
30364 - Paralegal/Legal Assistant IV 27.70
30375 - Petroleum Supply Specialist 29.63
30390 - Photo-Optics Technician 23.64
30395 - Radiation Control Technician 29.63
30461 - Technical Writer I 24.22
30462 - Technical Writer II 29.63
30463 - Technical Writer III 35.84
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.83
30502 - Weather Forecaster II 32.62
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.79
30621 - Weather Observer Senior (see 2) 24.22
31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot	30.67
31020 - Bus Aide	12.68
31030 - Bus Driver	16.64
31043 - Driver Courier	14.38
31260 - Parking and Lot Attendant	12.52
31290 - Shuttle Bus Driver	14.78
31310 - Taxi Driver	13.04
31361 - Truckdriver Light	14.78
31362 - Truckdriver Medium	15.51
31363 - Truckdriver Heavy	18.11
31364 - Truckdriver Tractor-Trailer	18.11
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.60
99050 - Desk Clerk	11.21
99095 - Embalmer	28.85
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.04
99252 - Laboratory Animal Caretaker II	13.94
99260 - Marketing Analyst	23.20
99310 - Mortician	28.85
99410 - Pest Controller	20.80
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.34
99711 - Recycling Specialist	20.02
99730 - Refuse Collector	15.96
99810 - Sales Clerk	11.93
99820 - School Crossing Guard	14.59
99830 - Survey Party Chief	29.56
99831 - Surveying Aide	15.96
99832 - Surveying Technician	19.63
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	22.04
99842 - Vending Machine Repairer Helper	18.30

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5359
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Nebraska

Area: Nebraska Counties of Antelope Boone Knox Nance Platte Polk Wheeler

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.37
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.05
01020 - Administrative Assistant		21.08
01035 - Court Reporter		17.26
01041 - Customer Service Representative I		11.97
01042 - Customer Service Representative II		13.46
01043 - Customer Service Representative III		14.68
01051 - Data Entry Operator I		12.83
01052 - Data Entry Operator II		14.00
01060 - Dispatcher Motor Vehicle		22.47
01070 - Document Preparation Clerk		13.74
01090 - Duplicating Machine Operator		13.74
01111 - General Clerk I		13.30
01112 - General Clerk II		14.51

01113 - General Clerk III 16.29
01120 - Housing Referral Assistant 19.24
01141 - Messenger Courier 11.20
01191 - Order Clerk I 14.65
01192 - Order Clerk II 15.98
01261 - Personnel Assistant (Employment) I 15.49
01262 - Personnel Assistant (Employment) II 17.34
01263 - Personnel Assistant (Employment) III 19.32
01270 - Production Control Clerk 22.14
01290 - Rental Clerk 14.52
01300 - Scheduler Maintenance 15.42
01311 - Secretary I 15.42
01312 - Secretary II 17.26
01313 - Secretary III 19.24
01320 - Service Order Dispatcher 20.08
01410 - Supply Technician 21.08
01420 - Survey Worker 16.29
01460 - Switchboard Operator/Receptionist 14.22
01531 - Travel Clerk I 12.97
01532 - Travel Clerk II 13.73
01533 - Travel Clerk III 14.64
01611 - Word Processor I 13.74
01612 - Word Processor II 15.42
01613 - Word Processor III 17.26
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.46
05010 - Automotive Electrician 20.66
05040 - Automotive Glass Installer 20.00
05070 - Automotive Worker 20.00
05110 - Mobile Equipment Servicer 18.33
05130 - Motor Equipment Metal Mechanic 21.41
05160 - Motor Equipment Metal Worker 20.00
05190 - Motor Vehicle Mechanic 21.41
05220 - Motor Vehicle Mechanic Helper 17.15
05250 - Motor Vehicle Upholstery Worker 19.28
05280 - Motor Vehicle Wrecker 20.00
05310 - Painter Automotive 20.66
05340 - Radiator Repair Specialist 20.00
05370 - Tire Repairer 14.66
05400 - Transmission Repair Specialist 21.41
07000 - Food Preparation And Service Occupations
07010 - Baker 12.37
07041 - Cook I 12.24
07042 - Cook II 13.64
07070 - Dishwasher 10.20
07130 - Food Service Worker 11.09
07210 - Meat Cutter 13.89
07260 - Waiter/Waitress 9.78
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.73

09040 - Furniture Handler 12.11
09080 - Furniture Refinisher 17.73
09090 - Furniture Refinisher Helper 13.98
09110 - Furniture Repairer Minor 15.89
09130 - Upholsterer 17.73
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.33
11060 - Elevator Operator 12.53
11090 - Gardener 15.94
11122 - Housekeeping Aide 12.53
11150 - Janitor 12.53
11210 - Laborer Grounds Maintenance 12.91
11240 - Maid or Houseman 11.79
11260 - Pruner 11.89
11270 - Tractor Operator 14.91
11330 - Trail Maintenance Worker 12.91
11360 - Window Cleaner 13.61
12000 - Health Occupations
12010 - Ambulance Driver 18.34
12011 - Breath Alcohol Technician 18.79
12012 - Certified Occupational Therapist Assistant 25.78
12015 - Certified Physical Therapist Assistant 24.10
12020 - Dental Assistant 18.82
12025 - Dental Hygienist 34.12
12030 - EKG Technician 28.48
12035 - Electroneurodiagnostic Technologist 28.48
12040 - Emergency Medical Technician 18.34
12071 - Licensed Practical Nurse I 16.79
12072 - Licensed Practical Nurse II 18.79
12073 - Licensed Practical Nurse III 20.95
12100 - Medical Assistant 14.91
12130 - Medical Laboratory Technician 24.06
12160 - Medical Record Clerk 16.30
12190 - Medical Record Technician 18.24
12195 - Medical Transcriptionist 19.89
12210 - Nuclear Medicine Technologist 41.29
12221 - Nursing Assistant I 11.72
12222 - Nursing Assistant II 13.18
12223 - Nursing Assistant III 14.38
12224 - Nursing Assistant IV 16.14
12235 - Optical Dispenser 15.91
12236 - Optical Technician 16.79
12250 - Pharmacy Technician 15.40
12280 - Phlebotomist 14.39
12305 - Radiologic Technologist 27.10
12311 - Registered Nurse I 24.24
12312 - Registered Nurse II 29.66
12313 - Registered Nurse II Specialist 29.66
12314 - Registered Nurse III 35.88
12315 - Registered Nurse III Anesthetist 35.88

12316 - Registered Nurse IV		43.01
12317 - Scheduler (Drug and Alcohol Testing)		23.28
12320 - Substance Abuse Treatment Counselor		24.01
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.44
13012 - Exhibits Specialist II		21.61
13013 - Exhibits Specialist III		26.43
13041 - Illustrator I		17.24
13042 - Illustrator II		21.37
13043 - Illustrator III		26.13
13047 - Librarian		23.92
13050 - Library Aide/Clerk		11.71
13054 - Library Information Technology Systems Administrator		21.61
13058 - Library Technician		16.15
13061 - Media Specialist I		15.59
13062 - Media Specialist II		17.44
13063 - Media Specialist III		19.45
13071 - Photographer I		13.84
13072 - Photographer II		15.09
13073 - Photographer III		19.05
13074 - Photographer IV		22.90
13075 - Photographer V		24.87
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		13.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.54
14042 - Computer Operator II		17.39
14043 - Computer Operator III		19.39
14044 - Computer Operator IV		21.54
14045 - Computer Operator V		23.86
14071 - Computer Programmer I	(see 1)	20.99
14072 - Computer Programmer II	(see 1)	26.01
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.54
14160 - Personal Computer Support Technician		21.54
14170 - System Support Specialist		27.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.42
15020 - Aircrew Training Devices Instructor (Rated)		35.59
15030 - Air Crew Training Devices Instructor (Pilot)		41.65
15050 - Computer Based Training Specialist / Instructor		29.42
15060 - Educational Technologist		31.68
15070 - Flight Instructor (Pilot)		41.65
15080 - Graphic Artist		19.22
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.65

15086 - Maintenance Test Pilot Rotary Wing 41.65
15088 - Non-Maintenance Test/Co-Pilot 41.65
15090 - Technical Instructor 21.88
15095 - Technical Instructor/Course Developer 26.76
15110 - Test Proctor 17.66
15120 - Tutor 17.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.54
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 13.26
16220 - Tailor 14.04
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.12
19040 - Tool And Die Maker 23.25
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.97
21030 - Material Coordinator 22.14
21040 - Material Expediter 22.14
21050 - Material Handling Laborer 16.99
21071 - Order Filler 11.99
21080 - Production Line Worker (Food Processing) 17.97
21110 - Shipping Packer 17.78
21130 - Shipping/Receiving Clerk 17.78
21140 - Store Worker I 13.40
21150 - Stock Clerk 17.05
21210 - Tools And Parts Attendant 17.97
21410 - Warehouse Specialist 17.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.32
23019 - Aircraft Logs and Records Technician 19.21
23021 - Aircraft Mechanic I 22.33
23022 - Aircraft Mechanic II 23.32
23023 - Aircraft Mechanic III 24.05
23040 - Aircraft Mechanic Helper 16.90
23050 - Aircraft Painter 21.44
23060 - Aircraft Servicer 19.21
23070 - Aircraft Survival Flight Equipment Technician 21.44
23080 - Aircraft Worker 20.36
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.36
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.33
23110 - Appliance Mechanic 18.88

23120 - Bicycle Repairer	18.08
23125 - Cable Splicer	30.21
23130 - Carpenter Maintenance	18.18
23140 - Carpet Layer	20.36
23160 - Electrician Maintenance	22.94
23181 - Electronics Technician Maintenance I	21.79
23182 - Electronics Technician Maintenance II	22.94
23183 - Electronics Technician Maintenance III	23.89
23260 - Fabric Worker	19.21
23290 - Fire Alarm System Mechanic	22.33
23310 - Fire Extinguisher Repairer	18.08
23311 - Fuel Distribution System Mechanic	25.23
23312 - Fuel Distribution System Operator	20.42
23370 - General Maintenance Worker	18.15
23380 - Ground Support Equipment Mechanic	22.33
23381 - Ground Support Equipment Servicer	19.21
23382 - Ground Support Equipment Worker	20.36
23391 - Gunsmith I	18.08
23392 - Gunsmith II	20.36
23393 - Gunsmith III	22.33
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.78
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.80
23430 - Heavy Equipment Mechanic	21.88
23440 - Heavy Equipment Operator	19.49
23460 - Instrument Mechanic	22.33
23465 - Laboratory/Shelter Mechanic	21.44
23470 - Laborer	16.99
23510 - Locksmith	21.44
23530 - Machinery Maintenance Mechanic	23.70
23550 - Machinist Maintenance	18.53
23580 - Maintenance Trades Helper	16.90
23591 - Metrology Technician I	22.33
23592 - Metrology Technician II	23.32
23593 - Metrology Technician III	24.05
23640 - Millwright	23.13
23710 - Office Appliance Repairer	20.49
23760 - Painter Maintenance	17.75
23790 - Pipefitter Maintenance	23.29
23810 - Plumber Maintenance	22.53
23820 - Pneudraulic Systems Mechanic	22.33
23850 - Rigger	22.33
23870 - Scale Mechanic	20.36
23890 - Sheet-Metal Worker Maintenance	21.69
23910 - Small Engine Mechanic	20.36
23931 - Telecommunications Mechanic I	29.15
23932 - Telecommunications Mechanic II	30.45
23950 - Telephone Lineman	20.56
23960 - Welder Combination Maintenance	18.64

23965 - Well Driller		22.33
23970 - Woodcraft Worker		22.33
23980 - Woodworker		18.08
24000 - Personal Needs Occupations		
24550 - Case Manager		15.06
24570 - Child Care Attendant		10.20
24580 - Child Care Center Clerk		12.72
24610 - Chore Aide		11.74
24620 - Family Readiness And Support Services Coordinator		15.06
24630 - Homemaker		15.06
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		20.85
25040 - Sewage Plant Operator		22.66
25070 - Stationary Engineer		20.85
25190 - Ventilation Equipment Tender		15.79
25210 - Water Treatment Plant Operator		22.66
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.41
27007 - Baggage Inspector		14.82
27008 - Corrections Officer		17.70
27010 - Court Security Officer		20.05
27030 - Detection Dog Handler		16.58
27040 - Detention Officer		17.70
27070 - Firefighter		22.39
27101 - Guard I		14.82
27102 - Guard II		16.58
27131 - Police Officer I		20.23
27132 - Police Officer II		22.48
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.30
28042 - Carnival Equipment Repairer		13.16
28043 - Carnival Worker		9.81
28210 - Gate Attendant/Gate Tender		16.44
28310 - Lifeguard		12.40
28350 - Park Attendant (Aide)		18.40
28510 - Recreation Aide/Health Facility Attendant		13.43
28515 - Recreation Specialist		22.79
28630 - Sports Official		14.65
28690 - Swimming Pool Operator		17.35
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.80
29020 - Hatch Tender		21.80
29030 - Line Handler		21.80
29041 - Stevedore I		20.58
29042 - Stevedore II		22.96
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I 17.06
30022 - Archeological Technician II 19.40
30023 - Archeological Technician III 24.05
30030 - Cartographic Technician 24.05
30040 - Civil Engineering Technician 21.00
30051 - Cryogenic Technician I 23.26
30052 - Cryogenic Technician II 25.69
30061 - Drafter/CAD Operator I 17.06
30062 - Drafter/CAD Operator II 19.40
30063 - Drafter/CAD Operator III 21.64
30064 - Drafter/CAD Operator IV 26.17
30081 - Engineering Technician I 14.28
30082 - Engineering Technician II 16.16
30083 - Engineering Technician III 18.06
30084 - Engineering Technician IV 22.38
30085 - Engineering Technician V 27.37
30086 - Engineering Technician VI 32.88
30090 - Environmental Technician 21.02
30095 - Evidence Control Specialist 21.00
30210 - Laboratory Technician 20.56
30221 - Latent Fingerprint Technician I 23.26
30222 - Latent Fingerprint Technician II 25.69
30240 - Mathematical Technician 23.64
30361 - Paralegal/Legal Assistant I 18.89
30362 - Paralegal/Legal Assistant II 23.39
30363 - Paralegal/Legal Assistant III 28.62
30364 - Paralegal/Legal Assistant IV 34.62
30375 - Petroleum Supply Specialist 25.69
30390 - Photo-Optics Technician 23.64
30395 - Radiation Control Technician 25.69
30461 - Technical Writer I 21.00
30462 - Technical Writer II 25.69
30463 - Technical Writer III 31.08
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.17
30502 - Weather Forecaster II 31.84
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.64
30621 - Weather Observer Senior (see 2) 23.64
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.83
31030 - Bus Driver 19.97
31043 - Driver Courier 15.41
31260 - Parking and Lot Attendant 13.91
31290 - Shuttle Bus Driver 16.48

31310 - Taxi Driver	12.95
31361 - Truckdriver Light	16.48
31362 - Truckdriver Medium	17.52
31363 - Truckdriver Heavy	21.16
31364 - Truckdriver Tractor-Trailer	21.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.82
99050 - Desk Clerk	11.86
99095 - Embalmer	27.90
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.51
99252 - Laboratory Animal Caretaker II	15.51
99260 - Marketing Analyst	27.04
99310 - Mortician	27.90
99410 - Pest Controller	20.80
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.01
99711 - Recycling Specialist	19.62
99730 - Refuse Collector	15.65
99810 - Sales Clerk	11.17
99820 - School Crossing Guard	14.59
99830 - Survey Party Chief	31.40
99831 - Surveying Aide	16.94
99832 - Surveying Technician	20.85
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	22.04
99842 - Vending Machine Repairer Helper	18.30

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5360
Revision No.: 14
Date Of Last Revision: 06/05/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Nebraska

Area: Nebraska Counties of Antelope Boone Knox Nance Platte Polk Wheeler

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.37
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.05
01020 - Administrative Assistant		21.08
01035 - Court Reporter		17.26
01041 - Customer Service Representative I		11.97
01042 - Customer Service Representative II		13.46
01043 - Customer Service Representative III		14.68
01051 - Data Entry Operator I		12.83
01052 - Data Entry Operator II		14.00
01060 - Dispatcher Motor Vehicle		22.47
01070 - Document Preparation Clerk		13.74

01090 - Duplicating Machine Operator 13.74
01111 - General Clerk I 13.30
01112 - General Clerk II 14.51
01113 - General Clerk III 16.29
01120 - Housing Referral Assistant 19.24
01141 - Messenger Courier 11.20
01191 - Order Clerk I 14.65
01192 - Order Clerk II 15.98
01261 - Personnel Assistant (Employment) I 15.49
01262 - Personnel Assistant (Employment) II 17.34
01263 - Personnel Assistant (Employment) III 19.32
01270 - Production Control Clerk 22.14
01290 - Rental Clerk 14.52
01300 - Scheduler Maintenance 15.42
01311 - Secretary I 15.42
01312 - Secretary II 17.26
01313 - Secretary III 19.24
01320 - Service Order Dispatcher 20.08
01410 - Supply Technician 21.08
01420 - Survey Worker 16.29
01460 - Switchboard Operator/Receptionist 14.22
01531 - Travel Clerk I 12.97
01532 - Travel Clerk II 13.73
01533 - Travel Clerk III 14.64
01611 - Word Processor I 13.74
01612 - Word Processor II 15.42
01613 - Word Processor III 17.26
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.46
05010 - Automotive Electrician 20.66
05040 - Automotive Glass Installer 20.00
05070 - Automotive Worker 20.00
05110 - Mobile Equipment Servicer 18.33
05130 - Motor Equipment Metal Mechanic 21.41
05160 - Motor Equipment Metal Worker 20.00
05190 - Motor Vehicle Mechanic 21.41
05220 - Motor Vehicle Mechanic Helper 17.15
05250 - Motor Vehicle Upholstery Worker 19.28
05280 - Motor Vehicle Wrecker 20.00
05310 - Painter Automotive 20.66
05340 - Radiator Repair Specialist 20.00
05370 - Tire Repairer 14.66
05400 - Transmission Repair Specialist 21.41
07000 - Food Preparation And Service Occupations
07010 - Baker 12.37
07041 - Cook I 12.24
07042 - Cook II 13.64
07070 - Dishwasher 10.20
07130 - Food Service Worker 11.09
07210 - Meat Cutter 13.89

07260 - Waiter/Waitress	9.78
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.73
09040 - Furniture Handler	12.11
09080 - Furniture Refinisher	17.73
09090 - Furniture Refinisher Helper	13.98
09110 - Furniture Repairer Minor	15.89
09130 - Upholsterer	17.73
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.33
11060 - Elevator Operator	12.53
11090 - Gardener	15.94
11122 - Housekeeping Aide	12.53
11150 - Janitor	12.53
11210 - Laborer Grounds Maintenance	12.91
11240 - Maid or Houseman	11.79
11260 - Pruner	11.89
11270 - Tractor Operator	14.91
11330 - Trail Maintenance Worker	12.91
11360 - Window Cleaner	13.61
12000 - Health Occupations	
12010 - Ambulance Driver	18.34
12011 - Breath Alcohol Technician	18.79
12012 - Certified Occupational Therapist Assistant	25.78
12015 - Certified Physical Therapist Assistant	24.10
12020 - Dental Assistant	18.82
12025 - Dental Hygienist	34.12
12030 - EKG Technician	28.48
12035 - Electroneurodiagnostic Technologist	28.48
12040 - Emergency Medical Technician	18.34
12071 - Licensed Practical Nurse I	16.79
12072 - Licensed Practical Nurse II	18.79
12073 - Licensed Practical Nurse III	20.95
12100 - Medical Assistant	14.91
12130 - Medical Laboratory Technician	24.06
12160 - Medical Record Clerk	16.30
12190 - Medical Record Technician	18.24
12195 - Medical Transcriptionist	19.89
12210 - Nuclear Medicine Technologist	41.29
12221 - Nursing Assistant I	11.72
12222 - Nursing Assistant II	13.18
12223 - Nursing Assistant III	14.38
12224 - Nursing Assistant IV	16.14
12235 - Optical Dispenser	15.91
12236 - Optical Technician	16.79
12250 - Pharmacy Technician	15.40
12280 - Phlebotomist	14.39
12305 - Radiologic Technologist	27.10
12311 - Registered Nurse I	24.24
12312 - Registered Nurse II	29.66

12313 - Registered Nurse II Specialist		29.66
12314 - Registered Nurse III		35.88
12315 - Registered Nurse III Anesthetist		35.88
12316 - Registered Nurse IV		43.01
12317 - Scheduler (Drug and Alcohol Testing)		23.28
12320 - Substance Abuse Treatment Counselor		24.01
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.44
13012 - Exhibits Specialist II		21.61
13013 - Exhibits Specialist III		26.43
13041 - Illustrator I		17.24
13042 - Illustrator II		21.37
13043 - Illustrator III		26.13
13047 - Librarian		23.92
13050 - Library Aide/Clerk		11.71
13054 - Library Information Technology Systems Administrator		21.61
13058 - Library Technician		16.15
13061 - Media Specialist I		15.59
13062 - Media Specialist II		17.44
13063 - Media Specialist III		19.45
13071 - Photographer I		13.84
13072 - Photographer II		15.09
13073 - Photographer III		19.05
13074 - Photographer IV		22.90
13075 - Photographer V		24.87
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		13.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.54
14042 - Computer Operator II		17.39
14043 - Computer Operator III		19.39
14044 - Computer Operator IV		21.54
14045 - Computer Operator V		23.86
14071 - Computer Programmer I	(see 1)	20.99
14072 - Computer Programmer II	(see 1)	26.01
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.54
14160 - Personal Computer Support Technician		21.54
14170 - System Support Specialist		27.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.42
15020 - Aircrew Training Devices Instructor (Rated)		35.59
15030 - Air Crew Training Devices Instructor (Pilot)		41.65
15050 - Computer Based Training Specialist / Instructor		29.42
15060 - Educational Technologist		31.68

15070 - Flight Instructor (Pilot) 41.65
15080 - Graphic Artist 19.22
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.65
15086 - Maintenance Test Pilot Rotary Wing 41.65
15088 - Non-Maintenance Test/Co-Pilot 41.65
15090 - Technical Instructor 21.88
15095 - Technical Instructor/Course Developer 26.76
15110 - Test Proctor 17.66
15120 - Tutor 17.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.54
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 13.26
16220 - Tailor 14.04
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.12
19040 - Tool And Die Maker 23.25
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.97
21030 - Material Coordinator 22.14
21040 - Material Expediter 22.14
21050 - Material Handling Laborer 16.99
21071 - Order Filler 11.99
21080 - Production Line Worker (Food Processing) 17.97
21110 - Shipping Packer 17.78
21130 - Shipping/Receiving Clerk 17.78
21140 - Store Worker I 13.40
21150 - Stock Clerk 17.05
21210 - Tools And Parts Attendant 17.97
21410 - Warehouse Specialist 17.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.32
23019 - Aircraft Logs and Records Technician 19.21
23021 - Aircraft Mechanic I 22.33
23022 - Aircraft Mechanic II 23.32
23023 - Aircraft Mechanic III 24.05
23040 - Aircraft Mechanic Helper 16.90
23050 - Aircraft Painter 21.44
23060 - Aircraft Servicer 19.21
23070 - Aircraft Survival Flight Equipment Technician 21.44
23080 - Aircraft Worker 20.36
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.36

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.33
23110 - Appliance Mechanic 18.88
23120 - Bicycle Repairer 18.08
23125 - Cable Splicer 30.21
23130 - Carpenter Maintenance 18.18
23140 - Carpet Layer 20.36
23160 - Electrician Maintenance 22.94
23181 - Electronics Technician Maintenance I 21.79
23182 - Electronics Technician Maintenance II 22.94
23183 - Electronics Technician Maintenance III 23.89
23260 - Fabric Worker 19.21
23290 - Fire Alarm System Mechanic 22.33
23310 - Fire Extinguisher Repairer 18.08
23311 - Fuel Distribution System Mechanic 25.23
23312 - Fuel Distribution System Operator 20.42
23370 - General Maintenance Worker 18.15
23380 - Ground Support Equipment Mechanic 22.33
23381 - Ground Support Equipment Servicer 19.21
23382 - Ground Support Equipment Worker 20.36
23391 - Gunsmith I 18.08
23392 - Gunsmith II 20.36
23393 - Gunsmith III 22.33
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.78
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.80
23430 - Heavy Equipment Mechanic 21.88
23440 - Heavy Equipment Operator 19.49
23460 - Instrument Mechanic 22.33
23465 - Laboratory/Shelter Mechanic 21.44
23470 - Laborer 16.99
23510 - Locksmith 21.44
23530 - Machinery Maintenance Mechanic 23.70
23550 - Machinist Maintenance 18.53
23580 - Maintenance Trades Helper 16.90
23591 - Metrology Technician I 22.33
23592 - Metrology Technician II 23.32
23593 - Metrology Technician III 24.05
23640 - Millwright 23.13
23710 - Office Appliance Repairer 20.49
23760 - Painter Maintenance 17.75
23790 - Pipefitter Maintenance 23.29
23810 - Plumber Maintenance 22.53
23820 - Pneudraulic Systems Mechanic 22.33
23850 - Rigger 22.33
23870 - Scale Mechanic 20.36
23890 - Sheet-Metal Worker Maintenance 21.69
23910 - Small Engine Mechanic 20.36
23931 - Telecommunications Mechanic I 29.15

23932 - Telecommunications Mechanic II	30.45
23950 - Telephone Lineman	20.56
23960 - Welder Combination Maintenance	18.64
23965 - Well Driller	22.33
23970 - Woodcraft Worker	22.33
23980 - Woodworker	18.08
24000 - Personal Needs Occupations	
24550 - Case Manager	15.06
24570 - Child Care Attendant	10.20
24580 - Child Care Center Clerk	12.72
24610 - Chore Aide	11.74
24620 - Family Readiness And Support Services Coordinator	15.06
24630 - Homemaker	15.06
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.85
25040 - Sewage Plant Operator	22.66
25070 - Stationary Engineer	20.85
25190 - Ventilation Equipment Tender	15.79
25210 - Water Treatment Plant Operator	22.66
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.41
27007 - Baggage Inspector	14.82
27008 - Corrections Officer	17.70
27010 - Court Security Officer	20.05
27030 - Detection Dog Handler	16.58
27040 - Detention Officer	17.70
27070 - Firefighter	22.39
27101 - Guard I	14.82
27102 - Guard II	16.58
27131 - Police Officer I	20.23
27132 - Police Officer II	22.48
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.30
28042 - Carnival Equipment Repairer	13.16
28043 - Carnival Worker	9.81
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	12.40
28350 - Park Attendant (Aide)	18.40
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	22.79
28630 - Sports Official	14.65
28690 - Swimming Pool Operator	17.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.80
29020 - Hatch Tender	21.80
29030 - Line Handler	21.80
29041 - Stevedore I	20.58
29042 - Stevedore II	22.96
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.06
30022 - Archeological Technician II 19.40
30023 - Archeological Technician III 24.05
30030 - Cartographic Technician 24.05
30040 - Civil Engineering Technician 21.00
30051 - Cryogenic Technician I 23.26
30052 - Cryogenic Technician II 25.69
30061 - Drafter/CAD Operator I 17.06
30062 - Drafter/CAD Operator II 19.40
30063 - Drafter/CAD Operator III 21.64
30064 - Drafter/CAD Operator IV 26.17
30081 - Engineering Technician I 14.28
30082 - Engineering Technician II 16.16
30083 - Engineering Technician III 18.06
30084 - Engineering Technician IV 22.38
30085 - Engineering Technician V 27.37
30086 - Engineering Technician VI 32.88
30090 - Environmental Technician 21.02
30095 - Evidence Control Specialist 21.00
30210 - Laboratory Technician 20.56
30221 - Latent Fingerprint Technician I 23.26
30222 - Latent Fingerprint Technician II 25.69
30240 - Mathematical Technician 23.64
30361 - Paralegal/Legal Assistant I 18.89
30362 - Paralegal/Legal Assistant II 23.39
30363 - Paralegal/Legal Assistant III 28.62
30364 - Paralegal/Legal Assistant IV 34.62
30375 - Petroleum Supply Specialist 25.69
30390 - Photo-Optics Technician 23.64
30395 - Radiation Control Technician 25.69
30461 - Technical Writer I 21.00
30462 - Technical Writer II 25.69
30463 - Technical Writer III 31.08
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.17
30502 - Weather Forecaster II 31.84
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.64
30621 - Weather Observer Senior (see 2) 23.64
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.83
31030 - Bus Driver 19.97

31043 - Driver Courier	15.41
31260 - Parking and Lot Attendant	13.91
31290 - Shuttle Bus Driver	16.48
31310 - Taxi Driver	12.95
31361 - Truckdriver Light	16.48
31362 - Truckdriver Medium	17.52
31363 - Truckdriver Heavy	21.16
31364 - Truckdriver Tractor-Trailer	21.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.82
99050 - Desk Clerk	11.86
99095 - Embalmer	27.90
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.51
99252 - Laboratory Animal Caretaker II	15.51
99260 - Marketing Analyst	27.04
99310 - Mortician	27.90
99410 - Pest Controller	20.80
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.01
99711 - Recycling Specialist	19.62
99730 - Refuse Collector	15.65
99810 - Sales Clerk	11.17
99820 - School Crossing Guard	14.59
99830 - Survey Party Chief	31.40
99831 - Surveying Aide	16.94
99832 - Surveying Technician	20.85
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	22.04
99842 - Vending Machine Repairer Helper	18.30

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5361
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Nebraska

Area: Nebraska Counties of Burt Butler Cedar Colfax Cuming Dodge Madison Pierce Stanton Thurston Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.37
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		21.08
01035 - Court Reporter		19.61
01041 - Customer Service Representative I		11.97
01042 - Customer Service Representative II		13.46
01043 - Customer Service Representative III		14.68
01051 - Data Entry Operator I		12.83
01052 - Data Entry Operator II		14.00
01060 - Dispatcher Motor Vehicle		22.47
01070 - Document Preparation Clerk		13.74
01090 - Duplicating Machine Operator		13.74
01111 - General Clerk I		13.30

01112 - General Clerk II	14.51
01113 - General Clerk III	17.51
01120 - Housing Referral Assistant	19.24
01141 - Messenger Courier	11.68
01191 - Order Clerk I	14.65
01192 - Order Clerk II	15.98
01261 - Personnel Assistant (Employment) I	15.49
01262 - Personnel Assistant (Employment) II	17.58
01263 - Personnel Assistant (Employment) III	19.55
01270 - Production Control Clerk	22.14
01290 - Rental Clerk	14.10
01300 - Scheduler Maintenance	15.42
01311 - Secretary I	15.42
01312 - Secretary II	17.26
01313 - Secretary III	19.24
01320 - Service Order Dispatcher	20.08
01410 - Supply Technician	21.08
01420 - Survey Worker	16.24
01460 - Switchboard Operator/Receptionist	14.22
01531 - Travel Clerk I	12.97
01532 - Travel Clerk II	13.73
01533 - Travel Clerk III	14.64
01611 - Word Processor I	13.74
01612 - Word Processor II	15.42
01613 - Word Processor III	17.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.46
05010 - Automotive Electrician	21.73
05040 - Automotive Glass Installer	20.64
05070 - Automotive Worker	20.64
05110 - Mobile Equipment Servicer	18.33
05130 - Motor Equipment Metal Mechanic	22.63
05160 - Motor Equipment Metal Worker	20.64
05190 - Motor Vehicle Mechanic	21.74
05220 - Motor Vehicle Mechanic Helper	17.15
05250 - Motor Vehicle Upholstery Worker	19.48
05280 - Motor Vehicle Wrecker	20.64
05310 - Painter Automotive	21.73
05340 - Radiator Repair Specialist	20.64
05370 - Tire Repairer	14.66
05400 - Transmission Repair Specialist	22.63
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.37
07041 - Cook I	12.25
07042 - Cook II	13.79
07070 - Dishwasher	10.20
07130 - Food Service Worker	11.09
07210 - Meat Cutter	13.89
07260 - Waiter/Waitress	9.78
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 17.73
09040 - Furniture Handler 12.31
09080 - Furniture Refinisher 17.73
09090 - Furniture Refinisher Helper 13.99
09110 - Furniture Repairer Minor 15.89
09130 - Upholsterer 17.73
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.33
11060 - Elevator Operator 12.53
11090 - Gardener 15.94
11122 - Housekeeping Aide 12.53
11150 - Janitor 12.53
11210 - Laborer Grounds Maintenance 12.91
11240 - Maid or Houseman 11.79
11260 - Pruner 11.89
11270 - Tractor Operator 14.91
11330 - Trail Maintenance Worker 12.91
11360 - Window Cleaner 13.61
12000 - Health Occupations
12010 - Ambulance Driver 17.33
12011 - Breath Alcohol Technician 18.79
12012 - Certified Occupational Therapist Assistant 25.78
12015 - Certified Physical Therapist Assistant 23.38
12020 - Dental Assistant 18.82
12025 - Dental Hygienist 34.12
12030 - EKG Technician 28.48
12035 - Electroneurodiagnostic Technologist 28.48
12040 - Emergency Medical Technician 17.33
12071 - Licensed Practical Nurse I 16.79
12072 - Licensed Practical Nurse II 18.79
12073 - Licensed Practical Nurse III 20.95
12100 - Medical Assistant 14.91
12130 - Medical Laboratory Technician 26.46
12160 - Medical Record Clerk 17.04
12190 - Medical Record Technician 19.06
12195 - Medical Transcriptionist 19.89
12210 - Nuclear Medicine Technologist 41.29
12221 - Nursing Assistant I 11.72
12222 - Nursing Assistant II 13.18
12223 - Nursing Assistant III 14.38
12224 - Nursing Assistant IV 16.14
12235 - Optical Dispenser 15.91
12236 - Optical Technician 16.79
12250 - Pharmacy Technician 15.40
12280 - Phlebotomist 14.44
12305 - Radiologic Technologist 27.10
12311 - Registered Nurse I 24.24
12312 - Registered Nurse II 29.66
12313 - Registered Nurse II Specialist 29.66
12314 - Registered Nurse III 35.88

12315 - Registered Nurse III Anesthetist		35.88
12316 - Registered Nurse IV		43.01
12317 - Scheduler (Drug and Alcohol Testing)		23.28
12320 - Substance Abuse Treatment Counselor		24.01
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.43
13012 - Exhibits Specialist II		21.58
13013 - Exhibits Specialist III		26.39
13041 - Illustrator I		19.13
13042 - Illustrator II		23.71
13043 - Illustrator III		29.00
13047 - Librarian		23.91
13050 - Library Aide/Clerk		9.74
13054 - Library Information Technology Systems Administrator		21.59
13058 - Library Technician		15.09
13061 - Media Specialist I		15.58
13062 - Media Specialist II		17.42
13063 - Media Specialist III		19.42
13071 - Photographer I		13.89
13072 - Photographer II		15.54
13073 - Photographer III		19.17
13074 - Photographer IV		22.54
13075 - Photographer V		27.27
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		14.95
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.54
14042 - Computer Operator II		17.39
14043 - Computer Operator III		20.69
14044 - Computer Operator IV		22.16
14045 - Computer Operator V		24.58
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		15.54
14160 - Personal Computer Support Technician		22.16
14170 - System Support Specialist		27.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.60
15020 - Aircrew Training Devices Instructor (Rated)		34.75
15030 - Air Crew Training Devices Instructor (Pilot)		41.65
15050 - Computer Based Training Specialist / Instructor		30.60
15060 - Educational Technologist		31.69
15070 - Flight Instructor (Pilot)		41.65
15080 - Graphic Artist		21.89

15085 - Maintenance Test Pilot Fixed Jet/Prop 41.65
15086 - Maintenance Test Pilot Rotary Wing 41.65
15088 - Non-Maintenance Test/Co-Pilot 41.65
15090 - Technical Instructor 21.97
15095 - Technical Instructor/Course Developer 26.88
15110 - Test Proctor 17.74
15120 - Tutor 17.74
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.54
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 13.26
16220 - Tailor 14.04
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.12
19040 - Tool And Die Maker 23.25
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.97
21030 - Material Coordinator 22.14
21040 - Material Expediter 22.14
21050 - Material Handling Laborer 16.99
21071 - Order Filler 11.99
21080 - Production Line Worker (Food Processing) 17.97
21110 - Shipping Packer 17.84
21130 - Shipping/Receiving Clerk 17.84
21140 - Store Worker I 13.40
21150 - Stock Clerk 17.05
21210 - Tools And Parts Attendant 17.97
21410 - Warehouse Specialist 17.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.14
23019 - Aircraft Logs and Records Technician 23.11
23021 - Aircraft Mechanic I 24.89
23022 - Aircraft Mechanic II 26.14
23023 - Aircraft Mechanic III 27.45
23040 - Aircraft Mechanic Helper 20.66
23050 - Aircraft Painter 24.50
23060 - Aircraft Servicer 23.11
23070 - Aircraft Survival Flight Equipment Technician 24.50
23080 - Aircraft Worker 23.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.40
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.89

23110 - Appliance Mechanic 20.19
23120 - Bicycle Repairer 18.08
23125 - Cable Splicer 31.82
23130 - Carpenter Maintenance 16.67
23140 - Carpet Layer 20.36
23160 - Electrician Maintenance 23.24
23181 - Electronics Technician Maintenance I 21.79
23182 - Electronics Technician Maintenance II 23.35
23183 - Electronics Technician Maintenance III 23.92
23260 - Fabric Worker 19.21
23290 - Fire Alarm System Mechanic 22.33
23310 - Fire Extinguisher Repairer 18.08
23311 - Fuel Distribution System Mechanic 28.19
23312 - Fuel Distribution System Operator 22.83
23370 - General Maintenance Worker 18.15
23380 - Ground Support Equipment Mechanic 24.89
23381 - Ground Support Equipment Servicer 23.11
23382 - Ground Support Equipment Worker 23.40
23391 - Gunsmith I 18.08
23392 - Gunsmith II 20.36
23393 - Gunsmith III 22.33
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.26
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.33
23430 - Heavy Equipment Mechanic 21.88
23440 - Heavy Equipment Operator 19.49
23460 - Instrument Mechanic 23.27
23465 - Laboratory/Shelter Mechanic 21.44
23470 - Laborer 16.99
23510 - Locksmith 21.44
23530 - Machinery Maintenance Mechanic 23.70
23550 - Machinist Maintenance 18.53
23580 - Maintenance Trades Helper 16.90
23591 - Metrology Technician I 23.27
23592 - Metrology Technician II 23.34
23593 - Metrology Technician III 24.08
23640 - Millwright 25.20
23710 - Office Appliance Repairer 21.44
23760 - Painter Maintenance 15.68
23790 - Pipefitter Maintenance 26.10
23810 - Plumber Maintenance 25.32
23820 - Pneudraulic Systems Mechanic 22.33
23850 - Rigger 22.33
23870 - Scale Mechanic 20.36
23890 - Sheet-Metal Worker Maintenance 22.73
23910 - Small Engine Mechanic 20.36
23931 - Telecommunications Mechanic I 29.15
23932 - Telecommunications Mechanic II 31.55
23950 - Telephone Lineman 20.41

23960 - Welder Combination Maintenance		18.64
23965 - Well Driller		22.33
23970 - Woodcraft Worker		22.33
23980 - Woodworker		18.08
24000 - Personal Needs Occupations		
24550 - Case Manager		15.74
24570 - Child Care Attendant		10.20
24580 - Child Care Center Clerk		13.42
24610 - Chore Aide		11.74
24620 - Family Readiness And Support Services Coordinator		15.74
24630 - Homemaker		15.74
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		20.85
25040 - Sewage Plant Operator		22.66
25070 - Stationary Engineer		20.85
25190 - Ventilation Equipment Tender		15.79
25210 - Water Treatment Plant Operator		22.66
27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.40
27007 - Baggage Inspector		14.82
27008 - Corrections Officer		17.79
27010 - Court Security Officer		22.20
27030 - Detection Dog Handler		16.58
27040 - Detention Officer		17.79
27070 - Firefighter		22.39
27101 - Guard I		14.82
27102 - Guard II		16.58
27131 - Police Officer I		22.90
27132 - Police Officer II		25.45
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.30
28042 - Carnival Equipment Repairer		13.16
28043 - Carnival Worker		9.81
28210 - Gate Attendant/Gate Tender		16.44
28310 - Lifeguard		12.40
28350 - Park Attendant (Aide)		18.40
28510 - Recreation Aide/Health Facility Attendant		13.43
28515 - Recreation Specialist		21.64
28630 - Sports Official		14.65
28690 - Swimming Pool Operator		17.03
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.04
29020 - Hatch Tender		21.04
29030 - Line Handler		21.04
29041 - Stevedore I		19.94
29042 - Stevedore II		22.25
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.46
30022 - Archeological Technician II 20.64
30023 - Archeological Technician III 25.57
30030 - Cartographic Technician 25.57
30040 - Civil Engineering Technician 21.00
30051 - Cryogenic Technician I 23.26
30052 - Cryogenic Technician II 25.69
30061 - Drafter/CAD Operator I 18.46
30062 - Drafter/CAD Operator II 20.64
30063 - Drafter/CAD Operator III 23.02
30064 - Drafter/CAD Operator IV 27.98
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 21.47
30095 - Evidence Control Specialist 21.00
30210 - Laboratory Technician 22.74
30221 - Latent Fingerprint Technician I 23.26
30222 - Latent Fingerprint Technician II 25.69
30240 - Mathematical Technician 25.41
30361 - Paralegal/Legal Assistant I 18.89
30362 - Paralegal/Legal Assistant II 23.39
30363 - Paralegal/Legal Assistant III 28.62
30364 - Paralegal/Legal Assistant IV 34.62
30375 - Petroleum Supply Specialist 25.69
30390 - Photo-Optics Technician 25.37
30395 - Radiation Control Technician 25.69
30461 - Technical Writer I 21.00
30462 - Technical Writer II 25.69
30463 - Technical Writer III 31.08
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.98
30502 - Weather Forecaster II 34.04
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.02
30621 - Weather Observer Senior (see 2) 25.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.22
31030 - Bus Driver 19.97
31043 - Driver Courier 15.41
31260 - Parking and Lot Attendant 13.81

31290 - Shuttle Bus Driver	16.48
31310 - Taxi Driver	12.95
31361 - Truckdriver Light	16.48
31362 - Truckdriver Medium	21.01
31363 - Truckdriver Heavy	21.16
31364 - Truckdriver Tractor-Trailer	21.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.82
99050 - Desk Clerk	11.86
99095 - Embalmer	34.13
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.44
99252 - Laboratory Animal Caretaker II	14.81
99260 - Marketing Analyst	27.04
99310 - Mortician	34.13
99410 - Pest Controller	20.80
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.01
99711 - Recycling Specialist	19.62
99730 - Refuse Collector	15.65
99810 - Sales Clerk	12.39
99820 - School Crossing Guard	14.59
99830 - Survey Party Chief	30.36
99831 - Surveying Aide	16.43
99832 - Surveying Technician	20.85
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	22.04
99842 - Vending Machine Repairer Helper	18.30

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5362
Revision No.: 14
Date Of Last Revision: 06/05/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Nebraska

Area: Nebraska Counties of Burt Butler Cedar Colfax Cuming Dodge Madison Pierce Stanton Thurston Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.37
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		21.08
01035 - Court Reporter		19.61
01041 - Customer Service Representative I		11.97
01042 - Customer Service Representative II		13.46
01043 - Customer Service Representative III		14.68
01051 - Data Entry Operator I		12.83
01052 - Data Entry Operator II		14.00
01060 - Dispatcher Motor Vehicle		22.47

01070 - Document Preparation Clerk 13.74
01090 - Duplicating Machine Operator 13.74
01111 - General Clerk I 13.30
01112 - General Clerk II 14.51
01113 - General Clerk III 17.51
01120 - Housing Referral Assistant 19.24
01141 - Messenger Courier 11.68
01191 - Order Clerk I 14.65
01192 - Order Clerk II 15.98
01261 - Personnel Assistant (Employment) I 15.49
01262 - Personnel Assistant (Employment) II 17.58
01263 - Personnel Assistant (Employment) III 19.55
01270 - Production Control Clerk 22.14
01290 - Rental Clerk 14.10
01300 - Scheduler Maintenance 15.42
01311 - Secretary I 15.42
01312 - Secretary II 17.26
01313 - Secretary III 19.24
01320 - Service Order Dispatcher 20.08
01410 - Supply Technician 21.08
01420 - Survey Worker 16.24
01460 - Switchboard Operator/Receptionist 14.22
01531 - Travel Clerk I 12.97
01532 - Travel Clerk II 13.73
01533 - Travel Clerk III 14.64
01611 - Word Processor I 13.74
01612 - Word Processor II 15.42
01613 - Word Processor III 17.26
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.46
05010 - Automotive Electrician 21.73
05040 - Automotive Glass Installer 20.64
05070 - Automotive Worker 20.64
05110 - Mobile Equipment Servicer 18.33
05130 - Motor Equipment Metal Mechanic 22.63
05160 - Motor Equipment Metal Worker 20.64
05190 - Motor Vehicle Mechanic 21.74
05220 - Motor Vehicle Mechanic Helper 17.15
05250 - Motor Vehicle Upholstery Worker 19.48
05280 - Motor Vehicle Wrecker 20.64
05310 - Painter Automotive 21.73
05340 - Radiator Repair Specialist 20.64
05370 - Tire Repairer 14.66
05400 - Transmission Repair Specialist 22.63
07000 - Food Preparation And Service Occupations
07010 - Baker 12.37
07041 - Cook I 12.25
07042 - Cook II 13.79
07070 - Dishwasher 10.20
07130 - Food Service Worker 11.09

07210 - Meat Cutter	13.89
07260 - Waiter/Waitress	9.78
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.73
09040 - Furniture Handler	12.31
09080 - Furniture Refinisher	17.73
09090 - Furniture Refinisher Helper	13.99
09110 - Furniture Repairer Minor	15.89
09130 - Upholsterer	17.73
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.33
11060 - Elevator Operator	12.53
11090 - Gardener	15.94
11122 - Housekeeping Aide	12.53
11150 - Janitor	12.53
11210 - Laborer Grounds Maintenance	12.91
11240 - Maid or Houseman	11.79
11260 - Pruner	11.89
11270 - Tractor Operator	14.91
11330 - Trail Maintenance Worker	12.91
11360 - Window Cleaner	13.61
12000 - Health Occupations	
12010 - Ambulance Driver	17.33
12011 - Breath Alcohol Technician	18.79
12012 - Certified Occupational Therapist Assistant	25.78
12015 - Certified Physical Therapist Assistant	23.38
12020 - Dental Assistant	18.82
12025 - Dental Hygienist	34.12
12030 - EKG Technician	28.48
12035 - Electroneurodiagnostic Technologist	28.48
12040 - Emergency Medical Technician	17.33
12071 - Licensed Practical Nurse I	16.79
12072 - Licensed Practical Nurse II	18.79
12073 - Licensed Practical Nurse III	20.95
12100 - Medical Assistant	14.91
12130 - Medical Laboratory Technician	26.46
12160 - Medical Record Clerk	17.04
12190 - Medical Record Technician	19.06
12195 - Medical Transcriptionist	19.89
12210 - Nuclear Medicine Technologist	41.29
12221 - Nursing Assistant I	11.72
12222 - Nursing Assistant II	13.18
12223 - Nursing Assistant III	14.38
12224 - Nursing Assistant IV	16.14
12235 - Optical Dispenser	15.91
12236 - Optical Technician	16.79
12250 - Pharmacy Technician	15.40
12280 - Phlebotomist	14.44
12305 - Radiologic Technologist	27.10
12311 - Registered Nurse I	24.24

12312 - Registered Nurse II		29.66
12313 - Registered Nurse II Specialist		29.66
12314 - Registered Nurse III		35.88
12315 - Registered Nurse III Anesthetist		35.88
12316 - Registered Nurse IV		43.01
12317 - Scheduler (Drug and Alcohol Testing)		23.28
12320 - Substance Abuse Treatment Counselor		24.01
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.43
13012 - Exhibits Specialist II		21.58
13013 - Exhibits Specialist III		26.39
13041 - Illustrator I		19.13
13042 - Illustrator II		23.71
13043 - Illustrator III		29.00
13047 - Librarian		23.91
13050 - Library Aide/Clerk		9.74
13054 - Library Information Technology Systems Administrator		21.59
13058 - Library Technician		15.09
13061 - Media Specialist I		15.58
13062 - Media Specialist II		17.42
13063 - Media Specialist III		19.42
13071 - Photographer I		13.89
13072 - Photographer II		15.54
13073 - Photographer III		19.17
13074 - Photographer IV		22.54
13075 - Photographer V		27.27
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		14.95
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.54
14042 - Computer Operator II		17.39
14043 - Computer Operator III		20.69
14044 - Computer Operator IV		22.16
14045 - Computer Operator V		24.58
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		15.54
14160 - Personal Computer Support Technician		22.16
14170 - System Support Specialist		27.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.60
15020 - Aircrew Training Devices Instructor (Rated)		34.75
15030 - Air Crew Training Devices Instructor (Pilot)		41.65
15050 - Computer Based Training Specialist / Instructor		30.60

15060 - Educational Technologist 31.69
15070 - Flight Instructor (Pilot) 41.65
15080 - Graphic Artist 21.89
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.65
15086 - Maintenance Test Pilot Rotary Wing 41.65
15088 - Non-Maintenance Test/Co-Pilot 41.65
15090 - Technical Instructor 21.97
15095 - Technical Instructor/Course Developer 26.88
15110 - Test Proctor 17.74
15120 - Tutor 17.74
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.54
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 13.26
16220 - Tailor 14.04
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.12
19040 - Tool And Die Maker 23.25
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.97
21030 - Material Coordinator 22.14
21040 - Material Expediter 22.14
21050 - Material Handling Laborer 16.99
21071 - Order Filler 11.99
21080 - Production Line Worker (Food Processing) 17.97
21110 - Shipping Packer 17.84
21130 - Shipping/Receiving Clerk 17.84
21140 - Store Worker I 13.40
21150 - Stock Clerk 17.05
21210 - Tools And Parts Attendant 17.97
21410 - Warehouse Specialist 17.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.14
23019 - Aircraft Logs and Records Technician 23.11
23021 - Aircraft Mechanic I 24.89
23022 - Aircraft Mechanic II 26.14
23023 - Aircraft Mechanic III 27.45
23040 - Aircraft Mechanic Helper 20.66
23050 - Aircraft Painter 24.50
23060 - Aircraft Servicer 23.11
23070 - Aircraft Survival Flight Equipment Technician 24.50
23080 - Aircraft Worker 23.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 23.40

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 24.89
II
23110 - Appliance Mechanic 20.19
23120 - Bicycle Repairer 18.08
23125 - Cable Splicer 31.82
23130 - Carpenter Maintenance 16.67
23140 - Carpet Layer 20.36
23160 - Electrician Maintenance 23.24
23181 - Electronics Technician Maintenance I 21.79
23182 - Electronics Technician Maintenance II 23.35
23183 - Electronics Technician Maintenance III 23.92
23260 - Fabric Worker 19.21
23290 - Fire Alarm System Mechanic 22.33
23310 - Fire Extinguisher Repairer 18.08
23311 - Fuel Distribution System Mechanic 28.19
23312 - Fuel Distribution System Operator 22.83
23370 - General Maintenance Worker 18.15
23380 - Ground Support Equipment Mechanic 24.89
23381 - Ground Support Equipment Servicer 23.11
23382 - Ground Support Equipment Worker 23.40
23391 - Gunsmith I 18.08
23392 - Gunsmith II 20.36
23393 - Gunsmith III 22.33
23410 - Heating Ventilation And Air-Conditioning 24.26
Mechanic
23411 - Heating Ventilation And Air Contidioning 25.33
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 21.88
23440 - Heavy Equipment Operator 19.49
23460 - Instrument Mechanic 23.27
23465 - Laboratory/Shelter Mechanic 21.44
23470 - Laborer 16.99
23510 - Locksmith 21.44
23530 - Machinery Maintenance Mechanic 23.70
23550 - Machinist Maintenance 18.53
23580 - Maintenance Trades Helper 16.90
23591 - Metrology Technician I 23.27
23592 - Metrology Technician II 23.34
23593 - Metrology Technician III 24.08
23640 - Millwright 25.20
23710 - Office Appliance Repairer 21.44
23760 - Painter Maintenance 15.68
23790 - Pipefitter Maintenance 26.10
23810 - Plumber Maintenance 25.32
23820 - Pneudraulic Systems Mechanic 22.33
23850 - Rigger 22.33
23870 - Scale Mechanic 20.36
23890 - Sheet-Metal Worker Maintenance 22.73
23910 - Small Engine Mechanic 20.36

23931 - Telecommunications Mechanic I	29.15
23932 - Telecommunications Mechanic II	31.55
23950 - Telephone Lineman	20.41
23960 - Welder Combination Maintenance	18.64
23965 - Well Driller	22.33
23970 - Woodcraft Worker	22.33
23980 - Woodworker	18.08
24000 - Personal Needs Occupations	
24550 - Case Manager	15.74
24570 - Child Care Attendant	10.20
24580 - Child Care Center Clerk	13.42
24610 - Chore Aide	11.74
24620 - Family Readiness And Support Services Coordinator	15.74
24630 - Homemaker	15.74
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.85
25040 - Sewage Plant Operator	22.66
25070 - Stationary Engineer	20.85
25190 - Ventilation Equipment Tender	15.79
25210 - Water Treatment Plant Operator	22.66
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.40
27007 - Baggage Inspector	14.82
27008 - Corrections Officer	17.79
27010 - Court Security Officer	22.20
27030 - Detection Dog Handler	16.58
27040 - Detention Officer	17.79
27070 - Firefighter	22.39
27101 - Guard I	14.82
27102 - Guard II	16.58
27131 - Police Officer I	22.90
27132 - Police Officer II	25.45
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.30
28042 - Carnival Equipment Repairer	13.16
28043 - Carnival Worker	9.81
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	12.40
28350 - Park Attendant (Aide)	18.40
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	21.64
28630 - Sports Official	14.65
28690 - Swimming Pool Operator	17.03
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.04
29020 - Hatch Tender	21.04
29030 - Line Handler	21.04
29041 - Stevedore I	19.94
29042 - Stevedore II	22.25

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		18.46
30022 - Archeological Technician II		20.64
30023 - Archeological Technician III		25.57
30030 - Cartographic Technician		25.57
30040 - Civil Engineering Technician		21.00
30051 - Cryogenic Technician I		23.26
30052 - Cryogenic Technician II		25.69
30061 - Drafter/CAD Operator I		18.46
30062 - Drafter/CAD Operator II		20.64
30063 - Drafter/CAD Operator III		23.02
30064 - Drafter/CAD Operator IV		27.98
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		21.47
30095 - Evidence Control Specialist		21.00
30210 - Laboratory Technician		22.74
30221 - Latent Fingerprint Technician I		23.26
30222 - Latent Fingerprint Technician II		25.69
30240 - Mathematical Technician		25.41
30361 - Paralegal/Legal Assistant I		18.89
30362 - Paralegal/Legal Assistant II		23.39
30363 - Paralegal/Legal Assistant III		28.62
30364 - Paralegal/Legal Assistant IV		34.62
30375 - Petroleum Supply Specialist		25.69
30390 - Photo-Optics Technician		25.37
30395 - Radiation Control Technician		25.69
30461 - Technical Writer I		21.00
30462 - Technical Writer II		25.69
30463 - Technical Writer III		31.08
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.98
30502 - Weather Forecaster II		34.04
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.02
30621 - Weather Observer Senior	(see 2)	25.27

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.22

31030 - Bus Driver	19.97
31043 - Driver Courier	15.41
31260 - Parking and Lot Attendant	13.81
31290 - Shuttle Bus Driver	16.48
31310 - Taxi Driver	12.95
31361 - Truckdriver Light	16.48
31362 - Truckdriver Medium	21.01
31363 - Truckdriver Heavy	21.16
31364 - Truckdriver Tractor-Trailer	21.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.82
99050 - Desk Clerk	11.86
99095 - Embalmer	34.13
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.44
99252 - Laboratory Animal Caretaker II	14.81
99260 - Marketing Analyst	27.04
99310 - Mortician	34.13
99410 - Pest Controller	20.80
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.01
99711 - Recycling Specialist	19.62
99730 - Refuse Collector	15.65
99810 - Sales Clerk	12.39
99820 - School Crossing Guard	14.59
99830 - Survey Party Chief	30.36
99831 - Surveying Aide	16.43
99832 - Surveying Technician	20.85
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	22.04
99842 - Vending Machine Repairer Helper	18.30

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5363
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Nebraska

Area: Nebraska Counties of Fillmore Jefferson Saline Thayer York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.48
01012 - Accounting Clerk II		16.25
01013 - Accounting Clerk III		18.18
01020 - Administrative Assistant		20.82
01035 - Court Reporter		17.51
01041 - Customer Service Representative I		11.77
01042 - Customer Service Representative II		13.23
01043 - Customer Service Representative III		14.44
01051 - Data Entry Operator I		11.41
01052 - Data Entry Operator II		12.72
01060 - Dispatcher Motor Vehicle		19.07
01070 - Document Preparation Clerk		15.07
01090 - Duplicating Machine Operator		15.07
01111 - General Clerk I		13.10
01112 - General Clerk II		14.29

01113 - General Clerk III 16.04
01120 - Housing Referral Assistant 19.52
01141 - Messenger Courier 11.49
01191 - Order Clerk I 13.75
01192 - Order Clerk II 14.97
01261 - Personnel Assistant (Employment) I 15.68
01262 - Personnel Assistant (Employment) II 17.55
01263 - Personnel Assistant (Employment) III 19.56
01270 - Production Control Clerk 23.47
01290 - Rental Clerk 13.44
01300 - Scheduler Maintenance 15.65
01311 - Secretary I 15.65
01312 - Secretary II 17.51
01313 - Secretary III 19.52
01320 - Service Order Dispatcher 17.04
01410 - Supply Technician 20.82
01420 - Survey Worker 16.13
01460 - Switchboard Operator/Receptionist 13.41
01531 - Travel Clerk I 12.97
01532 - Travel Clerk II 13.73
01533 - Travel Clerk III 14.64
01611 - Word Processor I 13.94
01612 - Word Processor II 15.65
01613 - Word Processor III 17.51
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.72
05010 - Automotive Electrician 17.51
05040 - Automotive Glass Installer 16.62
05070 - Automotive Worker 16.62
05110 - Mobile Equipment Servicer 15.40
05130 - Motor Equipment Metal Mechanic 18.23
05160 - Motor Equipment Metal Worker 16.62
05190 - Motor Vehicle Mechanic 18.23
05220 - Motor Vehicle Mechanic Helper 15.64
05250 - Motor Vehicle Upholstery Worker 15.94
05280 - Motor Vehicle Wrecker 16.62
05310 - Painter Automotive 17.51
05340 - Radiator Repair Specialist 16.62
05370 - Tire Repairer 14.96
05400 - Transmission Repair Specialist 18.23
07000 - Food Preparation And Service Occupations
07010 - Baker 14.33
07041 - Cook I 12.71
07042 - Cook II 14.31
07070 - Dishwasher 11.27
07130 - Food Service Worker 10.71
07210 - Meat Cutter 14.63
07260 - Waiter/Waitress 9.96
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.51

09040 - Furniture Handler 12.05
09080 - Furniture Refinisher 17.51
09090 - Furniture Refinisher Helper 13.90
09110 - Furniture Repairer Minor 15.81
09130 - Upholsterer 17.51
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.08
11060 - Elevator Operator 14.05
11090 - Gardener 15.48
11122 - Housekeeping Aide 14.05
11150 - Janitor 14.05
11210 - Laborer Grounds Maintenance 12.54
11240 - Maid or Houseman 11.48
11260 - Pruner 11.54
11270 - Tractor Operator 14.48
11330 - Trail Maintenance Worker 12.54
11360 - Window Cleaner 15.26
12000 - Health Occupations
12010 - Ambulance Driver 17.19
12011 - Breath Alcohol Technician 18.95
12012 - Certified Occupational Therapist Assistant 24.33
12015 - Certified Physical Therapist Assistant 25.41
12020 - Dental Assistant 19.14
12025 - Dental Hygienist 35.04
12030 - EKG Technician 26.51
12035 - Electroneurodiagnostic Technologist 26.51
12040 - Emergency Medical Technician 17.19
12071 - Licensed Practical Nurse I 16.93
12072 - Licensed Practical Nurse II 18.95
12073 - Licensed Practical Nurse III 21.12
12100 - Medical Assistant 14.86
12130 - Medical Laboratory Technician 24.06
12160 - Medical Record Clerk 16.20
12190 - Medical Record Technician 18.13
12195 - Medical Transcriptionist 17.36
12210 - Nuclear Medicine Technologist 35.41
12221 - Nursing Assistant I 10.98
12222 - Nursing Assistant II 12.35
12223 - Nursing Assistant III 13.47
12224 - Nursing Assistant IV 15.12
12235 - Optical Dispenser 18.56
12236 - Optical Technician 16.93
12250 - Pharmacy Technician 16.23
12280 - Phlebotomist 16.47
12305 - Radiologic Technologist 26.71
12311 - Registered Nurse I 24.12
12312 - Registered Nurse II 29.51
12313 - Registered Nurse II Specialist 29.51
12314 - Registered Nurse III 35.70
12315 - Registered Nurse III Anesthetist 35.70

12316 - Registered Nurse IV		42.79
12317 - Scheduler (Drug and Alcohol Testing)		23.46
12320 - Substance Abuse Treatment Counselor		26.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.44
13012 - Exhibits Specialist II		21.61
13013 - Exhibits Specialist III		26.43
13041 - Illustrator I		17.24
13042 - Illustrator II		21.37
13043 - Illustrator III		26.13
13047 - Librarian		23.92
13050 - Library Aide/Clerk		11.71
13054 - Library Information Technology Systems Administrator		21.61
13058 - Library Technician		16.15
13061 - Media Specialist I		15.59
13062 - Media Specialist II		17.44
13063 - Media Specialist III		19.45
13071 - Photographer I		14.21
13072 - Photographer II		15.90
13073 - Photographer III		19.69
13074 - Photographer IV		24.09
13075 - Photographer V		29.15
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		14.21
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.03
14042 - Computer Operator II		17.93
14043 - Computer Operator III		20.00
14044 - Computer Operator IV		22.22
14045 - Computer Operator V		24.60
14071 - Computer Programmer I	(see 1)	20.99
14072 - Computer Programmer II	(see 1)	26.01
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		16.03
14160 - Personal Computer Support Technician		22.22
14170 - System Support Specialist		27.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.95
15020 - Aircrew Training Devices Instructor (Rated)		36.24
15030 - Air Crew Training Devices Instructor (Pilot)		43.43
15050 - Computer Based Training Specialist / Instructor		29.95
15060 - Educational Technologist		31.11
15070 - Flight Instructor (Pilot)		43.43
15080 - Graphic Artist		19.22
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.43

15086 - Maintenance Test Pilot Rotary Wing 43.43
15088 - Non-Maintenance Test/Co-Pilot 43.43
15090 - Technical Instructor 27.08
15095 - Technical Instructor/Course Developer 33.13
15110 - Test Proctor 21.86
15120 - Tutor 21.86
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.54
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 13.26
16220 - Tailor 14.04
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.52
19040 - Tool And Die Maker 22.56
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.99
21030 - Material Coordinator 23.47
21040 - Material Expediter 23.47
21050 - Material Handling Laborer 15.37
21071 - Order Filler 13.38
21080 - Production Line Worker (Food Processing) 17.99
21110 - Shipping Packer 17.07
21130 - Shipping/Receiving Clerk 17.07
21140 - Store Worker I 13.40
21150 - Stock Clerk 17.05
21210 - Tools And Parts Attendant 17.99
21410 - Warehouse Specialist 17.99
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.36
23019 - Aircraft Logs and Records Technician 19.26
23021 - Aircraft Mechanic I 22.37
23022 - Aircraft Mechanic II 23.36
23023 - Aircraft Mechanic III 24.11
23040 - Aircraft Mechanic Helper 16.95
23050 - Aircraft Painter 21.48
23060 - Aircraft Servicer 19.26
23070 - Aircraft Survival Flight Equipment Technician 21.48
23080 - Aircraft Worker 20.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.40
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.37
23110 - Appliance Mechanic 21.48

23120 - Bicycle Repairer	17.11
23125 - Cable Splicer	32.65
23130 - Carpenter Maintenance	18.18
23140 - Carpet Layer	20.40
23160 - Electrician Maintenance	24.09
23181 - Electronics Technician Maintenance I	20.40
23182 - Electronics Technician Maintenance II	22.43
23183 - Electronics Technician Maintenance III	22.53
23260 - Fabric Worker	19.26
23290 - Fire Alarm System Mechanic	22.37
23310 - Fire Extinguisher Repairer	18.12
23311 - Fuel Distribution System Mechanic	22.94
23312 - Fuel Distribution System Operator	18.56
23370 - General Maintenance Worker	17.35
23380 - Ground Support Equipment Mechanic	22.37
23381 - Ground Support Equipment Servicer	19.26
23382 - Ground Support Equipment Worker	20.40
23391 - Gunsmith I	18.12
23392 - Gunsmith II	20.40
23393 - Gunsmith III	22.37
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.71
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.64
23430 - Heavy Equipment Mechanic	20.93
23440 - Heavy Equipment Operator	20.42
23460 - Instrument Mechanic	22.37
23465 - Laboratory/Shelter Mechanic	21.48
23470 - Laborer	15.85
23510 - Locksmith	21.48
23530 - Machinery Maintenance Mechanic	24.92
23550 - Machinist Maintenance	19.62
23580 - Maintenance Trades Helper	16.95
23591 - Metrology Technician I	22.37
23592 - Metrology Technician II	23.36
23593 - Metrology Technician III	24.11
23640 - Millwright	22.37
23710 - Office Appliance Repairer	23.63
23760 - Painter Maintenance	21.48
23790 - Pipefitter Maintenance	22.46
23810 - Plumber Maintenance	21.57
23820 - Pneudraulic Systems Mechanic	22.37
23850 - Rigger	22.37
23870 - Scale Mechanic	20.40
23890 - Sheet-Metal Worker Maintenance	22.37
23910 - Small Engine Mechanic	20.40
23931 - Telecommunications Mechanic I	26.72
23932 - Telecommunications Mechanic II	27.91
23950 - Telephone Lineman	22.37
23960 - Welder Combination Maintenance	19.68

23965 - Well Driller		22.37
23970 - Woodcraft Worker		22.37
23980 - Woodworker		18.12
24000 - Personal Needs Occupations		
24550 - Case Manager		14.50
24570 - Child Care Attendant		10.62
24580 - Child Care Center Clerk		13.25
24610 - Chore Aide		12.34
24620 - Family Readiness And Support Services Coordinator		14.50
24630 - Homemaker		14.50
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.45
25040 - Sewage Plant Operator		20.23
25070 - Stationary Engineer		23.45
25190 - Ventilation Equipment Tender		17.75
25210 - Water Treatment Plant Operator		20.23
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.80
27007 - Baggage Inspector		17.06
27008 - Corrections Officer		18.61
27010 - Court Security Officer		19.07
27030 - Detection Dog Handler		19.09
27040 - Detention Officer		18.61
27070 - Firefighter		19.53
27101 - Guard I		17.06
27102 - Guard II		19.09
27131 - Police Officer I		21.98
27132 - Police Officer II		24.42
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.60
28042 - Carnival Equipment Repairer		14.37
28043 - Carnival Worker		11.14
28210 - Gate Attendant/Gate Tender		16.13
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		18.05
28510 - Recreation Aide/Health Facility Attendant		13.17
28515 - Recreation Specialist		22.35
28630 - Sports Official		14.37
28690 - Swimming Pool Operator		20.92
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.40
29020 - Hatch Tender		20.40
29030 - Line Handler		20.40
29041 - Stevedore I		19.26
29042 - Stevedore II		21.48
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I 17.48
30022 - Archeological Technician II 19.55
30023 - Archeological Technician III 24.22
30030 - Cartographic Technician 24.22
30040 - Civil Engineering Technician 22.20
30051 - Cryogenic Technician I 24.59
30052 - Cryogenic Technician II 27.16
30061 - Drafter/CAD Operator I 17.48
30062 - Drafter/CAD Operator II 19.55
30063 - Drafter/CAD Operator III 21.79
30064 - Drafter/CAD Operator IV 26.83
30081 - Engineering Technician I 15.70
30082 - Engineering Technician II 17.78
30083 - Engineering Technician III 19.87
30084 - Engineering Technician IV 24.62
30085 - Engineering Technician V 30.11
30086 - Engineering Technician VI 36.16
30090 - Environmental Technician 23.12
30095 - Evidence Control Specialist 22.20
30210 - Laboratory Technician 20.97
30221 - Latent Fingerprint Technician I 24.59
30222 - Latent Fingerprint Technician II 27.16
30240 - Mathematical Technician 24.22
30361 - Paralegal/Legal Assistant I 18.15
30362 - Paralegal/Legal Assistant II 22.47
30363 - Paralegal/Legal Assistant III 27.50
30364 - Paralegal/Legal Assistant IV 30.47
30375 - Petroleum Supply Specialist 27.16
30390 - Photo-Optics Technician 23.64
30395 - Radiation Control Technician 27.16
30461 - Technical Writer I 22.78
30462 - Technical Writer II 27.86
30463 - Technical Writer III 33.72
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.83
30502 - Weather Forecaster II 32.62
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.79
30621 - Weather Observer Senior (see 2) 24.22
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.68
31030 - Bus Driver 16.64
31043 - Driver Courier 14.38
31260 - Parking and Lot Attendant 12.60
31290 - Shuttle Bus Driver 14.92

31310 - Taxi Driver	13.11
31361 - Truckdriver Light	14.92
31362 - Truckdriver Medium	15.85
31363 - Truckdriver Heavy	17.28
31364 - Truckdriver Tractor-Trailer	17.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.60
99050 - Desk Clerk	11.21
99095 - Embalmer	28.85
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.04
99252 - Laboratory Animal Caretaker II	13.94
99260 - Marketing Analyst	23.85
99310 - Mortician	28.85
99410 - Pest Controller	20.80
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.28
99711 - Recycling Specialist	19.95
99730 - Refuse Collector	15.92
99810 - Sales Clerk	11.93
99820 - School Crossing Guard	14.59
99830 - Survey Party Chief	29.56
99831 - Surveying Aide	15.96
99832 - Surveying Technician	19.63
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	22.04
99842 - Vending Machine Repairer Helper	18.30

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5364
Revision No.: 14
Date Of Last Revision: 06/05/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Nebraska

Area: Nebraska Counties of Fillmore Jefferson Saline Thayer York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.48
01012 - Accounting Clerk II		16.25
01013 - Accounting Clerk III		18.18
01020 - Administrative Assistant		20.82
01035 - Court Reporter		17.51
01041 - Customer Service Representative I		11.77
01042 - Customer Service Representative II		13.23
01043 - Customer Service Representative III		14.44
01051 - Data Entry Operator I		11.41
01052 - Data Entry Operator II		12.72
01060 - Dispatcher Motor Vehicle		19.07
01070 - Document Preparation Clerk		15.07

01090 - Duplicating Machine Operator 15.07
01111 - General Clerk I 13.10
01112 - General Clerk II 14.29
01113 - General Clerk III 16.04
01120 - Housing Referral Assistant 19.52
01141 - Messenger Courier 11.49
01191 - Order Clerk I 13.75
01192 - Order Clerk II 14.97
01261 - Personnel Assistant (Employment) I 15.68
01262 - Personnel Assistant (Employment) II 17.55
01263 - Personnel Assistant (Employment) III 19.56
01270 - Production Control Clerk 23.47
01290 - Rental Clerk 13.44
01300 - Scheduler Maintenance 15.65
01311 - Secretary I 15.65
01312 - Secretary II 17.51
01313 - Secretary III 19.52
01320 - Service Order Dispatcher 17.04
01410 - Supply Technician 20.82
01420 - Survey Worker 16.13
01460 - Switchboard Operator/Receptionist 13.41
01531 - Travel Clerk I 12.97
01532 - Travel Clerk II 13.73
01533 - Travel Clerk III 14.64
01611 - Word Processor I 13.94
01612 - Word Processor II 15.65
01613 - Word Processor III 17.51
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.72
05010 - Automotive Electrician 17.51
05040 - Automotive Glass Installer 16.62
05070 - Automotive Worker 16.62
05110 - Mobile Equipment Servicer 15.40
05130 - Motor Equipment Metal Mechanic 18.23
05160 - Motor Equipment Metal Worker 16.62
05190 - Motor Vehicle Mechanic 18.23
05220 - Motor Vehicle Mechanic Helper 15.64
05250 - Motor Vehicle Upholstery Worker 15.94
05280 - Motor Vehicle Wrecker 16.62
05310 - Painter Automotive 17.51
05340 - Radiator Repair Specialist 16.62
05370 - Tire Repairer 14.96
05400 - Transmission Repair Specialist 18.23
07000 - Food Preparation And Service Occupations
07010 - Baker 14.33
07041 - Cook I 12.71
07042 - Cook II 14.31
07070 - Dishwasher 11.27
07130 - Food Service Worker 10.71
07210 - Meat Cutter 14.63

07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.51
09040 - Furniture Handler	12.05
09080 - Furniture Refinisher	17.51
09090 - Furniture Refinisher Helper	13.90
09110 - Furniture Repairer Minor	15.81
09130 - Upholsterer	17.51
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.08
11060 - Elevator Operator	14.05
11090 - Gardener	15.48
11122 - Housekeeping Aide	14.05
11150 - Janitor	14.05
11210 - Laborer Grounds Maintenance	12.54
11240 - Maid or Houseman	11.48
11260 - Pruner	11.54
11270 - Tractor Operator	14.48
11330 - Trail Maintenance Worker	12.54
11360 - Window Cleaner	15.26
12000 - Health Occupations	
12010 - Ambulance Driver	17.19
12011 - Breath Alcohol Technician	18.95
12012 - Certified Occupational Therapist Assistant	24.33
12015 - Certified Physical Therapist Assistant	25.41
12020 - Dental Assistant	19.14
12025 - Dental Hygienist	35.04
12030 - EKG Technician	26.51
12035 - Electroneurodiagnostic Technologist	26.51
12040 - Emergency Medical Technician	17.19
12071 - Licensed Practical Nurse I	16.93
12072 - Licensed Practical Nurse II	18.95
12073 - Licensed Practical Nurse III	21.12
12100 - Medical Assistant	14.86
12130 - Medical Laboratory Technician	24.06
12160 - Medical Record Clerk	16.20
12190 - Medical Record Technician	18.13
12195 - Medical Transcriptionist	17.36
12210 - Nuclear Medicine Technologist	35.41
12221 - Nursing Assistant I	10.98
12222 - Nursing Assistant II	12.35
12223 - Nursing Assistant III	13.47
12224 - Nursing Assistant IV	15.12
12235 - Optical Dispenser	18.56
12236 - Optical Technician	16.93
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	16.47
12305 - Radiologic Technologist	26.71
12311 - Registered Nurse I	24.12
12312 - Registered Nurse II	29.51

12313 - Registered Nurse II Specialist		29.51
12314 - Registered Nurse III		35.70
12315 - Registered Nurse III Anesthetist		35.70
12316 - Registered Nurse IV		42.79
12317 - Scheduler (Drug and Alcohol Testing)		23.46
12320 - Substance Abuse Treatment Counselor		26.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.44
13012 - Exhibits Specialist II		21.61
13013 - Exhibits Specialist III		26.43
13041 - Illustrator I		17.24
13042 - Illustrator II		21.37
13043 - Illustrator III		26.13
13047 - Librarian		23.92
13050 - Library Aide/Clerk		11.71
13054 - Library Information Technology Systems Administrator		21.61
13058 - Library Technician		16.15
13061 - Media Specialist I		15.59
13062 - Media Specialist II		17.44
13063 - Media Specialist III		19.45
13071 - Photographer I		14.21
13072 - Photographer II		15.90
13073 - Photographer III		19.69
13074 - Photographer IV		24.09
13075 - Photographer V		29.15
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		14.21
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.03
14042 - Computer Operator II		17.93
14043 - Computer Operator III		20.00
14044 - Computer Operator IV		22.22
14045 - Computer Operator V		24.60
14071 - Computer Programmer I	(see 1)	20.99
14072 - Computer Programmer II	(see 1)	26.01
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		16.03
14160 - Personal Computer Support Technician		22.22
14170 - System Support Specialist		27.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.95
15020 - Aircrew Training Devices Instructor (Rated)		36.24
15030 - Air Crew Training Devices Instructor (Pilot)		43.43
15050 - Computer Based Training Specialist / Instructor		29.95
15060 - Educational Technologist		31.11

15070 - Flight Instructor (Pilot) 43.43
15080 - Graphic Artist 19.22
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.43
15086 - Maintenance Test Pilot Rotary Wing 43.43
15088 - Non-Maintenance Test/Co-Pilot 43.43
15090 - Technical Instructor 27.08
15095 - Technical Instructor/Course Developer 33.13
15110 - Test Proctor 21.86
15120 - Tutor 21.86
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.54
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 13.26
16220 - Tailor 14.04
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.52
19040 - Tool And Die Maker 22.56
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.99
21030 - Material Coordinator 23.47
21040 - Material Expediter 23.47
21050 - Material Handling Laborer 15.37
21071 - Order Filler 13.38
21080 - Production Line Worker (Food Processing) 17.99
21110 - Shipping Packer 17.07
21130 - Shipping/Receiving Clerk 17.07
21140 - Store Worker I 13.40
21150 - Stock Clerk 17.05
21210 - Tools And Parts Attendant 17.99
21410 - Warehouse Specialist 17.99
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.36
23019 - Aircraft Logs and Records Technician 19.26
23021 - Aircraft Mechanic I 22.37
23022 - Aircraft Mechanic II 23.36
23023 - Aircraft Mechanic III 24.11
23040 - Aircraft Mechanic Helper 16.95
23050 - Aircraft Painter 21.48
23060 - Aircraft Servicer 19.26
23070 - Aircraft Survival Flight Equipment Technician 21.48
23080 - Aircraft Worker 20.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.40

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.37
23110 - Appliance Mechanic 21.48
23120 - Bicycle Repairer 17.11
23125 - Cable Splicer 32.65
23130 - Carpenter Maintenance 18.18
23140 - Carpet Layer 20.40
23160 - Electrician Maintenance 24.09
23181 - Electronics Technician Maintenance I 20.40
23182 - Electronics Technician Maintenance II 22.43
23183 - Electronics Technician Maintenance III 22.53
23260 - Fabric Worker 19.26
23290 - Fire Alarm System Mechanic 22.37
23310 - Fire Extinguisher Repairer 18.12
23311 - Fuel Distribution System Mechanic 22.94
23312 - Fuel Distribution System Operator 18.56
23370 - General Maintenance Worker 17.35
23380 - Ground Support Equipment Mechanic 22.37
23381 - Ground Support Equipment Servicer 19.26
23382 - Ground Support Equipment Worker 20.40
23391 - Gunsmith I 18.12
23392 - Gunsmith II 20.40
23393 - Gunsmith III 22.37
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.71
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.64
23430 - Heavy Equipment Mechanic 20.93
23440 - Heavy Equipment Operator 20.42
23460 - Instrument Mechanic 22.37
23465 - Laboratory/Shelter Mechanic 21.48
23470 - Laborer 15.85
23510 - Locksmith 21.48
23530 - Machinery Maintenance Mechanic 24.92
23550 - Machinist Maintenance 19.62
23580 - Maintenance Trades Helper 16.95
23591 - Metrology Technician I 22.37
23592 - Metrology Technician II 23.36
23593 - Metrology Technician III 24.11
23640 - Millwright 22.37
23710 - Office Appliance Repairer 23.63
23760 - Painter Maintenance 21.48
23790 - Pipefitter Maintenance 22.46
23810 - Plumber Maintenance 21.57
23820 - Pneudraulic Systems Mechanic 22.37
23850 - Rigger 22.37
23870 - Scale Mechanic 20.40
23890 - Sheet-Metal Worker Maintenance 22.37
23910 - Small Engine Mechanic 20.40
23931 - Telecommunications Mechanic I 26.72

23932 - Telecommunications Mechanic II 27.91
23950 - Telephone Lineman 22.37
23960 - Welder Combination Maintenance 19.68
23965 - Well Driller 22.37
23970 - Woodcraft Worker 22.37
23980 - Woodworker 18.12
24000 - Personal Needs Occupations
24550 - Case Manager 14.50
24570 - Child Care Attendant 10.62
24580 - Child Care Center Clerk 13.25
24610 - Chore Aide 12.34
24620 - Family Readiness And Support Services Coordinator 14.50
24630 - Homemaker 14.50
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.45
25040 - Sewage Plant Operator 20.23
25070 - Stationary Engineer 23.45
25190 - Ventilation Equipment Tender 17.75
25210 - Water Treatment Plant Operator 20.23
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.80
27007 - Baggage Inspector 17.06
27008 - Corrections Officer 18.61
27010 - Court Security Officer 19.07
27030 - Detection Dog Handler 19.09
27040 - Detention Officer 18.61
27070 - Firefighter 19.53
27101 - Guard I 17.06
27102 - Guard II 19.09
27131 - Police Officer I 21.98
27132 - Police Officer II 24.42
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.60
28042 - Carnival Equipment Repairer 14.37
28043 - Carnival Worker 11.14
28210 - Gate Attendant/Gate Tender 16.13
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 18.05
28510 - Recreation Aide/Health Facility Attendant 13.17
28515 - Recreation Specialist 22.35
28630 - Sports Official 14.37
28690 - Swimming Pool Operator 20.92
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.40
29020 - Hatch Tender 20.40
29030 - Line Handler 20.40
29041 - Stevedore I 19.26
29042 - Stevedore II 21.48
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.48
30022 - Archeological Technician II 19.55
30023 - Archeological Technician III 24.22
30030 - Cartographic Technician 24.22
30040 - Civil Engineering Technician 22.20
30051 - Cryogenic Technician I 24.59
30052 - Cryogenic Technician II 27.16
30061 - Drafter/CAD Operator I 17.48
30062 - Drafter/CAD Operator II 19.55
30063 - Drafter/CAD Operator III 21.79
30064 - Drafter/CAD Operator IV 26.83
30081 - Engineering Technician I 15.70
30082 - Engineering Technician II 17.78
30083 - Engineering Technician III 19.87
30084 - Engineering Technician IV 24.62
30085 - Engineering Technician V 30.11
30086 - Engineering Technician VI 36.16
30090 - Environmental Technician 23.12
30095 - Evidence Control Specialist 22.20
30210 - Laboratory Technician 20.97
30221 - Latent Fingerprint Technician I 24.59
30222 - Latent Fingerprint Technician II 27.16
30240 - Mathematical Technician 24.22
30361 - Paralegal/Legal Assistant I 18.15
30362 - Paralegal/Legal Assistant II 22.47
30363 - Paralegal/Legal Assistant III 27.50
30364 - Paralegal/Legal Assistant IV 30.47
30375 - Petroleum Supply Specialist 27.16
30390 - Photo-Optics Technician 23.64
30395 - Radiation Control Technician 27.16
30461 - Technical Writer I 22.78
30462 - Technical Writer II 27.86
30463 - Technical Writer III 33.72
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.83
30502 - Weather Forecaster II 32.62
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.79
30621 - Weather Observer Senior (see 2) 24.22
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.68
31030 - Bus Driver 16.64

31043 - Driver Courier	14.38
31260 - Parking and Lot Attendant	12.60
31290 - Shuttle Bus Driver	14.92
31310 - Taxi Driver	13.11
31361 - Truckdriver Light	14.92
31362 - Truckdriver Medium	15.85
31363 - Truckdriver Heavy	17.28
31364 - Truckdriver Tractor-Trailer	17.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.60
99050 - Desk Clerk	11.21
99095 - Embalmer	28.85
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.04
99252 - Laboratory Animal Caretaker II	13.94
99260 - Marketing Analyst	23.85
99310 - Mortician	28.85
99410 - Pest Controller	20.80
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.28
99711 - Recycling Specialist	19.95
99730 - Refuse Collector	15.92
99810 - Sales Clerk	11.93
99820 - School Crossing Guard	14.59
99830 - Survey Party Chief	29.56
99831 - Surveying Aide	15.96
99832 - Surveying Technician	19.63
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	22.04
99842 - Vending Machine Repairer Helper	18.30

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5365
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Nebraska

Area: Nebraska Counties of Gage Johnson Nemaha Otoe Pawnee Richardson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.48
01012 - Accounting Clerk II		16.25
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		20.82
01035 - Court Reporter		19.61
01041 - Customer Service Representative I		11.77
01042 - Customer Service Representative II		13.23
01043 - Customer Service Representative III		14.44
01051 - Data Entry Operator I		11.53
01052 - Data Entry Operator II		12.58
01060 - Dispatcher Motor Vehicle		19.07
01070 - Document Preparation Clerk		15.44
01090 - Duplicating Machine Operator		15.44
01111 - General Clerk I		13.21
01112 - General Clerk II		14.41

01113 - General Clerk III 17.51
01120 - Housing Referral Assistant 19.52
01141 - Messenger Courier 11.68
01191 - Order Clerk I 13.75
01192 - Order Clerk II 15.00
01261 - Personnel Assistant (Employment) I 16.18
01262 - Personnel Assistant (Employment) II 18.10
01263 - Personnel Assistant (Employment) III 20.17
01270 - Production Control Clerk 23.47
01290 - Rental Clerk 13.44
01300 - Scheduler Maintenance 15.65
01311 - Secretary I 15.65
01312 - Secretary II 17.51
01313 - Secretary III 19.52
01320 - Service Order Dispatcher 17.04
01410 - Supply Technician 20.82
01420 - Survey Worker 16.13
01460 - Switchboard Operator/Receptionist 13.08
01531 - Travel Clerk I 12.97
01532 - Travel Clerk II 13.73
01533 - Travel Clerk III 14.64
01611 - Word Processor I 13.94
01612 - Word Processor II 15.65
01613 - Word Processor III 17.51
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.67
05010 - Automotive Electrician 18.93
05040 - Automotive Glass Installer 18.38
05070 - Automotive Worker 18.38
05110 - Mobile Equipment Servicer 16.99
05130 - Motor Equipment Metal Mechanic 19.53
05160 - Motor Equipment Metal Worker 18.38
05190 - Motor Vehicle Mechanic 18.23
05220 - Motor Vehicle Mechanic Helper 16.21
05250 - Motor Vehicle Upholstery Worker 18.08
05280 - Motor Vehicle Wrecker 18.38
05310 - Painter Automotive 18.93
05340 - Radiator Repair Specialist 17.13
05370 - Tire Repairer 14.96
05400 - Transmission Repair Specialist 19.53
07000 - Food Preparation And Service Occupations
07010 - Baker 13.96
07041 - Cook I 12.71
07042 - Cook II 14.31
07070 - Dishwasher 11.27
07130 - Food Service Worker 10.71
07210 - Meat Cutter 14.63
07260 - Waiter/Waitress 9.96
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.51

09040 - Furniture Handler 13.54
09080 - Furniture Refinisher 17.51
09090 - Furniture Refinisher Helper 15.39
09110 - Furniture Repairer Minor 16.69
09130 - Upholsterer 17.51
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.08
11060 - Elevator Operator 14.05
11090 - Gardener 15.48
11122 - Housekeeping Aide 14.05
11150 - Janitor 14.05
11210 - Laborer Grounds Maintenance 12.54
11240 - Maid or Houseman 11.48
11260 - Pruner 11.54
11270 - Tractor Operator 14.48
11330 - Trail Maintenance Worker 12.54
11360 - Window Cleaner 15.26
12000 - Health Occupations
12010 - Ambulance Driver 17.19
12011 - Breath Alcohol Technician 18.95
12012 - Certified Occupational Therapist Assistant 24.33
12015 - Certified Physical Therapist Assistant 25.39
12020 - Dental Assistant 19.14
12025 - Dental Hygienist 37.33
12030 - EKG Technician 26.51
12035 - Electroneurodiagnostic Technologist 26.51
12040 - Emergency Medical Technician 17.19
12071 - Licensed Practical Nurse I 16.93
12072 - Licensed Practical Nurse II 18.95
12073 - Licensed Practical Nurse III 21.12
12100 - Medical Assistant 14.86
12130 - Medical Laboratory Technician 25.36
12160 - Medical Record Clerk 16.20
12190 - Medical Record Technician 18.13
12195 - Medical Transcriptionist 17.36
12210 - Nuclear Medicine Technologist 38.45
12221 - Nursing Assistant I 11.29
12222 - Nursing Assistant II 12.69
12223 - Nursing Assistant III 13.85
12224 - Nursing Assistant IV 15.55
12235 - Optical Dispenser 18.56
12236 - Optical Technician 16.93
12250 - Pharmacy Technician 16.23
12280 - Phlebotomist 16.59
12305 - Radiologic Technologist 26.71
12311 - Registered Nurse I 24.12
12312 - Registered Nurse II 29.51
12313 - Registered Nurse II Specialist 29.51
12314 - Registered Nurse III 35.70
12315 - Registered Nurse III Anesthetist 35.70

12316 - Registered Nurse IV		42.79
12317 - Scheduler (Drug and Alcohol Testing)		23.46
12320 - Substance Abuse Treatment Counselor		26.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.43
13012 - Exhibits Specialist II		21.58
13013 - Exhibits Specialist III		26.39
13041 - Illustrator I		19.13
13042 - Illustrator II		23.71
13043 - Illustrator III		29.00
13047 - Librarian		23.91
13050 - Library Aide/Clerk		11.38
13054 - Library Information Technology Systems Administrator		21.59
13058 - Library Technician		15.09
13061 - Media Specialist I		15.58
13062 - Media Specialist II		17.42
13063 - Media Specialist III		19.42
13071 - Photographer I		14.21
13072 - Photographer II		15.90
13073 - Photographer III		19.69
13074 - Photographer IV		24.09
13075 - Photographer V		29.15
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		14.95
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.79
14042 - Computer Operator II		18.79
14043 - Computer Operator III		22.76
14044 - Computer Operator IV		24.38
14045 - Computer Operator V		27.04
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		16.79
14160 - Personal Computer Support Technician		24.38
14170 - System Support Specialist		27.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.60
15020 - Aircrew Training Devices Instructor (Rated)		36.24
15030 - Air Crew Training Devices Instructor (Pilot)		43.43
15050 - Computer Based Training Specialist / Instructor		30.60
15060 - Educational Technologist		31.11
15070 - Flight Instructor (Pilot)		43.43
15080 - Graphic Artist		21.89
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.43

15086 - Maintenance Test Pilot Rotary Wing 43.43
15088 - Non-Maintenance Test/Co-Pilot 43.43
15090 - Technical Instructor 28.18
15095 - Technical Instructor/Course Developer 33.13
15110 - Test Proctor 22.74
15120 - Tutor 22.74
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.54
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 13.26
16220 - Tailor 14.04
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.95
19040 - Tool And Die Maker 22.62
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.99
21030 - Material Coordinator 23.47
21040 - Material Expediter 23.47
21050 - Material Handling Laborer 15.94
21071 - Order Filler 13.38
21080 - Production Line Worker (Food Processing) 17.99
21110 - Shipping Packer 17.42
21130 - Shipping/Receiving Clerk 17.42
21140 - Store Worker I 13.40
21150 - Stock Clerk 17.05
21210 - Tools And Parts Attendant 17.99
21410 - Warehouse Specialist 17.99
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.14
23019 - Aircraft Logs and Records Technician 23.11
23021 - Aircraft Mechanic I 24.89
23022 - Aircraft Mechanic II 26.14
23023 - Aircraft Mechanic III 27.45
23040 - Aircraft Mechanic Helper 20.66
23050 - Aircraft Painter 24.50
23060 - Aircraft Servicer 23.11
23070 - Aircraft Survival Flight Equipment Technician 24.50
23080 - Aircraft Worker 23.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.40
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.89
23110 - Appliance Mechanic 21.48

23120 - Bicycle Repairer	17.95
23125 - Cable Splicer	35.50
23130 - Carpenter Maintenance	17.14
23140 - Carpet Layer	20.40
23160 - Electrician Maintenance	24.09
23181 - Electronics Technician Maintenance I	21.23
23182 - Electronics Technician Maintenance II	23.35
23183 - Electronics Technician Maintenance III	23.92
23260 - Fabric Worker	19.26
23290 - Fire Alarm System Mechanic	22.37
23310 - Fire Extinguisher Repairer	18.12
23311 - Fuel Distribution System Mechanic	29.03
23312 - Fuel Distribution System Operator	24.44
23370 - General Maintenance Worker	17.31
23380 - Ground Support Equipment Mechanic	24.89
23381 - Ground Support Equipment Servicer	23.11
23382 - Ground Support Equipment Worker	23.40
23391 - Gunsmith I	18.12
23392 - Gunsmith II	20.40
23393 - Gunsmith III	22.37
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.40
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.40
23430 - Heavy Equipment Mechanic	20.93
23440 - Heavy Equipment Operator	20.42
23460 - Instrument Mechanic	23.27
23465 - Laboratory/Shelter Mechanic	21.48
23470 - Laborer	15.94
23510 - Locksmith	21.48
23530 - Machinery Maintenance Mechanic	24.69
23550 - Machinist Maintenance	19.74
23580 - Maintenance Trades Helper	16.95
23591 - Metrology Technician I	23.27
23592 - Metrology Technician II	23.36
23593 - Metrology Technician III	24.11
23640 - Millwright	22.37
23710 - Office Appliance Repairer	23.63
23760 - Painter Maintenance	20.78
23790 - Pipefitter Maintenance	26.10
23810 - Plumber Maintenance	25.32
23820 - Pneudraulic Systems Mechanic	22.37
23850 - Rigger	22.37
23870 - Scale Mechanic	20.40
23890 - Sheet-Metal Worker Maintenance	22.73
23910 - Small Engine Mechanic	20.33
23931 - Telecommunications Mechanic I	27.50
23932 - Telecommunications Mechanic II	28.72
23950 - Telephone Lineman	22.37
23960 - Welder Combination Maintenance	19.68

23965 - Well Driller		22.37
23970 - Woodcraft Worker		22.37
23980 - Woodworker		18.12
24000 - Personal Needs Occupations		
24550 - Case Manager		14.85
24570 - Child Care Attendant		10.62
24580 - Child Care Center Clerk		13.42
24610 - Chore Aide		12.34
24620 - Family Readiness And Support Services Coordinator		14.85
24630 - Homemaker		15.60
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.45
25040 - Sewage Plant Operator		20.76
25070 - Stationary Engineer		23.45
25190 - Ventilation Equipment Tender		17.75
25210 - Water Treatment Plant Operator		20.76
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.80
27007 - Baggage Inspector		17.31
27008 - Corrections Officer		18.61
27010 - Court Security Officer		22.20
27030 - Detection Dog Handler		21.62
27040 - Detention Officer		18.61
27070 - Firefighter		22.36
27101 - Guard I		17.31
27102 - Guard II		21.62
27131 - Police Officer I		22.90
27132 - Police Officer II		25.45
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.64
28042 - Carnival Equipment Repairer		14.18
28043 - Carnival Worker		9.87
28210 - Gate Attendant/Gate Tender		16.13
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		18.05
28510 - Recreation Aide/Health Facility Attendant		13.17
28515 - Recreation Specialist		21.64
28630 - Sports Official		14.37
28690 - Swimming Pool Operator		20.92
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.40
29020 - Hatch Tender		20.40
29030 - Line Handler		20.40
29041 - Stevedore I		19.26
29042 - Stevedore II		21.48
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		18.46
30022 - Archeological Technician II		20.64
30023 - Archeological Technician III		25.57
30030 - Cartographic Technician		25.57
30040 - Civil Engineering Technician		22.29
30051 - Cryogenic Technician I		24.59
30052 - Cryogenic Technician II		27.16
30061 - Drafter/CAD Operator I		18.46
30062 - Drafter/CAD Operator II		20.64
30063 - Drafter/CAD Operator III		23.02
30064 - Drafter/CAD Operator IV		27.98
30081 - Engineering Technician I		16.03
30082 - Engineering Technician II		17.99
30083 - Engineering Technician III		20.14
30084 - Engineering Technician IV		24.94
30085 - Engineering Technician V		30.51
30086 - Engineering Technician VI		36.91
30090 - Environmental Technician		23.62
30095 - Evidence Control Specialist		22.20
30210 - Laboratory Technician		27.51
30221 - Latent Fingerprint Technician I		24.59
30222 - Latent Fingerprint Technician II		27.16
30240 - Mathematical Technician		25.41
30361 - Paralegal/Legal Assistant I		18.15
30362 - Paralegal/Legal Assistant II		22.47
30363 - Paralegal/Legal Assistant III		27.50
30364 - Paralegal/Legal Assistant IV		33.27
30375 - Petroleum Supply Specialist		27.16
30390 - Photo-Optics Technician		25.37
30395 - Radiation Control Technician		27.16
30461 - Technical Writer I		22.20
30462 - Technical Writer II		27.16
30463 - Technical Writer III		32.86
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.98
30502 - Weather Forecaster II		34.04
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.02
30621 - Weather Observer Senior	(see 2)	25.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.68
31030 - Bus Driver		16.64
31043 - Driver Courier		14.85
31260 - Parking and Lot Attendant		12.55
31290 - Shuttle Bus Driver		15.87

31310 - Taxi Driver	13.11
31361 - Truckdriver Light	15.87
31362 - Truckdriver Medium	21.01
31363 - Truckdriver Heavy	19.94
31364 - Truckdriver Tractor-Trailer	19.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.60
99050 - Desk Clerk	11.34
99095 - Embalmer	34.13
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.04
99252 - Laboratory Animal Caretaker II	13.46
99260 - Marketing Analyst	23.85
99310 - Mortician	34.13
99410 - Pest Controller	20.80
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.28
99711 - Recycling Specialist	19.95
99730 - Refuse Collector	15.92
99810 - Sales Clerk	12.39
99820 - School Crossing Guard	14.59
99830 - Survey Party Chief	28.59
99831 - Surveying Aide	15.47
99832 - Surveying Technician	19.63
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	21.53
99842 - Vending Machine Repairer Helper	18.30

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5366
Revision No.: 14
Date Of Last Revision: 06/05/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Nebraska

Area: Nebraska Counties of Gage Johnson Nemaha Otoe Pawnee Richardson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.48
01012 - Accounting Clerk II		16.25
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		20.82
01035 - Court Reporter		19.61
01041 - Customer Service Representative I		11.77
01042 - Customer Service Representative II		13.23
01043 - Customer Service Representative III		14.44
01051 - Data Entry Operator I		11.53
01052 - Data Entry Operator II		12.58
01060 - Dispatcher Motor Vehicle		19.07
01070 - Document Preparation Clerk		15.44

01090 - Duplicating Machine Operator	15.44
01111 - General Clerk I	13.21
01112 - General Clerk II	14.41
01113 - General Clerk III	17.51
01120 - Housing Referral Assistant	19.52
01141 - Messenger Courier	11.68
01191 - Order Clerk I	13.75
01192 - Order Clerk II	15.00
01261 - Personnel Assistant (Employment) I	16.18
01262 - Personnel Assistant (Employment) II	18.10
01263 - Personnel Assistant (Employment) III	20.17
01270 - Production Control Clerk	23.47
01290 - Rental Clerk	13.44
01300 - Scheduler Maintenance	15.65
01311 - Secretary I	15.65
01312 - Secretary II	17.51
01313 - Secretary III	19.52
01320 - Service Order Dispatcher	17.04
01410 - Supply Technician	20.82
01420 - Survey Worker	16.13
01460 - Switchboard Operator/Receptionist	13.08
01531 - Travel Clerk I	12.97
01532 - Travel Clerk II	13.73
01533 - Travel Clerk III	14.64
01611 - Word Processor I	13.94
01612 - Word Processor II	15.65
01613 - Word Processor III	17.51
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.67
05010 - Automotive Electrician	18.93
05040 - Automotive Glass Installer	18.38
05070 - Automotive Worker	18.38
05110 - Mobile Equipment Servicer	16.99
05130 - Motor Equipment Metal Mechanic	19.53
05160 - Motor Equipment Metal Worker	18.38
05190 - Motor Vehicle Mechanic	18.23
05220 - Motor Vehicle Mechanic Helper	16.21
05250 - Motor Vehicle Upholstery Worker	18.08
05280 - Motor Vehicle Wrecker	18.38
05310 - Painter Automotive	18.93
05340 - Radiator Repair Specialist	17.13
05370 - Tire Repairer	14.96
05400 - Transmission Repair Specialist	19.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.96
07041 - Cook I	12.71
07042 - Cook II	14.31
07070 - Dishwasher	11.27
07130 - Food Service Worker	10.71
07210 - Meat Cutter	14.63

07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.51
09040 - Furniture Handler	13.54
09080 - Furniture Refinisher	17.51
09090 - Furniture Refinisher Helper	15.39
09110 - Furniture Repairer Minor	16.69
09130 - Upholsterer	17.51
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.08
11060 - Elevator Operator	14.05
11090 - Gardener	15.48
11122 - Housekeeping Aide	14.05
11150 - Janitor	14.05
11210 - Laborer Grounds Maintenance	12.54
11240 - Maid or Houseman	11.48
11260 - Pruner	11.54
11270 - Tractor Operator	14.48
11330 - Trail Maintenance Worker	12.54
11360 - Window Cleaner	15.26
12000 - Health Occupations	
12010 - Ambulance Driver	17.19
12011 - Breath Alcohol Technician	18.95
12012 - Certified Occupational Therapist Assistant	24.33
12015 - Certified Physical Therapist Assistant	25.39
12020 - Dental Assistant	19.14
12025 - Dental Hygienist	37.33
12030 - EKG Technician	26.51
12035 - Electroneurodiagnostic Technologist	26.51
12040 - Emergency Medical Technician	17.19
12071 - Licensed Practical Nurse I	16.93
12072 - Licensed Practical Nurse II	18.95
12073 - Licensed Practical Nurse III	21.12
12100 - Medical Assistant	14.86
12130 - Medical Laboratory Technician	25.36
12160 - Medical Record Clerk	16.20
12190 - Medical Record Technician	18.13
12195 - Medical Transcriptionist	17.36
12210 - Nuclear Medicine Technologist	38.45
12221 - Nursing Assistant I	11.29
12222 - Nursing Assistant II	12.69
12223 - Nursing Assistant III	13.85
12224 - Nursing Assistant IV	15.55
12235 - Optical Dispenser	18.56
12236 - Optical Technician	16.93
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	16.59
12305 - Radiologic Technologist	26.71
12311 - Registered Nurse I	24.12
12312 - Registered Nurse II	29.51

12313 - Registered Nurse II Specialist		29.51
12314 - Registered Nurse III		35.70
12315 - Registered Nurse III Anesthetist		35.70
12316 - Registered Nurse IV		42.79
12317 - Scheduler (Drug and Alcohol Testing)		23.46
12320 - Substance Abuse Treatment Counselor		26.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.43
13012 - Exhibits Specialist II		21.58
13013 - Exhibits Specialist III		26.39
13041 - Illustrator I		19.13
13042 - Illustrator II		23.71
13043 - Illustrator III		29.00
13047 - Librarian		23.91
13050 - Library Aide/Clerk		11.38
13054 - Library Information Technology Systems Administrator		21.59
13058 - Library Technician		15.09
13061 - Media Specialist I		15.58
13062 - Media Specialist II		17.42
13063 - Media Specialist III		19.42
13071 - Photographer I		14.21
13072 - Photographer II		15.90
13073 - Photographer III		19.69
13074 - Photographer IV		24.09
13075 - Photographer V		29.15
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		14.95
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.79
14042 - Computer Operator II		18.79
14043 - Computer Operator III		22.76
14044 - Computer Operator IV		24.38
14045 - Computer Operator V		27.04
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		16.79
14160 - Personal Computer Support Technician		24.38
14170 - System Support Specialist		27.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.60
15020 - Aircrew Training Devices Instructor (Rated)		36.24
15030 - Air Crew Training Devices Instructor (Pilot)		43.43
15050 - Computer Based Training Specialist / Instructor		30.60
15060 - Educational Technologist		31.11

15070 - Flight Instructor (Pilot) 43.43
15080 - Graphic Artist 21.89
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.43
15086 - Maintenance Test Pilot Rotary Wing 43.43
15088 - Non-Maintenance Test/Co-Pilot 43.43
15090 - Technical Instructor 28.18
15095 - Technical Instructor/Course Developer 33.13
15110 - Test Proctor 22.74
15120 - Tutor 22.74
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.54
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 13.26
16220 - Tailor 14.04
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.95
19040 - Tool And Die Maker 22.62
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.99
21030 - Material Coordinator 23.47
21040 - Material Expediter 23.47
21050 - Material Handling Laborer 15.94
21071 - Order Filler 13.38
21080 - Production Line Worker (Food Processing) 17.99
21110 - Shipping Packer 17.42
21130 - Shipping/Receiving Clerk 17.42
21140 - Store Worker I 13.40
21150 - Stock Clerk 17.05
21210 - Tools And Parts Attendant 17.99
21410 - Warehouse Specialist 17.99
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.14
23019 - Aircraft Logs and Records Technician 23.11
23021 - Aircraft Mechanic I 24.89
23022 - Aircraft Mechanic II 26.14
23023 - Aircraft Mechanic III 27.45
23040 - Aircraft Mechanic Helper 20.66
23050 - Aircraft Painter 24.50
23060 - Aircraft Servicer 23.11
23070 - Aircraft Survival Flight Equipment Technician 24.50
23080 - Aircraft Worker 23.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.40

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.89
23110 - Appliance Mechanic 21.48
23120 - Bicycle Repairer 17.95
23125 - Cable Splicer 35.50
23130 - Carpenter Maintenance 17.14
23140 - Carpet Layer 20.40
23160 - Electrician Maintenance 24.09
23181 - Electronics Technician Maintenance I 21.23
23182 - Electronics Technician Maintenance II 23.35
23183 - Electronics Technician Maintenance III 23.92
23260 - Fabric Worker 19.26
23290 - Fire Alarm System Mechanic 22.37
23310 - Fire Extinguisher Repairer 18.12
23311 - Fuel Distribution System Mechanic 29.03
23312 - Fuel Distribution System Operator 24.44
23370 - General Maintenance Worker 17.31
23380 - Ground Support Equipment Mechanic 24.89
23381 - Ground Support Equipment Servicer 23.11
23382 - Ground Support Equipment Worker 23.40
23391 - Gunsmith I 18.12
23392 - Gunsmith II 20.40
23393 - Gunsmith III 22.37
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.40
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.40
23430 - Heavy Equipment Mechanic 20.93
23440 - Heavy Equipment Operator 20.42
23460 - Instrument Mechanic 23.27
23465 - Laboratory/Shelter Mechanic 21.48
23470 - Laborer 15.94
23510 - Locksmith 21.48
23530 - Machinery Maintenance Mechanic 24.69
23550 - Machinist Maintenance 19.74
23580 - Maintenance Trades Helper 16.95
23591 - Metrology Technician I 23.27
23592 - Metrology Technician II 23.36
23593 - Metrology Technician III 24.11
23640 - Millwright 22.37
23710 - Office Appliance Repairer 23.63
23760 - Painter Maintenance 20.78
23790 - Pipefitter Maintenance 26.10
23810 - Plumber Maintenance 25.32
23820 - Pneudraulic Systems Mechanic 22.37
23850 - Rigger 22.37
23870 - Scale Mechanic 20.40
23890 - Sheet-Metal Worker Maintenance 22.73
23910 - Small Engine Mechanic 20.33
23931 - Telecommunications Mechanic I 27.50

23932 - Telecommunications Mechanic II 28.72
23950 - Telephone Lineman 22.37
23960 - Welder Combination Maintenance 19.68
23965 - Well Driller 22.37
23970 - Woodcraft Worker 22.37
23980 - Woodworker 18.12
24000 - Personal Needs Occupations
24550 - Case Manager 14.85
24570 - Child Care Attendant 10.62
24580 - Child Care Center Clerk 13.42
24610 - Chore Aide 12.34
24620 - Family Readiness And Support Services Coordinator 14.85
24630 - Homemaker 15.60
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.45
25040 - Sewage Plant Operator 20.76
25070 - Stationary Engineer 23.45
25190 - Ventilation Equipment Tender 17.75
25210 - Water Treatment Plant Operator 20.76
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.80
27007 - Baggage Inspector 17.31
27008 - Corrections Officer 18.61
27010 - Court Security Officer 22.20
27030 - Detection Dog Handler 21.62
27040 - Detention Officer 18.61
27070 - Firefighter 22.36
27101 - Guard I 17.31
27102 - Guard II 21.62
27131 - Police Officer I 22.90
27132 - Police Officer II 25.45
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.64
28042 - Carnival Equipment Repairer 14.18
28043 - Carnival Worker 9.87
28210 - Gate Attendant/Gate Tender 16.13
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 18.05
28510 - Recreation Aide/Health Facility Attendant 13.17
28515 - Recreation Specialist 21.64
28630 - Sports Official 14.37
28690 - Swimming Pool Operator 20.92
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.40
29020 - Hatch Tender 20.40
29030 - Line Handler 20.40
29041 - Stevedore I 19.26
29042 - Stevedore II 21.48
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.46
30022 - Archeological Technician II 20.64
30023 - Archeological Technician III 25.57
30030 - Cartographic Technician 25.57
30040 - Civil Engineering Technician 22.29
30051 - Cryogenic Technician I 24.59
30052 - Cryogenic Technician II 27.16
30061 - Drafter/CAD Operator I 18.46
30062 - Drafter/CAD Operator II 20.64
30063 - Drafter/CAD Operator III 23.02
30064 - Drafter/CAD Operator IV 27.98
30081 - Engineering Technician I 16.03
30082 - Engineering Technician II 17.99
30083 - Engineering Technician III 20.14
30084 - Engineering Technician IV 24.94
30085 - Engineering Technician V 30.51
30086 - Engineering Technician VI 36.91
30090 - Environmental Technician 23.62
30095 - Evidence Control Specialist 22.20
30210 - Laboratory Technician 27.51
30221 - Latent Fingerprint Technician I 24.59
30222 - Latent Fingerprint Technician II 27.16
30240 - Mathematical Technician 25.41
30361 - Paralegal/Legal Assistant I 18.15
30362 - Paralegal/Legal Assistant II 22.47
30363 - Paralegal/Legal Assistant III 27.50
30364 - Paralegal/Legal Assistant IV 33.27
30375 - Petroleum Supply Specialist 27.16
30390 - Photo-Optics Technician 25.37
30395 - Radiation Control Technician 27.16
30461 - Technical Writer I 22.20
30462 - Technical Writer II 27.16
30463 - Technical Writer III 32.86
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.98
30502 - Weather Forecaster II 34.04
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.02
30621 - Weather Observer Senior (see 2) 25.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.68
31030 - Bus Driver 16.64

31043 - Driver Courier	14.85
31260 - Parking and Lot Attendant	12.55
31290 - Shuttle Bus Driver	15.87
31310 - Taxi Driver	13.11
31361 - Truckdriver Light	15.87
31362 - Truckdriver Medium	21.01
31363 - Truckdriver Heavy	19.94
31364 - Truckdriver Tractor-Trailer	19.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.60
99050 - Desk Clerk	11.34
99095 - Embalmer	34.13
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.04
99252 - Laboratory Animal Caretaker II	13.46
99260 - Marketing Analyst	23.85
99310 - Mortician	34.13
99410 - Pest Controller	20.80
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.28
99711 - Recycling Specialist	19.95
99730 - Refuse Collector	15.92
99810 - Sales Clerk	12.39
99820 - School Crossing Guard	14.59
99830 - Survey Party Chief	28.59
99831 - Surveying Aide	15.47
99832 - Surveying Technician	19.63
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	21.53
99842 - Vending Machine Repairer Helper	18.30

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5367
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: South Dakota

Area: South Dakota Counties of Custer Meade Pennington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.42
01012 - Accounting Clerk II		15.06
01013 - Accounting Clerk III		16.85
01020 - Administrative Assistant		19.17
01035 - Court Reporter		16.13
01041 - Customer Service Representative I		10.64
01042 - Customer Service Representative II		11.96
01043 - Customer Service Representative III		13.05
01051 - Data Entry Operator I		11.77
01052 - Data Entry Operator II		12.84
01060 - Dispatcher Motor Vehicle		17.07
01070 - Document Preparation Clerk		12.84
01090 - Duplicating Machine Operator		12.84
01111 - General Clerk I		11.95
01112 - General Clerk II		13.04

01113 - General Clerk III 14.65
01120 - Housing Referral Assistant 17.98
01141 - Messenger Courier 10.47
01191 - Order Clerk I 12.05
01192 - Order Clerk II 13.15
01261 - Personnel Assistant (Employment) I 14.60
01262 - Personnel Assistant (Employment) II 16.49
01263 - Personnel Assistant (Employment) III 19.04
01270 - Production Control Clerk 20.55
01290 - Rental Clerk 12.98
01300 - Scheduler Maintenance 14.41
01311 - Secretary I 14.41
01312 - Secretary II 16.13
01313 - Secretary III 17.98
01320 - Service Order Dispatcher 15.76
01410 - Supply Technician 19.17
01420 - Survey Worker 15.42
01460 - Switchboard Operator/Receptionist 13.15
01531 - Travel Clerk I 11.95
01532 - Travel Clerk II 12.71
01533 - Travel Clerk III 13.41
01611 - Word Processor I 12.84
01612 - Word Processor II 14.41
01613 - Word Processor III 16.13
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.52
05010 - Automotive Electrician 18.69
05040 - Automotive Glass Installer 17.48
05070 - Automotive Worker 17.48
05110 - Mobile Equipment Servicer 15.09
05130 - Motor Equipment Metal Mechanic 19.86
05160 - Motor Equipment Metal Worker 17.48
05190 - Motor Vehicle Mechanic 19.86
05220 - Motor Vehicle Mechanic Helper 13.88
05250 - Motor Vehicle Upholstery Worker 16.29
05280 - Motor Vehicle Wrecker 17.48
05310 - Painter Automotive 18.69
05340 - Radiator Repair Specialist 17.48
05370 - Tire Repairer 14.10
05400 - Transmission Repair Specialist 19.86
07000 - Food Preparation And Service Occupations
07010 - Baker 12.91
07041 - Cook I 13.44
07042 - Cook II 15.57
07070 - Dishwasher 10.14
07130 - Food Service Worker 10.25
07210 - Meat Cutter 16.16
07260 - Waiter/Waitress 9.81
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.40

09040 - Furniture Handler 13.74
09080 - Furniture Refinisher 22.40
09090 - Furniture Refinisher Helper 16.64
09110 - Furniture Repairer Minor 19.53
09130 - Upholsterer 22.21
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.09
11060 - Elevator Operator 12.10
11090 - Gardener 16.66
11122 - Housekeeping Aide 12.10
11150 - Janitor 12.10
11210 - Laborer Grounds Maintenance 12.65
11240 - Maid or Houseman 10.34
11260 - Pruner 11.33
11270 - Tractor Operator 15.32
11330 - Trail Maintenance Worker 12.65
11360 - Window Cleaner 13.51
12000 - Health Occupations
12010 - Ambulance Driver 15.77
12011 - Breath Alcohol Technician 17.46
12012 - Certified Occupational Therapist Assistant 23.95
12015 - Certified Physical Therapist Assistant 23.51
12020 - Dental Assistant 16.94
12025 - Dental Hygienist 32.62
12030 - EKG Technician 26.45
12035 - Electroneurodiagnostic Technologist 26.45
12040 - Emergency Medical Technician 15.77
12071 - Licensed Practical Nurse I 15.60
12072 - Licensed Practical Nurse II 17.46
12073 - Licensed Practical Nurse III 19.46
12100 - Medical Assistant 15.74
12130 - Medical Laboratory Technician 22.00
12160 - Medical Record Clerk 18.85
12190 - Medical Record Technician 21.10
12195 - Medical Transcriptionist 17.97
12210 - Nuclear Medicine Technologist 38.36
12221 - Nursing Assistant I 11.41
12222 - Nursing Assistant II 12.83
12223 - Nursing Assistant III 14.00
12224 - Nursing Assistant IV 15.71
12235 - Optical Dispenser 14.10
12236 - Optical Technician 15.60
12250 - Pharmacy Technician 17.29
12280 - Phlebotomist 15.60
12305 - Radiologic Technologist 27.04
12311 - Registered Nurse I 23.89
12312 - Registered Nurse II 29.22
12313 - Registered Nurse II Specialist 29.22
12314 - Registered Nurse III 35.35
12315 - Registered Nurse III Anesthetist 35.35

12316 - Registered Nurse IV		42.37
12317 - Scheduler (Drug and Alcohol Testing)		21.62
12320 - Substance Abuse Treatment Counselor		22.07
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		14.40
13012 - Exhibits Specialist II		17.83
13013 - Exhibits Specialist III		21.82
13041 - Illustrator I		14.40
13042 - Illustrator II		17.83
13043 - Illustrator III		21.82
13047 - Librarian		19.75
13050 - Library Aide/Clerk		11.46
13054 - Library Information Technology Systems Administrator		17.83
13058 - Library Technician		14.80
13061 - Media Specialist I		13.02
13062 - Media Specialist II		14.56
13063 - Media Specialist III		16.24
13071 - Photographer I		14.55
13072 - Photographer II		16.28
13073 - Photographer III		20.17
13074 - Photographer IV		24.67
13075 - Photographer V		29.85
13090 - Technical Order Library Clerk		14.40
13110 - Video Teleconference Technician		12.87
14000 - Information Technology Occupations		
14041 - Computer Operator I		11.60
14042 - Computer Operator II		12.97
14043 - Computer Operator III		15.41
14044 - Computer Operator IV		16.16
14045 - Computer Operator V		20.32
14071 - Computer Programmer I		19.25
14072 - Computer Programmer II		23.84
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		11.60
14160 - Personal Computer Support Technician		24.25
14170 - System Support Specialist		21.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.28
15020 - Aircrew Training Devices Instructor (Rated)		34.00
15030 - Air Crew Training Devices Instructor (Pilot)		40.75
15050 - Computer Based Training Specialist / Instructor		29.28
15060 - Educational Technologist		29.57
15070 - Flight Instructor (Pilot)		40.75
15080 - Graphic Artist		17.93
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.75

15086 - Maintenance Test Pilot Rotary Wing 40.75
15088 - Non-Maintenance Test/Co-Pilot 40.75
15090 - Technical Instructor 19.72
15095 - Technical Instructor/Course Developer 24.13
15110 - Test Proctor 15.92
15120 - Tutor 15.92
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.17
16030 - Counter Attendant 10.17
16040 - Dry Cleaner 11.61
16070 - Finisher Flatwork Machine 10.17
16090 - Presser Hand 10.17
16110 - Presser Machine Drycleaning 10.17
16130 - Presser Machine Shirts 10.17
16160 - Presser Machine Wearing Apparel Laundry 10.17
16190 - Sewing Machine Operator 12.20
16220 - Tailor 12.84
16250 - Washer Machine 10.65
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.39
19040 - Tool And Die Maker 29.40
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.62
21030 - Material Coordinator 20.55
21040 - Material Expediter 20.55
21050 - Material Handling Laborer 12.35
21071 - Order Filler 11.74
21080 - Production Line Worker (Food Processing) 16.62
21110 - Shipping Packer 16.00
21130 - Shipping/Receiving Clerk 16.00
21140 - Store Worker I 12.15
21150 - Stock Clerk 16.90
21210 - Tools And Parts Attendant 16.62
21410 - Warehouse Specialist 16.62
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.01
23019 - Aircraft Logs and Records Technician 22.83
23021 - Aircraft Mechanic I 27.83
23022 - Aircraft Mechanic II 30.01
23023 - Aircraft Mechanic III 31.41
23040 - Aircraft Mechanic Helper 19.75
23050 - Aircraft Painter 25.73
23060 - Aircraft Servicer 22.83
23070 - Aircraft Survival Flight Equipment Technician 25.73
23080 - Aircraft Worker 24.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.49
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.83
23110 - Appliance Mechanic 23.39

23120 - Bicycle Repairer	16.69
23125 - Cable Splicer	35.95
23130 - Carpenter Maintenance	17.85
23140 - Carpet Layer	21.89
23160 - Electrician Maintenance	22.94
23181 - Electronics Technician Maintenance I	22.93
23182 - Electronics Technician Maintenance II	24.52
23183 - Electronics Technician Maintenance III	26.06
23260 - Fabric Worker	20.40
23290 - Fire Alarm System Mechanic	21.34
23310 - Fire Extinguisher Repairer	18.90
23311 - Fuel Distribution System Mechanic	30.98
23312 - Fuel Distribution System Operator	24.20
23370 - General Maintenance Worker	17.75
23380 - Ground Support Equipment Mechanic	27.83
23381 - Ground Support Equipment Servicer	22.83
23382 - Ground Support Equipment Worker	24.49
23391 - Gunsmith I	18.90
23392 - Gunsmith II	21.89
23393 - Gunsmith III	24.86
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.83
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.13
23430 - Heavy Equipment Mechanic	25.19
23440 - Heavy Equipment Operator	22.42
23460 - Instrument Mechanic	24.86
23465 - Laboratory/Shelter Mechanic	23.39
23470 - Laborer	12.35
23510 - Locksmith	23.39
23530 - Machinery Maintenance Mechanic	24.26
23550 - Machinist Maintenance	20.17
23580 - Maintenance Trades Helper	17.38
23591 - Metrology Technician I	24.86
23592 - Metrology Technician II	26.41
23593 - Metrology Technician III	27.96
23640 - Millwright	24.86
23710 - Office Appliance Repairer	17.41
23760 - Painter Maintenance	16.89
23790 - Pipefitter Maintenance	23.08
23810 - Plumber Maintenance	21.43
23820 - Pneudraulic Systems Mechanic	24.86
23850 - Rigger	24.86
23870 - Scale Mechanic	21.89
23890 - Sheet-Metal Worker Maintenance	17.20
23910 - Small Engine Mechanic	17.25
23931 - Telecommunications Mechanic I	27.34
23932 - Telecommunications Mechanic II	29.04
23950 - Telephone Lineman	27.17
23960 - Welder Combination Maintenance	17.94

23965 - Well Driller	24.86
23970 - Woodcraft Worker	24.86
23980 - Woodworker	18.90
24000 - Personal Needs Occupations	
24550 - Case Manager	12.06
24570 - Child Care Attendant	10.19
24580 - Child Care Center Clerk	12.71
24610 - Chore Aide	12.80
24620 - Family Readiness And Support Services Coordinator	12.06
24630 - Homemaker	15.00
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.86
25040 - Sewage Plant Operator	19.33
25070 - Stationary Engineer	24.86
25190 - Ventilation Equipment Tender	17.38
25210 - Water Treatment Plant Operator	19.33
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.01
27007 - Baggage Inspector	15.04
27008 - Corrections Officer	21.95
27010 - Court Security Officer	19.60
27030 - Detection Dog Handler	16.83
27040 - Detention Officer	21.95
27070 - Firefighter	19.21
27101 - Guard I	15.04
27102 - Guard II	16.83
27131 - Police Officer I	20.92
27132 - Police Officer II	23.24
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.56
28042 - Carnival Equipment Repairer	14.75
28043 - Carnival Worker	10.03
28210 - Gate Attendant/Gate Tender	20.89
28310 - Lifeguard	16.60
28350 - Park Attendant (Aide)	23.38
28510 - Recreation Aide/Health Facility Attendant	17.06
28515 - Recreation Specialist	25.91
28630 - Sports Official	18.61
28690 - Swimming Pool Operator	17.67
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.89
29020 - Hatch Tender	21.89
29030 - Line Handler	21.89
29041 - Stevedore I	20.40
29042 - Stevedore II	23.39
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I 16.47
30022 - Archeological Technician II 18.43
30023 - Archeological Technician III 22.83
30030 - Cartographic Technician 22.83
30040 - Civil Engineering Technician 21.93
30051 - Cryogenic Technician I 25.29
30052 - Cryogenic Technician II 27.93
30061 - Drafter/CAD Operator I 16.47
30062 - Drafter/CAD Operator II 18.43
30063 - Drafter/CAD Operator III 20.54
30064 - Drafter/CAD Operator IV 25.29
30081 - Engineering Technician I 14.67
30082 - Engineering Technician II 16.47
30083 - Engineering Technician III 18.43
30084 - Engineering Technician IV 22.83
30085 - Engineering Technician V 27.93
30086 - Engineering Technician VI 33.78
30090 - Environmental Technician 22.83
30095 - Evidence Control Specialist 22.83
30210 - Laboratory Technician 20.54
30221 - Latent Fingerprint Technician I 25.29
30222 - Latent Fingerprint Technician II 27.93
30240 - Mathematical Technician 22.83
30361 - Paralegal/Legal Assistant I 18.97
30362 - Paralegal/Legal Assistant II 23.50
30363 - Paralegal/Legal Assistant III 28.74
30364 - Paralegal/Legal Assistant IV 34.77
30375 - Petroleum Supply Specialist 27.93
30390 - Photo-Optics Technician 22.32
30395 - Radiation Control Technician 27.93
30461 - Technical Writer I 22.83
30462 - Technical Writer II 27.93
30463 - Technical Writer III 33.78
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.29
30502 - Weather Forecaster II 30.75
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.54
30621 - Weather Observer Senior (see 2) 22.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.87
31030 - Bus Driver 18.28
31043 - Driver Courier 13.96
31260 - Parking and Lot Attendant 13.06
31290 - Shuttle Bus Driver 15.18

31310 - Taxi Driver	12.84
31361 - Truckdriver Light	15.18
31362 - Truckdriver Medium	16.38
31363 - Truckdriver Heavy	22.23
31364 - Truckdriver Tractor-Trailer	22.23
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.96
99050 - Desk Clerk	10.53
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.13
99252 - Laboratory Animal Caretaker II	14.07
99260 - Marketing Analyst	25.63
99310 - Mortician	25.35
99410 - Pest Controller	21.77
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.61
99711 - Recycling Specialist	18.79
99730 - Refuse Collector	14.09
99810 - Sales Clerk	11.86
99820 - School Crossing Guard	13.72
99830 - Survey Party Chief	21.37
99831 - Surveying Aide	13.76
99832 - Surveying Technician	17.90
99840 - Vending Machine Attendant	18.55
99841 - Vending Machine Repairer	23.36
99842 - Vending Machine Repairer Helper	18.55

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5368
Revision No.: 14
Date Of Last Revision: 06/30/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: South Dakota

Area: South Dakota Counties of Custer Meade Pennington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.42
01012 - Accounting Clerk II		15.06
01013 - Accounting Clerk III		16.85
01020 - Administrative Assistant		19.17
01035 - Court Reporter		16.13
01041 - Customer Service Representative I		10.64
01042 - Customer Service Representative II		11.96
01043 - Customer Service Representative III		13.05
01051 - Data Entry Operator I		11.77
01052 - Data Entry Operator II		12.84
01060 - Dispatcher Motor Vehicle		17.07
01070 - Document Preparation Clerk		12.84

01090 - Duplicating Machine Operator 12.84
01111 - General Clerk I 11.95
01112 - General Clerk II 13.04
01113 - General Clerk III 14.65
01120 - Housing Referral Assistant 17.98
01141 - Messenger Courier 10.47
01191 - Order Clerk I 12.05
01192 - Order Clerk II 13.15
01261 - Personnel Assistant (Employment) I 14.60
01262 - Personnel Assistant (Employment) II 16.49
01263 - Personnel Assistant (Employment) III 19.04
01270 - Production Control Clerk 20.55
01290 - Rental Clerk 12.98
01300 - Scheduler Maintenance 14.41
01311 - Secretary I 14.41
01312 - Secretary II 16.13
01313 - Secretary III 17.98
01320 - Service Order Dispatcher 15.76
01410 - Supply Technician 19.17
01420 - Survey Worker 15.42
01460 - Switchboard Operator/Receptionist 13.15
01531 - Travel Clerk I 11.95
01532 - Travel Clerk II 12.71
01533 - Travel Clerk III 13.41
01611 - Word Processor I 12.84
01612 - Word Processor II 14.41
01613 - Word Processor III 16.13
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.52
05010 - Automotive Electrician 18.69
05040 - Automotive Glass Installer 17.48
05070 - Automotive Worker 17.48
05110 - Mobile Equipment Servicer 15.09
05130 - Motor Equipment Metal Mechanic 19.86
05160 - Motor Equipment Metal Worker 17.48
05190 - Motor Vehicle Mechanic 19.86
05220 - Motor Vehicle Mechanic Helper 13.88
05250 - Motor Vehicle Upholstery Worker 16.29
05280 - Motor Vehicle Wrecker 17.48
05310 - Painter Automotive 18.69
05340 - Radiator Repair Specialist 17.48
05370 - Tire Repairer 14.10
05400 - Transmission Repair Specialist 19.86
07000 - Food Preparation And Service Occupations
07010 - Baker 12.91
07041 - Cook I 13.44
07042 - Cook II 15.57
07070 - Dishwasher 10.14
07130 - Food Service Worker 10.25
07210 - Meat Cutter 16.16

07260 - Waiter/Waitress	9.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.40
09040 - Furniture Handler	13.74
09080 - Furniture Refinisher	22.40
09090 - Furniture Refinisher Helper	16.64
09110 - Furniture Repairer Minor	19.53
09130 - Upholsterer	22.21
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.09
11060 - Elevator Operator	12.10
11090 - Gardener	16.66
11122 - Housekeeping Aide	12.10
11150 - Janitor	12.10
11210 - Laborer Grounds Maintenance	12.65
11240 - Maid or Houseman	10.34
11260 - Pruner	11.33
11270 - Tractor Operator	15.32
11330 - Trail Maintenance Worker	12.65
11360 - Window Cleaner	13.51
12000 - Health Occupations	
12010 - Ambulance Driver	15.77
12011 - Breath Alcohol Technician	17.46
12012 - Certified Occupational Therapist Assistant	23.95
12015 - Certified Physical Therapist Assistant	23.51
12020 - Dental Assistant	16.94
12025 - Dental Hygienist	32.62
12030 - EKG Technician	26.45
12035 - Electroneurodiagnostic Technologist	26.45
12040 - Emergency Medical Technician	15.77
12071 - Licensed Practical Nurse I	15.60
12072 - Licensed Practical Nurse II	17.46
12073 - Licensed Practical Nurse III	19.46
12100 - Medical Assistant	15.74
12130 - Medical Laboratory Technician	22.00
12160 - Medical Record Clerk	18.85
12190 - Medical Record Technician	21.10
12195 - Medical Transcriptionist	17.97
12210 - Nuclear Medicine Technologist	38.36
12221 - Nursing Assistant I	11.41
12222 - Nursing Assistant II	12.83
12223 - Nursing Assistant III	14.00
12224 - Nursing Assistant IV	15.71
12235 - Optical Dispenser	14.10
12236 - Optical Technician	15.60
12250 - Pharmacy Technician	17.29
12280 - Phlebotomist	15.60
12305 - Radiologic Technologist	27.04
12311 - Registered Nurse I	23.89
12312 - Registered Nurse II	29.22

12313 - Registered Nurse II Specialist		29.22
12314 - Registered Nurse III		35.35
12315 - Registered Nurse III Anesthetist		35.35
12316 - Registered Nurse IV		42.37
12317 - Scheduler (Drug and Alcohol Testing)		21.62
12320 - Substance Abuse Treatment Counselor		22.07
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		14.40
13012 - Exhibits Specialist II		17.83
13013 - Exhibits Specialist III		21.82
13041 - Illustrator I		14.40
13042 - Illustrator II		17.83
13043 - Illustrator III		21.82
13047 - Librarian		19.75
13050 - Library Aide/Clerk		11.46
13054 - Library Information Technology Systems Administrator		17.83
13058 - Library Technician		14.80
13061 - Media Specialist I		13.02
13062 - Media Specialist II		14.56
13063 - Media Specialist III		16.24
13071 - Photographer I		14.55
13072 - Photographer II		16.28
13073 - Photographer III		20.17
13074 - Photographer IV		24.67
13075 - Photographer V		29.85
13090 - Technical Order Library Clerk		14.40
13110 - Video Teleconference Technician		12.87
14000 - Information Technology Occupations		
14041 - Computer Operator I		11.60
14042 - Computer Operator II		12.97
14043 - Computer Operator III		15.41
14044 - Computer Operator IV		16.16
14045 - Computer Operator V		20.32
14071 - Computer Programmer I		19.25
14072 - Computer Programmer II		23.84
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		11.60
14160 - Personal Computer Support Technician		24.25
14170 - System Support Specialist		21.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.28
15020 - Aircrew Training Devices Instructor (Rated)		34.00
15030 - Air Crew Training Devices Instructor (Pilot)		40.75
15050 - Computer Based Training Specialist / Instructor		29.28
15060 - Educational Technologist		29.57

15070 - Flight Instructor (Pilot) 40.75
15080 - Graphic Artist 17.93
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.75
15086 - Maintenance Test Pilot Rotary Wing 40.75
15088 - Non-Maintenance Test/Co-Pilot 40.75
15090 - Technical Instructor 19.72
15095 - Technical Instructor/Course Developer 24.13
15110 - Test Proctor 15.92
15120 - Tutor 15.92
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.17
16030 - Counter Attendant 10.17
16040 - Dry Cleaner 11.61
16070 - Finisher Flatwork Machine 10.17
16090 - Presser Hand 10.17
16110 - Presser Machine Drycleaning 10.17
16130 - Presser Machine Shirts 10.17
16160 - Presser Machine Wearing Apparel Laundry 10.17
16190 - Sewing Machine Operator 12.20
16220 - Tailor 12.84
16250 - Washer Machine 10.65
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.39
19040 - Tool And Die Maker 29.40
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.62
21030 - Material Coordinator 20.55
21040 - Material Expediter 20.55
21050 - Material Handling Laborer 12.35
21071 - Order Filler 11.74
21080 - Production Line Worker (Food Processing) 16.62
21110 - Shipping Packer 16.00
21130 - Shipping/Receiving Clerk 16.00
21140 - Store Worker I 12.15
21150 - Stock Clerk 16.90
21210 - Tools And Parts Attendant 16.62
21410 - Warehouse Specialist 16.62
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.01
23019 - Aircraft Logs and Records Technician 22.83
23021 - Aircraft Mechanic I 27.83
23022 - Aircraft Mechanic II 30.01
23023 - Aircraft Mechanic III 31.41
23040 - Aircraft Mechanic Helper 19.75
23050 - Aircraft Painter 25.73
23060 - Aircraft Servicer 22.83
23070 - Aircraft Survival Flight Equipment Technician 25.73
23080 - Aircraft Worker 24.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.49

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.83
23110 - Appliance Mechanic 23.39
23120 - Bicycle Repairer 16.69
23125 - Cable Splicer 35.95
23130 - Carpenter Maintenance 17.85
23140 - Carpet Layer 21.89
23160 - Electrician Maintenance 22.94
23181 - Electronics Technician Maintenance I 22.93
23182 - Electronics Technician Maintenance II 24.52
23183 - Electronics Technician Maintenance III 26.06
23260 - Fabric Worker 20.40
23290 - Fire Alarm System Mechanic 21.34
23310 - Fire Extinguisher Repairer 18.90
23311 - Fuel Distribution System Mechanic 30.98
23312 - Fuel Distribution System Operator 24.20
23370 - General Maintenance Worker 17.75
23380 - Ground Support Equipment Mechanic 27.83
23381 - Ground Support Equipment Servicer 22.83
23382 - Ground Support Equipment Worker 24.49
23391 - Gunsmith I 18.90
23392 - Gunsmith II 21.89
23393 - Gunsmith III 24.86
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.83
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.13
23430 - Heavy Equipment Mechanic 25.19
23440 - Heavy Equipment Operator 22.42
23460 - Instrument Mechanic 24.86
23465 - Laboratory/Shelter Mechanic 23.39
23470 - Laborer 12.35
23510 - Locksmith 23.39
23530 - Machinery Maintenance Mechanic 24.26
23550 - Machinist Maintenance 20.17
23580 - Maintenance Trades Helper 17.38
23591 - Metrology Technician I 24.86
23592 - Metrology Technician II 26.41
23593 - Metrology Technician III 27.96
23640 - Millwright 24.86
23710 - Office Appliance Repairer 17.41
23760 - Painter Maintenance 16.89
23790 - Pipefitter Maintenance 23.08
23810 - Plumber Maintenance 21.43
23820 - Pneudraulic Systems Mechanic 24.86
23850 - Rigger 24.86
23870 - Scale Mechanic 21.89
23890 - Sheet-Metal Worker Maintenance 17.20
23910 - Small Engine Mechanic 17.25
23931 - Telecommunications Mechanic I 27.34

23932 - Telecommunications Mechanic II 29.04
23950 - Telephone Lineman 27.17
23960 - Welder Combination Maintenance 17.94
23965 - Well Driller 24.86
23970 - Woodcraft Worker 24.86
23980 - Woodworker 18.90
24000 - Personal Needs Occupations
24550 - Case Manager 12.06
24570 - Child Care Attendant 10.19
24580 - Child Care Center Clerk 12.71
24610 - Chore Aide 12.80
24620 - Family Readiness And Support Services Coordinator 12.06
24630 - Homemaker 15.00
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.86
25040 - Sewage Plant Operator 19.33
25070 - Stationary Engineer 24.86
25190 - Ventilation Equipment Tender 17.38
25210 - Water Treatment Plant Operator 19.33
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.01
27007 - Baggage Inspector 15.04
27008 - Corrections Officer 21.95
27010 - Court Security Officer 19.60
27030 - Detection Dog Handler 16.83
27040 - Detention Officer 21.95
27070 - Firefighter 19.21
27101 - Guard I 15.04
27102 - Guard II 16.83
27131 - Police Officer I 20.92
27132 - Police Officer II 23.24
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.56
28042 - Carnival Equipment Repairer 14.75
28043 - Carnival Worker 10.03
28210 - Gate Attendant/Gate Tender 20.89
28310 - Lifeguard 16.60
28350 - Park Attendant (Aide) 23.38
28510 - Recreation Aide/Health Facility Attendant 17.06
28515 - Recreation Specialist 25.91
28630 - Sports Official 18.61
28690 - Swimming Pool Operator 17.67
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.89
29020 - Hatch Tender 21.89
29030 - Line Handler 21.89
29041 - Stevedore I 20.40
29042 - Stevedore II 23.39
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.47
30022 - Archeological Technician II 18.43
30023 - Archeological Technician III 22.83
30030 - Cartographic Technician 22.83
30040 - Civil Engineering Technician 21.93
30051 - Cryogenic Technician I 25.29
30052 - Cryogenic Technician II 27.93
30061 - Drafter/CAD Operator I 16.47
30062 - Drafter/CAD Operator II 18.43
30063 - Drafter/CAD Operator III 20.54
30064 - Drafter/CAD Operator IV 25.29
30081 - Engineering Technician I 14.67
30082 - Engineering Technician II 16.47
30083 - Engineering Technician III 18.43
30084 - Engineering Technician IV 22.83
30085 - Engineering Technician V 27.93
30086 - Engineering Technician VI 33.78
30090 - Environmental Technician 22.83
30095 - Evidence Control Specialist 22.83
30210 - Laboratory Technician 20.54
30221 - Latent Fingerprint Technician I 25.29
30222 - Latent Fingerprint Technician II 27.93
30240 - Mathematical Technician 22.83
30361 - Paralegal/Legal Assistant I 18.97
30362 - Paralegal/Legal Assistant II 23.50
30363 - Paralegal/Legal Assistant III 28.74
30364 - Paralegal/Legal Assistant IV 34.77
30375 - Petroleum Supply Specialist 27.93
30390 - Photo-Optics Technician 22.32
30395 - Radiation Control Technician 27.93
30461 - Technical Writer I 22.83
30462 - Technical Writer II 27.93
30463 - Technical Writer III 33.78
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.29
30502 - Weather Forecaster II 30.75
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.54
30621 - Weather Observer Senior (see 2) 22.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.87
31030 - Bus Driver 18.28

31043 - Driver Courier	13.96
31260 - Parking and Lot Attendant	13.06
31290 - Shuttle Bus Driver	15.18
31310 - Taxi Driver	12.84
31361 - Truckdriver Light	15.18
31362 - Truckdriver Medium	16.38
31363 - Truckdriver Heavy	22.23
31364 - Truckdriver Tractor-Trailer	22.23
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.96
99050 - Desk Clerk	10.53
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.13
99252 - Laboratory Animal Caretaker II	14.07
99260 - Marketing Analyst	25.63
99310 - Mortician	25.35
99410 - Pest Controller	21.77
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.61
99711 - Recycling Specialist	18.79
99730 - Refuse Collector	14.09
99810 - Sales Clerk	11.86
99820 - School Crossing Guard	13.72
99830 - Survey Party Chief	21.37
99831 - Surveying Aide	13.76
99832 - Surveying Technician	17.90
99840 - Vending Machine Attendant	18.55
99841 - Vending Machine Repairer	23.36
99842 - Vending Machine Repairer Helper	18.55

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5369
Revision No.: 11
Date Of Last Revision: 12/21/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: South Dakota

Area: South Dakota Counties of Lincoln McCook Minnehaha Turner

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.58
01012 - Accounting Clerk II		15.24
01013 - Accounting Clerk III		17.06
01020 - Administrative Assistant		19.81
01035 - Court Reporter		16.14
01041 - Customer Service Representative I		12.75
01042 - Customer Service Representative II		14.34
01043 - Customer Service Representative III		15.64
01051 - Data Entry Operator I		11.78
01052 - Data Entry Operator II		12.85
01060 - Dispatcher Motor Vehicle		17.03
01070 - Document Preparation Clerk		15.47
01090 - Duplicating Machine Operator		15.47
01111 - General Clerk I		12.16
01112 - General Clerk II		13.27

01113 - General Clerk III 14.89
01120 - Housing Referral Assistant 17.99
01141 - Messenger Courier 11.83
01191 - Order Clerk I 14.83
01192 - Order Clerk II 16.18
01261 - Personnel Assistant (Employment) I 14.82
01262 - Personnel Assistant (Employment) II 16.58
01263 - Personnel Assistant (Employment) III 18.48
01270 - Production Control Clerk 18.72
01290 - Rental Clerk 12.07
01300 - Scheduler Maintenance 14.42
01311 - Secretary I 14.42
01312 - Secretary II 16.14
01313 - Secretary III 17.99
01320 - Service Order Dispatcher 15.07
01410 - Supply Technician 19.81
01420 - Survey Worker 14.98
01460 - Switchboard Operator/Receptionist 13.43
01531 - Travel Clerk I 15.90
01532 - Travel Clerk II 16.86
01533 - Travel Clerk III 17.83
01611 - Word Processor I 12.85
01612 - Word Processor II 14.42
01613 - Word Processor III 16.14
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.06
05010 - Automotive Electrician 18.51
05040 - Automotive Glass Installer 17.42
05070 - Automotive Worker 17.42
05110 - Mobile Equipment Servicer 15.30
05130 - Motor Equipment Metal Mechanic 19.59
05160 - Motor Equipment Metal Worker 17.42
05190 - Motor Vehicle Mechanic 19.59
05220 - Motor Vehicle Mechanic Helper 14.28
05250 - Motor Vehicle Upholstery Worker 16.34
05280 - Motor Vehicle Wrecker 17.42
05310 - Painter Automotive 18.51
05340 - Radiator Repair Specialist 17.42
05370 - Tire Repairer 15.12
05400 - Transmission Repair Specialist 19.59
07000 - Food Preparation And Service Occupations
07010 - Baker 14.43
07041 - Cook I 13.13
07042 - Cook II 14.95
07070 - Dishwasher 10.51
07130 - Food Service Worker 11.78
07210 - Meat Cutter 16.75
07260 - Waiter/Waitress 9.86
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 15.44

09040 - Furniture Handler 10.27
09080 - Furniture Refinisher 15.44
09090 - Furniture Refinisher Helper 12.03
09110 - Furniture Repairer Minor 13.64
09130 - Upholsterer 15.44
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.68
11060 - Elevator Operator 12.40
11090 - Gardener 18.05
11122 - Housekeeping Aide 12.40
11150 - Janitor 12.40
11210 - Laborer Grounds Maintenance 14.37
11240 - Maid or Houseman 10.84
11260 - Pruner 12.99
11270 - Tractor Operator 16.84
11330 - Trail Maintenance Worker 14.37
11360 - Window Cleaner 13.71
12000 - Health Occupations
12010 - Ambulance Driver 17.39
12011 - Breath Alcohol Technician 16.83
12012 - Certified Occupational Therapist Assistant 19.28
12015 - Certified Physical Therapist Assistant 19.01
12020 - Dental Assistant 22.24
12025 - Dental Hygienist 33.83
12030 - EKG Technician 26.05
12035 - Electroneurodiagnostic Technologist 26.05
12040 - Emergency Medical Technician 17.39
12071 - Licensed Practical Nurse I 15.04
12072 - Licensed Practical Nurse II 16.83
12073 - Licensed Practical Nurse III 18.76
12100 - Medical Assistant 14.56
12130 - Medical Laboratory Technician 21.95
12160 - Medical Record Clerk 18.19
12190 - Medical Record Technician 20.82
12195 - Medical Transcriptionist 17.61
12210 - Nuclear Medicine Technologist 31.27
12221 - Nursing Assistant I 11.02
12222 - Nursing Assistant II 12.39
12223 - Nursing Assistant III 13.52
12224 - Nursing Assistant IV 15.17
12235 - Optical Dispenser 16.35
12236 - Optical Technician 15.52
12250 - Pharmacy Technician 16.20
12280 - Phlebotomist 15.07
12305 - Radiologic Technologist 25.25
12311 - Registered Nurse I 23.25
12312 - Registered Nurse II 28.44
12313 - Registered Nurse II Specialist 28.44
12314 - Registered Nurse III 34.41
12315 - Registered Nurse III Anesthetist 34.41

12316 - Registered Nurse IV		41.24
12317 - Scheduler (Drug and Alcohol Testing)		20.84
12320 - Substance Abuse Treatment Counselor		19.72
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.33
13012 - Exhibits Specialist II		21.46
13013 - Exhibits Specialist III		26.26
13041 - Illustrator I		17.33
13042 - Illustrator II		21.46
13043 - Illustrator III		26.26
13047 - Librarian		23.77
13050 - Library Aide/Clerk		13.80
13054 - Library Information Technology Systems Administrator		21.46
13058 - Library Technician		14.45
13061 - Media Specialist I		15.48
13062 - Media Specialist II		17.33
13063 - Media Specialist III		19.32
13071 - Photographer I		16.08
13072 - Photographer II		17.99
13073 - Photographer III		22.28
13074 - Photographer IV		27.26
13075 - Photographer V		32.97
13090 - Technical Order Library Clerk		17.33
13110 - Video Teleconference Technician		14.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.10
14042 - Computer Operator II		15.85
14043 - Computer Operator III		17.59
14044 - Computer Operator IV		19.49
14045 - Computer Operator V		21.71
14071 - Computer Programmer I	(see 1)	19.46
14072 - Computer Programmer II	(see 1)	24.12
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.51
14160 - Personal Computer Support Technician		22.57
14170 - System Support Specialist		22.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.93
15020 - Aircrew Training Devices Instructor (Rated)		37.42
15030 - Air Crew Training Devices Instructor (Pilot)		43.93
15050 - Computer Based Training Specialist / Instructor		30.93
15060 - Educational Technologist		28.14
15070 - Flight Instructor (Pilot)		43.93
15080 - Graphic Artist		19.72
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.79

15086 - Maintenance Test Pilot Rotary Wing 41.79
15088 - Non-Maintenance Test/Co-Pilot 41.79
15090 - Technical Instructor 19.85
15095 - Technical Instructor/Course Developer 24.29
15110 - Test Proctor 16.03
15120 - Tutor 16.03
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.17
16030 - Counter Attendant 10.17
16040 - Dry Cleaner 11.61
16070 - Finisher Flatwork Machine 10.17
16090 - Presser Hand 10.17
16110 - Presser Machine Drycleaning 10.17
16130 - Presser Machine Shirts 10.17
16160 - Presser Machine Wearing Apparel Laundry 10.17
16190 - Sewing Machine Operator 12.20
16220 - Tailor 12.84
16250 - Washer Machine 10.65
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.40
19040 - Tool And Die Maker 23.76
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.36
21030 - Material Coordinator 18.72
21040 - Material Expediter 18.72
21050 - Material Handling Laborer 13.88
21071 - Order Filler 13.34
21080 - Production Line Worker (Food Processing) 16.36
21110 - Shipping Packer 15.19
21130 - Shipping/Receiving Clerk 15.19
21140 - Store Worker I 12.08
21150 - Stock Clerk 16.14
21210 - Tools And Parts Attendant 16.36
21410 - Warehouse Specialist 16.36
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.79
23019 - Aircraft Logs and Records Technician 21.23
23021 - Aircraft Mechanic I 25.45
23022 - Aircraft Mechanic II 26.79
23023 - Aircraft Mechanic III 28.12
23040 - Aircraft Mechanic Helper 18.55
23050 - Aircraft Painter 24.04
23060 - Aircraft Servicer 21.23
23070 - Aircraft Survival Flight Equipment Technician 24.04
23080 - Aircraft Worker 22.63
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.63
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.45
23110 - Appliance Mechanic 21.36

23120 - Bicycle Repairer	16.69
23125 - Cable Splicer	39.04
23130 - Carpenter Maintenance	18.14
23140 - Carpet Layer	21.73
23160 - Electrician Maintenance	22.98
23181 - Electronics Technician Maintenance I	21.96
23182 - Electronics Technician Maintenance II	23.32
23183 - Electronics Technician Maintenance III	24.70
23260 - Fabric Worker	20.37
23290 - Fire Alarm System Mechanic	24.75
23310 - Fire Extinguisher Repairer	19.08
23311 - Fuel Distribution System Mechanic	26.87
23312 - Fuel Distribution System Operator	19.93
23370 - General Maintenance Worker	17.82
23380 - Ground Support Equipment Mechanic	25.45
23381 - Ground Support Equipment Servicer	21.23
23382 - Ground Support Equipment Worker	22.63
23391 - Gunsmith I	19.08
23392 - Gunsmith II	21.73
23393 - Gunsmith III	24.44
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.27
23430 - Heavy Equipment Mechanic	24.93
23440 - Heavy Equipment Operator	22.38
23460 - Instrument Mechanic	24.44
23465 - Laboratory/Shelter Mechanic	23.08
23470 - Laborer	13.88
23510 - Locksmith	23.08
23530 - Machinery Maintenance Mechanic	20.16
23550 - Machinist Maintenance	18.37
23580 - Maintenance Trades Helper	17.80
23591 - Metrology Technician I	24.44
23592 - Metrology Technician II	25.73
23593 - Metrology Technician III	27.01
23640 - Millwright	28.20
23710 - Office Appliance Repairer	20.71
23760 - Painter Maintenance	17.73
23790 - Pipefitter Maintenance	22.88
23810 - Plumber Maintenance	21.61
23820 - Pneudraulic Systems Mechanic	24.44
23850 - Rigger	24.44
23870 - Scale Mechanic	21.73
23890 - Sheet-Metal Worker Maintenance	23.11
23910 - Small Engine Mechanic	16.36
23931 - Telecommunications Mechanic I	29.39
23932 - Telecommunications Mechanic II	30.93
23950 - Telephone Lineman	21.32
23960 - Welder Combination Maintenance	18.47

23965 - Well Driller	24.44
23970 - Woodcraft Worker	24.44
23980 - Woodworker	19.08
24000 - Personal Needs Occupations	
24550 - Case Manager	12.18
24570 - Child Care Attendant	10.16
24580 - Child Care Center Clerk	12.67
24610 - Chore Aide	12.54
24620 - Family Readiness And Support Services Coordinator	12.18
24630 - Homemaker	15.28
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.55
25040 - Sewage Plant Operator	23.31
25070 - Stationary Engineer	22.55
25190 - Ventilation Equipment Tender	16.26
25210 - Water Treatment Plant Operator	23.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.28
27007 - Baggage Inspector	13.65
27008 - Corrections Officer	22.58
27010 - Court Security Officer	24.46
27030 - Detection Dog Handler	15.28
27040 - Detention Officer	22.58
27070 - Firefighter	22.58
27101 - Guard I	13.65
27102 - Guard II	15.28
27131 - Police Officer I	26.81
27132 - Police Officer II	29.79
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.28
28042 - Carnival Equipment Repairer	14.24
28043 - Carnival Worker	10.25
28210 - Gate Attendant/Gate Tender	19.38
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	21.69
28510 - Recreation Aide/Health Facility Attendant	15.83
28515 - Recreation Specialist	25.91
28630 - Sports Official	17.27
28690 - Swimming Pool Operator	16.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.73
29020 - Hatch Tender	21.73
29030 - Line Handler	21.73
29041 - Stevedore I	20.37
29042 - Stevedore II	23.08
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I 17.65
30022 - Archeological Technician II 19.75
30023 - Archeological Technician III 24.46
30030 - Cartographic Technician 24.46
30040 - Civil Engineering Technician 23.58
30051 - Cryogenic Technician I 27.10
30052 - Cryogenic Technician II 29.93
30061 - Drafter/CAD Operator I 17.65
30062 - Drafter/CAD Operator II 19.75
30063 - Drafter/CAD Operator III 22.02
30064 - Drafter/CAD Operator IV 27.10
30081 - Engineering Technician I 15.90
30082 - Engineering Technician II 17.84
30083 - Engineering Technician III 19.97
30084 - Engineering Technician IV 24.73
30085 - Engineering Technician V 30.26
30086 - Engineering Technician VI 36.61
30090 - Environmental Technician 24.46
30095 - Evidence Control Specialist 24.46
30210 - Laboratory Technician 21.21
30221 - Latent Fingerprint Technician I 27.10
30222 - Latent Fingerprint Technician II 29.93
30240 - Mathematical Technician 24.46
30361 - Paralegal/Legal Assistant I 19.59
30362 - Paralegal/Legal Assistant II 24.26
30363 - Paralegal/Legal Assistant III 29.68
30364 - Paralegal/Legal Assistant IV 35.90
30375 - Petroleum Supply Specialist 29.93
30390 - Photo-Optics Technician 22.15
30395 - Radiation Control Technician 29.93
30461 - Technical Writer I 22.34
30462 - Technical Writer II 27.34
30463 - Technical Writer III 33.07
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.10
30502 - Weather Forecaster II 32.97
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.02
30621 - Weather Observer Senior (see 2) 24.46
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.92
31030 - Bus Driver 18.62
31043 - Driver Courier 16.02
31260 - Parking and Lot Attendant 12.08
31290 - Shuttle Bus Driver 17.17

31310 - Taxi Driver	14.48
31361 - Truckdriver Light	17.17
31362 - Truckdriver Medium	18.33
31363 - Truckdriver Heavy	20.28
31364 - Truckdriver Tractor-Trailer	20.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.09
99050 - Desk Clerk	11.32
99095 - Embalmer	35.28
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.46
99252 - Laboratory Animal Caretaker II	17.82
99260 - Marketing Analyst	26.21
99310 - Mortician	35.28
99410 - Pest Controller	18.90
99510 - Photofinishing Worker	14.28
99710 - Recycling Laborer	15.29
99711 - Recycling Specialist	17.86
99730 - Refuse Collector	13.87
99810 - Sales Clerk	12.69
99820 - School Crossing Guard	13.42
99830 - Survey Party Chief	18.54
99831 - Surveying Aide	12.22
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	17.19
99841 - Vending Machine Repairer	20.98
99842 - Vending Machine Repairer Helper	17.19

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5370
Revision No.: 11
Date Of Last Revision: 06/30/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: South Dakota

Area: South Dakota Counties of Lincoln McCook Minnehaha Turner

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.58
01012 - Accounting Clerk II		15.24
01013 - Accounting Clerk III		17.06
01020 - Administrative Assistant		19.81
01035 - Court Reporter		16.14
01041 - Customer Service Representative I		12.75
01042 - Customer Service Representative II		14.34
01043 - Customer Service Representative III		15.64
01051 - Data Entry Operator I		11.78
01052 - Data Entry Operator II		12.85
01060 - Dispatcher Motor Vehicle		17.03
01070 - Document Preparation Clerk		15.47

01090 - Duplicating Machine Operator 15.47
01111 - General Clerk I 12.16
01112 - General Clerk II 13.27
01113 - General Clerk III 14.89
01120 - Housing Referral Assistant 17.99
01141 - Messenger Courier 11.83
01191 - Order Clerk I 14.83
01192 - Order Clerk II 16.18
01261 - Personnel Assistant (Employment) I 14.82
01262 - Personnel Assistant (Employment) II 16.58
01263 - Personnel Assistant (Employment) III 18.48
01270 - Production Control Clerk 18.72
01290 - Rental Clerk 12.07
01300 - Scheduler Maintenance 14.42
01311 - Secretary I 14.42
01312 - Secretary II 16.14
01313 - Secretary III 17.99
01320 - Service Order Dispatcher 15.07
01410 - Supply Technician 19.81
01420 - Survey Worker 14.98
01460 - Switchboard Operator/Receptionist 13.43
01531 - Travel Clerk I 15.90
01532 - Travel Clerk II 16.86
01533 - Travel Clerk III 17.83
01611 - Word Processor I 12.85
01612 - Word Processor II 14.42
01613 - Word Processor III 16.14
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.06
05010 - Automotive Electrician 18.51
05040 - Automotive Glass Installer 17.42
05070 - Automotive Worker 17.42
05110 - Mobile Equipment Servicer 15.30
05130 - Motor Equipment Metal Mechanic 19.59
05160 - Motor Equipment Metal Worker 17.42
05190 - Motor Vehicle Mechanic 19.59
05220 - Motor Vehicle Mechanic Helper 14.28
05250 - Motor Vehicle Upholstery Worker 16.34
05280 - Motor Vehicle Wrecker 17.42
05310 - Painter Automotive 18.51
05340 - Radiator Repair Specialist 17.42
05370 - Tire Repairer 15.12
05400 - Transmission Repair Specialist 19.59
07000 - Food Preparation And Service Occupations
07010 - Baker 14.43
07041 - Cook I 13.13
07042 - Cook II 14.95
07070 - Dishwasher 10.51
07130 - Food Service Worker 11.78
07210 - Meat Cutter 16.75

07260 - Waiter/Waitress	9.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.44
09040 - Furniture Handler	10.27
09080 - Furniture Refinisher	15.44
09090 - Furniture Refinisher Helper	12.03
09110 - Furniture Repairer Minor	13.64
09130 - Upholsterer	15.44
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.68
11060 - Elevator Operator	12.40
11090 - Gardener	18.05
11122 - Housekeeping Aide	12.40
11150 - Janitor	12.40
11210 - Laborer Grounds Maintenance	14.37
11240 - Maid or Houseman	10.84
11260 - Pruner	12.99
11270 - Tractor Operator	16.84
11330 - Trail Maintenance Worker	14.37
11360 - Window Cleaner	13.71
12000 - Health Occupations	
12010 - Ambulance Driver	17.39
12011 - Breath Alcohol Technician	16.83
12012 - Certified Occupational Therapist Assistant	19.28
12015 - Certified Physical Therapist Assistant	19.01
12020 - Dental Assistant	22.24
12025 - Dental Hygienist	33.83
12030 - EKG Technician	26.05
12035 - Electroneurodiagnostic Technologist	26.05
12040 - Emergency Medical Technician	17.39
12071 - Licensed Practical Nurse I	15.04
12072 - Licensed Practical Nurse II	16.83
12073 - Licensed Practical Nurse III	18.76
12100 - Medical Assistant	14.56
12130 - Medical Laboratory Technician	21.95
12160 - Medical Record Clerk	18.19
12190 - Medical Record Technician	20.82
12195 - Medical Transcriptionist	17.61
12210 - Nuclear Medicine Technologist	31.27
12221 - Nursing Assistant I	11.02
12222 - Nursing Assistant II	12.39
12223 - Nursing Assistant III	13.52
12224 - Nursing Assistant IV	15.17
12235 - Optical Dispenser	16.35
12236 - Optical Technician	15.52
12250 - Pharmacy Technician	16.20
12280 - Phlebotomist	15.07
12305 - Radiologic Technologist	25.25
12311 - Registered Nurse I	23.25
12312 - Registered Nurse II	28.44

12313 - Registered Nurse II Specialist		28.44
12314 - Registered Nurse III		34.41
12315 - Registered Nurse III Anesthetist		34.41
12316 - Registered Nurse IV		41.24
12317 - Scheduler (Drug and Alcohol Testing)		20.84
12320 - Substance Abuse Treatment Counselor		19.72
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.33
13012 - Exhibits Specialist II		21.46
13013 - Exhibits Specialist III		26.26
13041 - Illustrator I		17.33
13042 - Illustrator II		21.46
13043 - Illustrator III		26.26
13047 - Librarian		23.77
13050 - Library Aide/Clerk		13.80
13054 - Library Information Technology Systems Administrator		21.46
13058 - Library Technician		14.45
13061 - Media Specialist I		15.48
13062 - Media Specialist II		17.33
13063 - Media Specialist III		19.32
13071 - Photographer I		16.08
13072 - Photographer II		17.99
13073 - Photographer III		22.28
13074 - Photographer IV		27.26
13075 - Photographer V		32.97
13090 - Technical Order Library Clerk		17.33
13110 - Video Teleconference Technician		14.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.10
14042 - Computer Operator II		15.85
14043 - Computer Operator III		17.59
14044 - Computer Operator IV		19.49
14045 - Computer Operator V		21.71
14071 - Computer Programmer I	(see 1)	19.46
14072 - Computer Programmer II	(see 1)	24.12
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.51
14160 - Personal Computer Support Technician		22.57
14170 - System Support Specialist		22.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.93
15020 - Aircrew Training Devices Instructor (Rated)		37.42
15030 - Air Crew Training Devices Instructor (Pilot)		43.93
15050 - Computer Based Training Specialist / Instructor		30.93
15060 - Educational Technologist		28.14

15070 - Flight Instructor (Pilot) 43.93
15080 - Graphic Artist 19.72
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.79
15086 - Maintenance Test Pilot Rotary Wing 41.79
15088 - Non-Maintenance Test/Co-Pilot 41.79
15090 - Technical Instructor 19.85
15095 - Technical Instructor/Course Developer 24.29
15110 - Test Proctor 16.03
15120 - Tutor 16.03
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.17
16030 - Counter Attendant 10.17
16040 - Dry Cleaner 11.61
16070 - Finisher Flatwork Machine 10.17
16090 - Presser Hand 10.17
16110 - Presser Machine Drycleaning 10.17
16130 - Presser Machine Shirts 10.17
16160 - Presser Machine Wearing Apparel Laundry 10.17
16190 - Sewing Machine Operator 12.20
16220 - Tailor 12.84
16250 - Washer Machine 10.65
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.40
19040 - Tool And Die Maker 23.76
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.36
21030 - Material Coordinator 18.72
21040 - Material Expediter 18.72
21050 - Material Handling Laborer 13.88
21071 - Order Filler 13.34
21080 - Production Line Worker (Food Processing) 16.36
21110 - Shipping Packer 15.19
21130 - Shipping/Receiving Clerk 15.19
21140 - Store Worker I 12.08
21150 - Stock Clerk 16.14
21210 - Tools And Parts Attendant 16.36
21410 - Warehouse Specialist 16.36
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.79
23019 - Aircraft Logs and Records Technician 21.23
23021 - Aircraft Mechanic I 25.45
23022 - Aircraft Mechanic II 26.79
23023 - Aircraft Mechanic III 28.12
23040 - Aircraft Mechanic Helper 18.55
23050 - Aircraft Painter 24.04
23060 - Aircraft Servicer 21.23
23070 - Aircraft Survival Flight Equipment Technician 24.04
23080 - Aircraft Worker 22.63
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.63

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.45
23110 - Appliance Mechanic 21.36
23120 - Bicycle Repairer 16.69
23125 - Cable Splicer 39.04
23130 - Carpenter Maintenance 18.14
23140 - Carpet Layer 21.73
23160 - Electrician Maintenance 22.98
23181 - Electronics Technician Maintenance I 21.96
23182 - Electronics Technician Maintenance II 23.32
23183 - Electronics Technician Maintenance III 24.70
23260 - Fabric Worker 20.37
23290 - Fire Alarm System Mechanic 24.75
23310 - Fire Extinguisher Repairer 19.08
23311 - Fuel Distribution System Mechanic 26.87
23312 - Fuel Distribution System Operator 19.93
23370 - General Maintenance Worker 17.82
23380 - Ground Support Equipment Mechanic 25.45
23381 - Ground Support Equipment Servicer 21.23
23382 - Ground Support Equipment Worker 22.63
23391 - Gunsmith I 19.08
23392 - Gunsmith II 21.73
23393 - Gunsmith III 24.44
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.27
23430 - Heavy Equipment Mechanic 24.93
23440 - Heavy Equipment Operator 22.38
23460 - Instrument Mechanic 24.44
23465 - Laboratory/Shelter Mechanic 23.08
23470 - Laborer 13.88
23510 - Locksmith 23.08
23530 - Machinery Maintenance Mechanic 20.16
23550 - Machinist Maintenance 18.37
23580 - Maintenance Trades Helper 17.80
23591 - Metrology Technician I 24.44
23592 - Metrology Technician II 25.73
23593 - Metrology Technician III 27.01
23640 - Millwright 28.20
23710 - Office Appliance Repairer 20.71
23760 - Painter Maintenance 17.73
23790 - Pipefitter Maintenance 22.88
23810 - Plumber Maintenance 21.61
23820 - Pneudraulic Systems Mechanic 24.44
23850 - Rigger 24.44
23870 - Scale Mechanic 21.73
23890 - Sheet-Metal Worker Maintenance 23.11
23910 - Small Engine Mechanic 16.36
23931 - Telecommunications Mechanic I 29.39

23932 - Telecommunications Mechanic II	30.93
23950 - Telephone Lineman	21.32
23960 - Welder Combination Maintenance	18.47
23965 - Well Driller	24.44
23970 - Woodcraft Worker	24.44
23980 - Woodworker	19.08
24000 - Personal Needs Occupations	
24550 - Case Manager	12.18
24570 - Child Care Attendant	10.16
24580 - Child Care Center Clerk	12.67
24610 - Chore Aide	12.54
24620 - Family Readiness And Support Services Coordinator	12.18
24630 - Homemaker	15.28
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.55
25040 - Sewage Plant Operator	23.31
25070 - Stationary Engineer	22.55
25190 - Ventilation Equipment Tender	16.26
25210 - Water Treatment Plant Operator	23.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.28
27007 - Baggage Inspector	13.65
27008 - Corrections Officer	22.58
27010 - Court Security Officer	24.46
27030 - Detection Dog Handler	15.28
27040 - Detention Officer	22.58
27070 - Firefighter	22.58
27101 - Guard I	13.65
27102 - Guard II	15.28
27131 - Police Officer I	26.81
27132 - Police Officer II	29.79
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.28
28042 - Carnival Equipment Repairer	14.24
28043 - Carnival Worker	10.25
28210 - Gate Attendant/Gate Tender	19.38
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	21.69
28510 - Recreation Aide/Health Facility Attendant	15.83
28515 - Recreation Specialist	25.91
28630 - Sports Official	17.27
28690 - Swimming Pool Operator	16.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.73
29020 - Hatch Tender	21.73
29030 - Line Handler	21.73
29041 - Stevedore I	20.37
29042 - Stevedore II	23.08
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.65
30022 - Archeological Technician II 19.75
30023 - Archeological Technician III 24.46
30030 - Cartographic Technician 24.46
30040 - Civil Engineering Technician 23.58
30051 - Cryogenic Technician I 27.10
30052 - Cryogenic Technician II 29.93
30061 - Drafter/CAD Operator I 17.65
30062 - Drafter/CAD Operator II 19.75
30063 - Drafter/CAD Operator III 22.02
30064 - Drafter/CAD Operator IV 27.10
30081 - Engineering Technician I 15.90
30082 - Engineering Technician II 17.84
30083 - Engineering Technician III 19.97
30084 - Engineering Technician IV 24.73
30085 - Engineering Technician V 30.26
30086 - Engineering Technician VI 36.61
30090 - Environmental Technician 24.46
30095 - Evidence Control Specialist 24.46
30210 - Laboratory Technician 21.21
30221 - Latent Fingerprint Technician I 27.10
30222 - Latent Fingerprint Technician II 29.93
30240 - Mathematical Technician 24.46
30361 - Paralegal/Legal Assistant I 19.59
30362 - Paralegal/Legal Assistant II 24.26
30363 - Paralegal/Legal Assistant III 29.68
30364 - Paralegal/Legal Assistant IV 35.90
30375 - Petroleum Supply Specialist 29.93
30390 - Photo-Optics Technician 22.15
30395 - Radiation Control Technician 29.93
30461 - Technical Writer I 22.34
30462 - Technical Writer II 27.34
30463 - Technical Writer III 33.07
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.10
30502 - Weather Forecaster II 32.97
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.02
30621 - Weather Observer Senior (see 2) 24.46
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.92
31030 - Bus Driver 18.62

31043 - Driver Courier	16.02
31260 - Parking and Lot Attendant	12.08
31290 - Shuttle Bus Driver	17.17
31310 - Taxi Driver	14.48
31361 - Truckdriver Light	17.17
31362 - Truckdriver Medium	18.33
31363 - Truckdriver Heavy	20.28
31364 - Truckdriver Tractor-Trailer	20.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.09
99050 - Desk Clerk	11.32
99095 - Embalmer	35.28
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.46
99252 - Laboratory Animal Caretaker II	17.82
99260 - Marketing Analyst	26.21
99310 - Mortician	35.28
99410 - Pest Controller	18.90
99510 - Photofinishing Worker	14.28
99710 - Recycling Laborer	15.29
99711 - Recycling Specialist	17.86
99730 - Refuse Collector	13.87
99810 - Sales Clerk	12.69
99820 - School Crossing Guard	13.42
99830 - Survey Party Chief	18.54
99831 - Surveying Aide	12.22
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	17.19
99841 - Vending Machine Repairer	20.98
99842 - Vending Machine Repairer Helper	17.19

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5373
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: South Dakota

Area: South Dakota Counties of Brule Buffalo Campbell Charles Mix Douglas Hand Hughes Hyde Potter Sully Walworth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.68
01012 - Accounting Clerk II		14.24
01013 - Accounting Clerk III		15.93
01020 - Administrative Assistant		18.59
01035 - Court Reporter		15.59
01041 - Customer Service Representative I		11.84
01042 - Customer Service Representative II		13.31
01043 - Customer Service Representative III		14.52
01051 - Data Entry Operator I		11.38
01052 - Data Entry Operator II		12.41
01060 - Dispatcher Motor Vehicle		15.94
01070 - Document Preparation Clerk		12.41
01090 - Duplicating Machine Operator		12.41
01111 - General Clerk I		11.74

01112 - General Clerk II 12.81
01113 - General Clerk III 14.37
01120 - Housing Referral Assistant 17.38
01141 - Messenger Courier 10.13
01191 - Order Clerk I 11.87
01192 - Order Clerk II 12.95
01261 - Personnel Assistant (Employment) I 14.49
01262 - Personnel Assistant (Employment) II 17.00
01263 - Personnel Assistant (Employment) III 18.08
01270 - Production Control Clerk 16.30
01290 - Rental Clerk 11.44
01300 - Scheduler Maintenance 13.93
01311 - Secretary I 13.93
01312 - Secretary II 15.59
01313 - Secretary III 17.38
01320 - Service Order Dispatcher 13.70
01410 - Supply Technician 18.59
01420 - Survey Worker 13.95
01460 - Switchboard Operator/Receptionist 12.38
01531 - Travel Clerk I 12.17
01532 - Travel Clerk II 12.94
01533 - Travel Clerk III 13.73
01611 - Word Processor I 12.41
01612 - Word Processor II 13.93
01613 - Word Processor III 15.59
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.69
05010 - Automotive Electrician 17.96
05040 - Automotive Glass Installer 17.12
05070 - Automotive Worker 17.12
05110 - Mobile Equipment Servicer 15.36
05130 - Motor Equipment Metal Mechanic 18.82
05160 - Motor Equipment Metal Worker 17.12
05190 - Motor Vehicle Mechanic 18.82
05220 - Motor Vehicle Mechanic Helper 14.52
05250 - Motor Vehicle Upholstery Worker 16.24
05280 - Motor Vehicle Wrecker 17.12
05310 - Painter Automotive 17.96
05340 - Radiator Repair Specialist 17.12
05370 - Tire Repairer 12.66
05400 - Transmission Repair Specialist 18.82
07000 - Food Preparation And Service Occupations
07010 - Baker 11.49
07041 - Cook I 13.04
07042 - Cook II 14.97
07070 - Dishwasher 10.52
07130 - Food Service Worker 10.72
07210 - Meat Cutter 14.44
07260 - Waiter/Waitress 9.76
09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 18.55
09040 - Furniture Handler 15.04
09080 - Furniture Refinisher 20.19
09090 - Furniture Refinisher Helper 17.61
09110 - Furniture Repairer Minor 19.97
09130 - Upholsterer 20.19
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.13
11060 - Elevator Operator 11.96
11090 - Gardener 15.02
11122 - Housekeeping Aide 11.96
11150 - Janitor 11.96
11210 - Laborer Grounds Maintenance 11.68
11240 - Maid or Houseman 11.26
11260 - Pruner 10.68
11270 - Tractor Operator 13.91
11330 - Trail Maintenance Worker 11.68
11360 - Window Cleaner 13.29
12000 - Health Occupations
12010 - Ambulance Driver 14.37
12011 - Breath Alcohol Technician 17.19
12012 - Certified Occupational Therapist Assistant 23.58
12015 - Certified Physical Therapist Assistant 20.74
12020 - Dental Assistant 17.23
12025 - Dental Hygienist 33.44
12030 - EKG Technician 26.04
12035 - Electroneurodiagnostic Technologist 26.04
12040 - Emergency Medical Technician 14.37
12071 - Licensed Practical Nurse I 15.36
12072 - Licensed Practical Nurse II 17.19
12073 - Licensed Practical Nurse III 19.15
12100 - Medical Assistant 15.81
12130 - Medical Laboratory Technician 23.13
12160 - Medical Record Clerk 17.70
12190 - Medical Record Technician 19.81
12195 - Medical Transcriptionist 16.36
12210 - Nuclear Medicine Technologist 37.75
12221 - Nursing Assistant I 11.32
12222 - Nursing Assistant II 12.73
12223 - Nursing Assistant III 13.89
12224 - Nursing Assistant IV 15.60
12235 - Optical Dispenser 16.34
12236 - Optical Technician 15.36
12250 - Pharmacy Technician 16.77
12280 - Phlebotomist 15.60
12305 - Radiologic Technologist 26.35
12311 - Registered Nurse I 23.02
12312 - Registered Nurse II 28.16
12313 - Registered Nurse II Specialist 28.16
12314 - Registered Nurse III 34.07

12315 - Registered Nurse III Anesthetist		34.07
12316 - Registered Nurse IV		40.83
12317 - Scheduler (Drug and Alcohol Testing)		21.28
12320 - Substance Abuse Treatment Counselor		19.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.11
13012 - Exhibits Specialist II		18.68
13013 - Exhibits Specialist III		22.89
13041 - Illustrator I		14.90
13042 - Illustrator II		18.46
13043 - Illustrator III		22.59
13047 - Librarian		20.44
13050 - Library Aide/Clerk		11.87
13054 - Library Information Technology Systems Administrator		18.46
13058 - Library Technician		14.45
13061 - Media Specialist I		13.48
13062 - Media Specialist II		14.90
13063 - Media Specialist III		16.62
13071 - Photographer I		13.62
13072 - Photographer II		15.24
13073 - Photographer III		18.89
13074 - Photographer IV		23.10
13075 - Photographer V		27.95
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		12.54
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.51
14042 - Computer Operator II		17.44
14043 - Computer Operator III		19.35
14044 - Computer Operator IV		21.44
14045 - Computer Operator V		23.88
14071 - Computer Programmer I	(see 1)	19.46
14072 - Computer Programmer II	(see 1)	24.12
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.51
14160 - Personal Computer Support Technician		22.57
14170 - System Support Specialist		28.86
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.93
15020 - Aircrew Training Devices Instructor (Rated)		37.42
15030 - Air Crew Training Devices Instructor (Pilot)		43.93
15050 - Computer Based Training Specialist / Instructor		30.93
15060 - Educational Technologist		29.52
15070 - Flight Instructor (Pilot)		43.93
15080 - Graphic Artist		19.72

15085 - Maintenance Test Pilot Fixed Jet/Prop 43.52
15086 - Maintenance Test Pilot Rotary Wing 43.52
15088 - Non-Maintenance Test/Co-Pilot 43.52
15090 - Technical Instructor 17.62
15095 - Technical Instructor/Course Developer 21.55
15110 - Test Proctor 14.22
15120 - Tutor 14.22
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.17
16030 - Counter Attendant 10.17
16040 - Dry Cleaner 11.61
16070 - Finisher Flatwork Machine 10.17
16090 - Presser Hand 10.17
16110 - Presser Machine Drycleaning 10.17
16130 - Presser Machine Shirts 10.17
16160 - Presser Machine Wearing Apparel Laundry 10.17
16190 - Sewing Machine Operator 12.20
16220 - Tailor 12.84
16250 - Washer Machine 10.65
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.90
19040 - Tool And Die Maker 29.66
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.80
21030 - Material Coordinator 19.12
21040 - Material Expediter 19.12
21050 - Material Handling Laborer 12.78
21071 - Order Filler 10.24
21080 - Production Line Worker (Food Processing) 15.80
21110 - Shipping Packer 14.76
21130 - Shipping/Receiving Clerk 14.76
21140 - Store Worker I 12.12
21150 - Stock Clerk 16.52
21210 - Tools And Parts Attendant 15.80
21410 - Warehouse Specialist 15.80
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.81
23019 - Aircraft Logs and Records Technician 20.96
23021 - Aircraft Mechanic I 25.35
23022 - Aircraft Mechanic II 26.81
23023 - Aircraft Mechanic III 28.27
23040 - Aircraft Mechanic Helper 18.07
23050 - Aircraft Painter 23.90
23060 - Aircraft Servicer 20.96
23070 - Aircraft Survival Flight Equipment Technician 23.90
23080 - Aircraft Worker 22.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.35

23110 - Appliance Mechanic 23.90
23120 - Bicycle Repairer 16.69
23125 - Cable Splicer 38.48
23130 - Carpenter Maintenance 16.26
23140 - Carpet Layer 22.42
23160 - Electrician Maintenance 21.44
23181 - Electronics Technician Maintenance I 22.42
23182 - Electronics Technician Maintenance II 23.90
23183 - Electronics Technician Maintenance III 25.35
23260 - Fabric Worker 20.96
23290 - Fire Alarm System Mechanic 25.35
23310 - Fire Extinguisher Repairer 19.52
23311 - Fuel Distribution System Mechanic 32.52
23312 - Fuel Distribution System Operator 23.12
23370 - General Maintenance Worker 18.00
23380 - Ground Support Equipment Mechanic 25.35
23381 - Ground Support Equipment Servicer 20.96
23382 - Ground Support Equipment Worker 22.42
23391 - Gunsmith I 19.52
23392 - Gunsmith II 22.42
23393 - Gunsmith III 25.35
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.13
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.23
23430 - Heavy Equipment Mechanic 25.35
23440 - Heavy Equipment Operator 21.22
23460 - Instrument Mechanic 25.35
23465 - Laboratory/Shelter Mechanic 23.90
23470 - Laborer 11.72
23510 - Locksmith 23.90
23530 - Machinery Maintenance Mechanic 26.91
23550 - Machinist Maintenance 22.23
23580 - Maintenance Trades Helper 18.07
23591 - Metrology Technician I 25.35
23592 - Metrology Technician II 26.81
23593 - Metrology Technician III 28.27
23640 - Millwright 25.35
23710 - Office Appliance Repairer 23.90
23760 - Painter Maintenance 16.21
23790 - Pipefitter Maintenance 20.76
23810 - Plumber Maintenance 19.21
23820 - Pneudraulic Systems Mechanic 25.35
23850 - Rigger 25.35
23870 - Scale Mechanic 22.42
23890 - Sheet-Metal Worker Maintenance 24.89
23910 - Small Engine Mechanic 22.42
23931 - Telecommunications Mechanic I 29.74
23932 - Telecommunications Mechanic II 31.45
23950 - Telephone Lineman 23.25

23960 - Welder Combination Maintenance		17.93
23965 - Well Driller		22.26
23970 - Woodcraft Worker		25.35
23980 - Woodworker		19.52
24000 - Personal Needs Occupations		
24550 - Case Manager		12.30
24570 - Child Care Attendant		9.64
24580 - Child Care Center Clerk		12.03
24610 - Chore Aide		12.16
24620 - Family Readiness And Support Services Coordinator		12.30
24630 - Homemaker		15.28
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.35
25040 - Sewage Plant Operator		20.67
25070 - Stationary Engineer		25.35
25190 - Ventilation Equipment Tender		18.07
25210 - Water Treatment Plant Operator		20.67
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.14
27007 - Baggage Inspector		12.90
27008 - Corrections Officer		17.26
27010 - Court Security Officer		16.96
27030 - Detection Dog Handler		14.44
27040 - Detention Officer		17.26
27070 - Firefighter		18.67
27101 - Guard I		12.90
27102 - Guard II		14.44
27131 - Police Officer I		20.07
27132 - Police Officer II		22.30
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.38
28042 - Carnival Equipment Repairer		14.45
28043 - Carnival Worker		10.12
28210 - Gate Attendant/Gate Tender		17.42
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		19.50
28510 - Recreation Aide/Health Facility Attendant		14.23
28515 - Recreation Specialist		24.15
28630 - Sports Official		15.52
28690 - Swimming Pool Operator		16.60
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.42
29020 - Hatch Tender		22.42
29030 - Line Handler		22.42
29041 - Stevedore I		20.96
29042 - Stevedore II		23.90
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 15.98
30022 - Archeological Technician II 17.87
30023 - Archeological Technician III 22.15
30030 - Cartographic Technician 22.15
30040 - Civil Engineering Technician 20.25
30051 - Cryogenic Technician I 23.83
30052 - Cryogenic Technician II 26.32
30061 - Drafter/CAD Operator I 15.98
30062 - Drafter/CAD Operator II 17.87
30063 - Drafter/CAD Operator III 19.93
30064 - Drafter/CAD Operator IV 24.52
30081 - Engineering Technician I 13.83
30082 - Engineering Technician II 15.52
30083 - Engineering Technician III 17.37
30084 - Engineering Technician IV 21.51
30085 - Engineering Technician V 26.32
30086 - Engineering Technician VI 31.84
30090 - Environmental Technician 22.15
30095 - Evidence Control Specialist 21.51
30210 - Laboratory Technician 19.93
30221 - Latent Fingerprint Technician I 23.83
30222 - Latent Fingerprint Technician II 26.32
30240 - Mathematical Technician 22.15
30361 - Paralegal/Legal Assistant I 20.19
30362 - Paralegal/Legal Assistant II 25.01
30363 - Paralegal/Legal Assistant III 30.60
30364 - Paralegal/Legal Assistant IV 37.02
30375 - Petroleum Supply Specialist 26.32
30390 - Photo-Optics Technician 22.15
30395 - Radiation Control Technician 26.32
30461 - Technical Writer I 21.51
30462 - Technical Writer II 26.32
30463 - Technical Writer III 31.84
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 24.52
30502 - Weather Forecaster II 29.83
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 19.93
30621 - Weather Observer Senior (see 2) 22.15
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.68
31030 - Bus Driver 16.11
31043 - Driver Courier 15.88
31260 - Parking and Lot Attendant 12.07

31290 - Shuttle Bus Driver	17.04
31310 - Taxi Driver	13.64
31361 - Truckdriver Light	17.04
31362 - Truckdriver Medium	18.54
31363 - Truckdriver Heavy	17.30
31364 - Truckdriver Tractor-Trailer	17.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.48
99050 - Desk Clerk	11.00
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.13
99252 - Laboratory Animal Caretaker II	14.18
99260 - Marketing Analyst	25.78
99310 - Mortician	25.35
99410 - Pest Controller	20.84
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.38
99711 - Recycling Specialist	15.63
99730 - Refuse Collector	12.24
99810 - Sales Clerk	12.62
99820 - School Crossing Guard	13.57
99830 - Survey Party Chief	18.53
99831 - Surveying Aide	12.22
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	13.65
99841 - Vending Machine Repairer	16.31
99842 - Vending Machine Repairer Helper	13.65

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5374
Revision No.: 14
Date Of Last Revision: 06/05/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: South Dakota

Area: South Dakota Counties of Brule Buffalo Campbell Charles Mix Douglas Hand Hughes Hyde Potter Sully Walworth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.68
01012 - Accounting Clerk II		14.24
01013 - Accounting Clerk III		15.93
01020 - Administrative Assistant		18.59
01035 - Court Reporter		15.59
01041 - Customer Service Representative I		11.84
01042 - Customer Service Representative II		13.31
01043 - Customer Service Representative III		14.52
01051 - Data Entry Operator I		11.38
01052 - Data Entry Operator II		12.41
01060 - Dispatcher Motor Vehicle		15.94

01070 - Document Preparation Clerk 12.41
01090 - Duplicating Machine Operator 12.41
01111 - General Clerk I 11.74
01112 - General Clerk II 12.81
01113 - General Clerk III 14.37
01120 - Housing Referral Assistant 17.38
01141 - Messenger Courier 10.13
01191 - Order Clerk I 11.87
01192 - Order Clerk II 12.95
01261 - Personnel Assistant (Employment) I 14.49
01262 - Personnel Assistant (Employment) II 17.00
01263 - Personnel Assistant (Employment) III 18.08
01270 - Production Control Clerk 16.30
01290 - Rental Clerk 11.44
01300 - Scheduler Maintenance 13.93
01311 - Secretary I 13.93
01312 - Secretary II 15.59
01313 - Secretary III 17.38
01320 - Service Order Dispatcher 13.70
01410 - Supply Technician 18.59
01420 - Survey Worker 13.95
01460 - Switchboard Operator/Receptionist 12.38
01531 - Travel Clerk I 12.17
01532 - Travel Clerk II 12.94
01533 - Travel Clerk III 13.73
01611 - Word Processor I 12.41
01612 - Word Processor II 13.93
01613 - Word Processor III 15.59
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.69
05010 - Automotive Electrician 17.96
05040 - Automotive Glass Installer 17.12
05070 - Automotive Worker 17.12
05110 - Mobile Equipment Servicer 15.36
05130 - Motor Equipment Metal Mechanic 18.82
05160 - Motor Equipment Metal Worker 17.12
05190 - Motor Vehicle Mechanic 18.82
05220 - Motor Vehicle Mechanic Helper 14.52
05250 - Motor Vehicle Upholstery Worker 16.24
05280 - Motor Vehicle Wrecker 17.12
05310 - Painter Automotive 17.96
05340 - Radiator Repair Specialist 17.12
05370 - Tire Repairer 12.66
05400 - Transmission Repair Specialist 18.82
07000 - Food Preparation And Service Occupations
07010 - Baker 11.49
07041 - Cook I 13.04
07042 - Cook II 14.97
07070 - Dishwasher 10.52
07130 - Food Service Worker 10.72

07210 - Meat Cutter	14.44
07260 - Waiter/Waitress	9.76
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.55
09040 - Furniture Handler	15.04
09080 - Furniture Refinisher	20.19
09090 - Furniture Refinisher Helper	17.61
09110 - Furniture Repairer Minor	19.97
09130 - Upholsterer	20.19
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.13
11060 - Elevator Operator	11.96
11090 - Gardener	15.02
11122 - Housekeeping Aide	11.96
11150 - Janitor	11.96
11210 - Laborer Grounds Maintenance	11.68
11240 - Maid or Houseman	11.26
11260 - Pruner	10.68
11270 - Tractor Operator	13.91
11330 - Trail Maintenance Worker	11.68
11360 - Window Cleaner	13.29
12000 - Health Occupations	
12010 - Ambulance Driver	14.37
12011 - Breath Alcohol Technician	17.19
12012 - Certified Occupational Therapist Assistant	23.58
12015 - Certified Physical Therapist Assistant	20.74
12020 - Dental Assistant	17.23
12025 - Dental Hygienist	33.44
12030 - EKG Technician	26.04
12035 - Electroneurodiagnostic Technologist	26.04
12040 - Emergency Medical Technician	14.37
12071 - Licensed Practical Nurse I	15.36
12072 - Licensed Practical Nurse II	17.19
12073 - Licensed Practical Nurse III	19.15
12100 - Medical Assistant	15.81
12130 - Medical Laboratory Technician	23.13
12160 - Medical Record Clerk	17.70
12190 - Medical Record Technician	19.81
12195 - Medical Transcriptionist	16.36
12210 - Nuclear Medicine Technologist	37.75
12221 - Nursing Assistant I	11.32
12222 - Nursing Assistant II	12.73
12223 - Nursing Assistant III	13.89
12224 - Nursing Assistant IV	15.60
12235 - Optical Dispenser	16.34
12236 - Optical Technician	15.36
12250 - Pharmacy Technician	16.77
12280 - Phlebotomist	15.60
12305 - Radiologic Technologist	26.35
12311 - Registered Nurse I	23.02

12312 - Registered Nurse II		28.16
12313 - Registered Nurse II Specialist		28.16
12314 - Registered Nurse III		34.07
12315 - Registered Nurse III Anesthetist		34.07
12316 - Registered Nurse IV		40.83
12317 - Scheduler (Drug and Alcohol Testing)		21.28
12320 - Substance Abuse Treatment Counselor		19.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.11
13012 - Exhibits Specialist II		18.68
13013 - Exhibits Specialist III		22.89
13041 - Illustrator I		14.90
13042 - Illustrator II		18.46
13043 - Illustrator III		22.59
13047 - Librarian		20.44
13050 - Library Aide/Clerk		11.87
13054 - Library Information Technology Systems Administrator		18.46
13058 - Library Technician		14.45
13061 - Media Specialist I		13.48
13062 - Media Specialist II		14.90
13063 - Media Specialist III		16.62
13071 - Photographer I		13.62
13072 - Photographer II		15.24
13073 - Photographer III		18.89
13074 - Photographer IV		23.10
13075 - Photographer V		27.95
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		12.54
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.51
14042 - Computer Operator II		17.44
14043 - Computer Operator III		19.35
14044 - Computer Operator IV		21.44
14045 - Computer Operator V		23.88
14071 - Computer Programmer I	(see 1)	19.46
14072 - Computer Programmer II	(see 1)	24.12
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.51
14160 - Personal Computer Support Technician		22.57
14170 - System Support Specialist		28.86
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.93
15020 - Aircrew Training Devices Instructor (Rated)		37.42
15030 - Air Crew Training Devices Instructor (Pilot)		43.93
15050 - Computer Based Training Specialist / Instructor		30.93

15060 - Educational Technologist 29.52
15070 - Flight Instructor (Pilot) 43.93
15080 - Graphic Artist 19.72
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.52
15086 - Maintenance Test Pilot Rotary Wing 43.52
15088 - Non-Maintenance Test/Co-Pilot 43.52
15090 - Technical Instructor 17.62
15095 - Technical Instructor/Course Developer 21.55
15110 - Test Proctor 14.22
15120 - Tutor 14.22
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.17
16030 - Counter Attendant 10.17
16040 - Dry Cleaner 11.61
16070 - Finisher Flatwork Machine 10.17
16090 - Presser Hand 10.17
16110 - Presser Machine Drycleaning 10.17
16130 - Presser Machine Shirts 10.17
16160 - Presser Machine Wearing Apparel Laundry 10.17
16190 - Sewing Machine Operator 12.20
16220 - Tailor 12.84
16250 - Washer Machine 10.65
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.90
19040 - Tool And Die Maker 29.66
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.80
21030 - Material Coordinator 19.12
21040 - Material Expediter 19.12
21050 - Material Handling Laborer 12.78
21071 - Order Filler 10.24
21080 - Production Line Worker (Food Processing) 15.80
21110 - Shipping Packer 14.76
21130 - Shipping/Receiving Clerk 14.76
21140 - Store Worker I 12.12
21150 - Stock Clerk 16.52
21210 - Tools And Parts Attendant 15.80
21410 - Warehouse Specialist 15.80
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.81
23019 - Aircraft Logs and Records Technician 20.96
23021 - Aircraft Mechanic I 25.35
23022 - Aircraft Mechanic II 26.81
23023 - Aircraft Mechanic III 28.27
23040 - Aircraft Mechanic Helper 18.07
23050 - Aircraft Painter 23.90
23060 - Aircraft Servicer 20.96
23070 - Aircraft Survival Flight Equipment Technician 23.90
23080 - Aircraft Worker 22.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 22.42

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 25.35
II
23110 - Appliance Mechanic 23.90
23120 - Bicycle Repairer 16.69
23125 - Cable Splicer 38.48
23130 - Carpenter Maintenance 16.26
23140 - Carpet Layer 22.42
23160 - Electrician Maintenance 21.44
23181 - Electronics Technician Maintenance I 22.42
23182 - Electronics Technician Maintenance II 23.90
23183 - Electronics Technician Maintenance III 25.35
23260 - Fabric Worker 20.96
23290 - Fire Alarm System Mechanic 25.35
23310 - Fire Extinguisher Repairer 19.52
23311 - Fuel Distribution System Mechanic 32.52
23312 - Fuel Distribution System Operator 23.12
23370 - General Maintenance Worker 18.00
23380 - Ground Support Equipment Mechanic 25.35
23381 - Ground Support Equipment Servicer 20.96
23382 - Ground Support Equipment Worker 22.42
23391 - Gunsmith I 19.52
23392 - Gunsmith II 22.42
23393 - Gunsmith III 25.35
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.13
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.23
23430 - Heavy Equipment Mechanic 25.35
23440 - Heavy Equipment Operator 21.22
23460 - Instrument Mechanic 25.35
23465 - Laboratory/Shelter Mechanic 23.90
23470 - Laborer 11.72
23510 - Locksmith 23.90
23530 - Machinery Maintenance Mechanic 26.91
23550 - Machinist Maintenance 22.23
23580 - Maintenance Trades Helper 18.07
23591 - Metrology Technician I 25.35
23592 - Metrology Technician II 26.81
23593 - Metrology Technician III 28.27
23640 - Millwright 25.35
23710 - Office Appliance Repairer 23.90
23760 - Painter Maintenance 16.21
23790 - Pipefitter Maintenance 20.76
23810 - Plumber Maintenance 19.21
23820 - Pneudraulic Systems Mechanic 25.35
23850 - Rigger 25.35
23870 - Scale Mechanic 22.42
23890 - Sheet-Metal Worker Maintenance 24.89
23910 - Small Engine Mechanic 22.42

23931 - Telecommunications Mechanic I	29.74
23932 - Telecommunications Mechanic II	31.45
23950 - Telephone Lineman	23.25
23960 - Welder Combination Maintenance	17.93
23965 - Well Driller	22.26
23970 - Woodcraft Worker	25.35
23980 - Woodworker	19.52
24000 - Personal Needs Occupations	
24550 - Case Manager	12.30
24570 - Child Care Attendant	9.64
24580 - Child Care Center Clerk	12.03
24610 - Chore Aide	12.16
24620 - Family Readiness And Support Services Coordinator	12.30
24630 - Homemaker	15.28
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.35
25040 - Sewage Plant Operator	20.67
25070 - Stationary Engineer	25.35
25190 - Ventilation Equipment Tender	18.07
25210 - Water Treatment Plant Operator	20.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.14
27007 - Baggage Inspector	12.90
27008 - Corrections Officer	17.26
27010 - Court Security Officer	16.96
27030 - Detection Dog Handler	14.44
27040 - Detention Officer	17.26
27070 - Firefighter	18.67
27101 - Guard I	12.90
27102 - Guard II	14.44
27131 - Police Officer I	20.07
27132 - Police Officer II	22.30
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.38
28042 - Carnival Equipment Repairer	14.45
28043 - Carnival Worker	10.12
28210 - Gate Attendant/Gate Tender	17.42
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	19.50
28510 - Recreation Aide/Health Facility Attendant	14.23
28515 - Recreation Specialist	24.15
28630 - Sports Official	15.52
28690 - Swimming Pool Operator	16.60
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.42
29020 - Hatch Tender	22.42
29030 - Line Handler	22.42
29041 - Stevedore I	20.96
29042 - Stevedore II	23.90

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		15.98
30022 - Archeological Technician II		17.87
30023 - Archeological Technician III		22.15
30030 - Cartographic Technician		22.15
30040 - Civil Engineering Technician		20.25
30051 - Cryogenic Technician I		23.83
30052 - Cryogenic Technician II		26.32
30061 - Drafter/CAD Operator I		15.98
30062 - Drafter/CAD Operator II		17.87
30063 - Drafter/CAD Operator III		19.93
30064 - Drafter/CAD Operator IV		24.52
30081 - Engineering Technician I		13.83
30082 - Engineering Technician II		15.52
30083 - Engineering Technician III		17.37
30084 - Engineering Technician IV		21.51
30085 - Engineering Technician V		26.32
30086 - Engineering Technician VI		31.84
30090 - Environmental Technician		22.15
30095 - Evidence Control Specialist		21.51
30210 - Laboratory Technician		19.93
30221 - Latent Fingerprint Technician I		23.83
30222 - Latent Fingerprint Technician II		26.32
30240 - Mathematical Technician		22.15
30361 - Paralegal/Legal Assistant I		20.19
30362 - Paralegal/Legal Assistant II		25.01
30363 - Paralegal/Legal Assistant III		30.60
30364 - Paralegal/Legal Assistant IV		37.02
30375 - Petroleum Supply Specialist		26.32
30390 - Photo-Optics Technician		22.15
30395 - Radiation Control Technician		26.32
30461 - Technical Writer I		21.51
30462 - Technical Writer II		26.32
30463 - Technical Writer III		31.84
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		24.52
30502 - Weather Forecaster II		29.83
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	19.93
30621 - Weather Observer Senior	(see 2)	22.15

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.68

31030 - Bus Driver	16.11
31043 - Driver Courier	15.88
31260 - Parking and Lot Attendant	12.07
31290 - Shuttle Bus Driver	17.04
31310 - Taxi Driver	13.64
31361 - Truckdriver Light	17.04
31362 - Truckdriver Medium	18.54
31363 - Truckdriver Heavy	17.30
31364 - Truckdriver Tractor-Trailer	17.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.48
99050 - Desk Clerk	11.00
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.13
99252 - Laboratory Animal Caretaker II	14.18
99260 - Marketing Analyst	25.78
99310 - Mortician	25.35
99410 - Pest Controller	20.84
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.38
99711 - Recycling Specialist	15.63
99730 - Refuse Collector	12.24
99810 - Sales Clerk	12.62
99820 - School Crossing Guard	13.57
99830 - Survey Party Chief	18.53
99831 - Surveying Aide	12.22
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	13.65
99841 - Vending Machine Repairer	16.31
99842 - Vending Machine Repairer Helper	13.65

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5375
Revision No.: 11
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: South Dakota

Area: South Dakota Counties of Aurora Beadle Bon Homme Brookings Brown Clark Clay Codington Davison Day Deuel Edmunds Faulk Grant Hamlin Hanson Hutchinson Jerauld Kingsbury Lake Marshall McPherson Miner Moody Roberts Sanborn Spink Yankton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.83
01012 - Accounting Clerk II		14.40
01013 - Accounting Clerk III		16.12
01020 - Administrative Assistant		18.59
01035 - Court Reporter		15.91
01041 - Customer Service Representative I		12.08
01042 - Customer Service Representative II		13.59
01043 - Customer Service Representative III		14.82
01051 - Data Entry Operator I		11.61
01052 - Data Entry Operator II		12.67
01060 - Dispatcher Motor Vehicle		15.94
01070 - Document Preparation Clerk		12.67

01090 - Duplicating Machine Operator 12.67
01111 - General Clerk I 11.10
01112 - General Clerk II 12.11
01113 - General Clerk III 13.60
01120 - Housing Referral Assistant 17.74
01141 - Messenger Courier 10.33
01191 - Order Clerk I 13.33
01192 - Order Clerk II 14.54
01261 - Personnel Assistant (Employment) I 14.63
01262 - Personnel Assistant (Employment) II 16.38
01263 - Personnel Assistant (Employment) III 18.26
01270 - Production Control Clerk 19.68
01290 - Rental Clerk 12.30
01300 - Scheduler Maintenance 14.22
01311 - Secretary I 14.22
01312 - Secretary II 15.91
01313 - Secretary III 17.74
01320 - Service Order Dispatcher 13.89
01410 - Supply Technician 18.59
01420 - Survey Worker 15.30
01460 - Switchboard Operator/Receptionist 12.99
01531 - Travel Clerk I 12.17
01532 - Travel Clerk II 12.94
01533 - Travel Clerk III 13.73
01611 - Word Processor I 12.67
01612 - Word Processor II 14.22
01613 - Word Processor III 15.91
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.86
05010 - Automotive Electrician 18.00
05040 - Automotive Glass Installer 16.94
05070 - Automotive Worker 16.94
05110 - Mobile Equipment Servicer 14.88
05130 - Motor Equipment Metal Mechanic 19.06
05160 - Motor Equipment Metal Worker 16.94
05190 - Motor Vehicle Mechanic 19.06
05220 - Motor Vehicle Mechanic Helper 13.89
05250 - Motor Vehicle Upholstery Worker 15.89
05280 - Motor Vehicle Wrecker 16.94
05310 - Painter Automotive 18.00
05340 - Radiator Repair Specialist 16.94
05370 - Tire Repairer 13.71
05400 - Transmission Repair Specialist 19.06
07000 - Food Preparation And Service Occupations
07010 - Baker 11.60
07041 - Cook I 12.72
07042 - Cook II 14.48
07070 - Dishwasher 9.62
07130 - Food Service Worker 10.17
07210 - Meat Cutter 15.75

07260 - Waiter/Waitress	9.84
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.13
09040 - Furniture Handler	13.25
09080 - Furniture Refinisher	20.13
09090 - Furniture Refinisher Helper	15.53
09110 - Furniture Repairer Minor	17.77
09130 - Upholsterer	20.13
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.82
11060 - Elevator Operator	12.74
11090 - Gardener	16.71
11122 - Housekeeping Aide	12.74
11150 - Janitor	12.74
11210 - Laborer Grounds Maintenance	13.30
11240 - Maid or Houseman	10.66
11260 - Pruner	12.03
11270 - Tractor Operator	15.59
11330 - Trail Maintenance Worker	13.30
11360 - Window Cleaner	14.09
12000 - Health Occupations	
12010 - Ambulance Driver	14.40
12011 - Breath Alcohol Technician	17.93
12012 - Certified Occupational Therapist Assistant	22.60
12015 - Certified Physical Therapist Assistant	21.51
12020 - Dental Assistant	18.54
12025 - Dental Hygienist	32.61
12030 - EKG Technician	28.59
12035 - Electroneurodiagnostic Technologist	28.59
12040 - Emergency Medical Technician	14.40
12071 - Licensed Practical Nurse I	16.02
12072 - Licensed Practical Nurse II	17.93
12073 - Licensed Practical Nurse III	19.98
12100 - Medical Assistant	15.12
12130 - Medical Laboratory Technician	21.53
12160 - Medical Record Clerk	15.34
12190 - Medical Record Technician	17.17
12195 - Medical Transcriptionist	16.12
12210 - Nuclear Medicine Technologist	38.89
12221 - Nursing Assistant I	11.62
12222 - Nursing Assistant II	13.07
12223 - Nursing Assistant III	14.26
12224 - Nursing Assistant IV	16.00
12235 - Optical Dispenser	15.50
12236 - Optical Technician	16.02
12250 - Pharmacy Technician	16.03
12280 - Phlebotomist	13.90
12305 - Radiologic Technologist	23.32
12311 - Registered Nurse I	22.54
12312 - Registered Nurse II	27.58

12313 - Registered Nurse II Specialist		27.58
12314 - Registered Nurse III		33.37
12315 - Registered Nurse III Anesthetist		33.37
12316 - Registered Nurse IV		39.99
12317 - Scheduler (Drug and Alcohol Testing)		22.21
12320 - Substance Abuse Treatment Counselor		19.01
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.11
13012 - Exhibits Specialist II		18.68
13013 - Exhibits Specialist III		22.89
13041 - Illustrator I		14.90
13042 - Illustrator II		18.46
13043 - Illustrator III		22.59
13047 - Librarian		20.44
13050 - Library Aide/Clerk		11.87
13054 - Library Information Technology Systems Administrator		18.46
13058 - Library Technician		14.45
13061 - Media Specialist I		13.48
13062 - Media Specialist II		14.90
13063 - Media Specialist III		16.62
13071 - Photographer I		16.48
13072 - Photographer II		18.44
13073 - Photographer III		22.84
13074 - Photographer IV		27.94
13075 - Photographer V		33.81
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		12.81
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.10
14042 - Computer Operator II		15.85
14043 - Computer Operator III		17.59
14044 - Computer Operator IV		19.49
14045 - Computer Operator V		21.71
14071 - Computer Programmer I	(see 1)	19.46
14072 - Computer Programmer II	(see 1)	24.12
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.51
14160 - Personal Computer Support Technician		22.57
14170 - System Support Specialist		23.00
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.93
15020 - Aircrew Training Devices Instructor (Rated)		37.42
15030 - Air Crew Training Devices Instructor (Pilot)		43.93
15050 - Computer Based Training Specialist / Instructor		30.93
15060 - Educational Technologist		28.88

15070 - Flight Instructor (Pilot) 43.93
15080 - Graphic Artist 19.72
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.34
15086 - Maintenance Test Pilot Rotary Wing 41.34
15088 - Non-Maintenance Test/Co-Pilot 41.34
15090 - Technical Instructor 18.54
15095 - Technical Instructor/Course Developer 22.68
15110 - Test Proctor 14.97
15120 - Tutor 14.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.17
16030 - Counter Attendant 10.17
16040 - Dry Cleaner 11.61
16070 - Finisher Flatwork Machine 10.17
16090 - Presser Hand 10.17
16110 - Presser Machine Drycleaning 10.17
16130 - Presser Machine Shirts 10.17
16160 - Presser Machine Wearing Apparel Laundry 10.17
16190 - Sewing Machine Operator 12.20
16220 - Tailor 12.84
16250 - Washer Machine 10.65
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 17.39
19040 - Tool And Die Maker 21.28
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.59
21030 - Material Coordinator 19.68
21040 - Material Expediter 19.68
21050 - Material Handling Laborer 13.63
21071 - Order Filler 12.83
21080 - Production Line Worker (Food Processing) 17.59
21110 - Shipping Packer 16.47
21130 - Shipping/Receiving Clerk 16.47
21140 - Store Worker I 12.08
21150 - Stock Clerk 16.14
21210 - Tools And Parts Attendant 17.59
21410 - Warehouse Specialist 17.59
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.72
23019 - Aircraft Logs and Records Technician 20.37
23021 - Aircraft Mechanic I 24.43
23022 - Aircraft Mechanic II 25.72
23023 - Aircraft Mechanic III 27.00
23040 - Aircraft Mechanic Helper 17.80
23050 - Aircraft Painter 23.07
23060 - Aircraft Servicer 20.37
23070 - Aircraft Survival Flight Equipment Technician 23.07
23080 - Aircraft Worker 21.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.72

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.43
23110 - Appliance Mechanic 19.13
23120 - Bicycle Repairer 15.17
23125 - Cable Splicer 36.98
23130 - Carpenter Maintenance 16.98
23140 - Carpet Layer 21.72
23160 - Electrician Maintenance 22.58
23181 - Electronics Technician Maintenance I 21.42
23182 - Electronics Technician Maintenance II 22.77
23183 - Electronics Technician Maintenance III 24.09
23260 - Fabric Worker 20.37
23290 - Fire Alarm System Mechanic 24.43
23310 - Fire Extinguisher Repairer 19.08
23311 - Fuel Distribution System Mechanic 35.77
23312 - Fuel Distribution System Operator 24.85
23370 - General Maintenance Worker 17.77
23380 - Ground Support Equipment Mechanic 24.43
23381 - Ground Support Equipment Servicer 20.37
23382 - Ground Support Equipment Worker 21.72
23391 - Gunsmith I 19.08
23392 - Gunsmith II 21.72
23393 - Gunsmith III 24.43
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.12
23430 - Heavy Equipment Mechanic 24.65
23440 - Heavy Equipment Operator 21.40
23460 - Instrument Mechanic 24.43
23465 - Laboratory/Shelter Mechanic 23.07
23470 - Laborer 13.63
23510 - Locksmith 23.07
23530 - Machinery Maintenance Mechanic 22.27
23550 - Machinist Maintenance 18.74
23580 - Maintenance Trades Helper 17.80
23591 - Metrology Technician I 24.43
23592 - Metrology Technician II 25.72
23593 - Metrology Technician III 27.00
23640 - Millwright 24.43
23710 - Office Appliance Repairer 20.90
23760 - Painter Maintenance 15.16
23790 - Pipefitter Maintenance 20.76
23810 - Plumber Maintenance 19.54
23820 - Pneudraulic Systems Mechanic 24.43
23850 - Rigger 24.43
23870 - Scale Mechanic 21.72
23890 - Sheet-Metal Worker Maintenance 20.46
23910 - Small Engine Mechanic 18.00
23931 - Telecommunications Mechanic I 28.31

23932 - Telecommunications Mechanic II 29.80
23950 - Telephone Lineman 23.57
23960 - Welder Combination Maintenance 18.52
23965 - Well Driller 24.43
23970 - Woodcraft Worker 24.43
23980 - Woodworker 19.08
24000 - Personal Needs Occupations
24550 - Case Manager 11.42
24570 - Child Care Attendant 9.98
24580 - Child Care Center Clerk 12.29
24610 - Chore Aide 12.22
24620 - Family Readiness And Support Services Coordinator 11.42
24630 - Homemaker 15.28
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.21
25040 - Sewage Plant Operator 21.41
25070 - Stationary Engineer 23.21
25190 - Ventilation Equipment Tender 16.91
25210 - Water Treatment Plant Operator 21.41
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.43
27007 - Baggage Inspector 14.66
27008 - Corrections Officer 17.80
27010 - Court Security Officer 19.27
27030 - Detection Dog Handler 16.41
27040 - Detention Officer 17.80
27070 - Firefighter 18.66
27101 - Guard I 14.66
27102 - Guard II 16.41
27131 - Police Officer I 19.96
27132 - Police Officer II 22.17
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.13
28042 - Carnival Equipment Repairer 14.07
28043 - Carnival Worker 10.13
28210 - Gate Attendant/Gate Tender 20.59
28310 - Lifeguard 11.01
28350 - Park Attendant (Aide) 23.05
28510 - Recreation Aide/Health Facility Attendant 16.82
28515 - Recreation Specialist 25.91
28630 - Sports Official 18.35
28690 - Swimming Pool Operator 16.02
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.72
29020 - Hatch Tender 21.72
29030 - Line Handler 21.72
29041 - Stevedore I 20.37
29042 - Stevedore II 23.07
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.51
30022 - Archeological Technician II 18.48
30023 - Archeological Technician III 22.88
30030 - Cartographic Technician 22.88
30040 - Civil Engineering Technician 20.66
30051 - Cryogenic Technician I 25.35
30052 - Cryogenic Technician II 27.99
30061 - Drafter/CAD Operator I 16.51
30062 - Drafter/CAD Operator II 18.48
30063 - Drafter/CAD Operator III 20.59
30064 - Drafter/CAD Operator IV 25.35
30081 - Engineering Technician I 14.88
30082 - Engineering Technician II 16.70
30083 - Engineering Technician III 18.69
30084 - Engineering Technician IV 23.15
30085 - Engineering Technician V 28.32
30086 - Engineering Technician VI 34.26
30090 - Environmental Technician 22.88
30095 - Evidence Control Specialist 22.88
30210 - Laboratory Technician 19.93
30221 - Latent Fingerprint Technician I 25.35
30222 - Latent Fingerprint Technician II 27.99
30240 - Mathematical Technician 22.88
30361 - Paralegal/Legal Assistant I 18.41
30362 - Paralegal/Legal Assistant II 22.80
30363 - Paralegal/Legal Assistant III 27.90
30364 - Paralegal/Legal Assistant IV 33.74
30375 - Petroleum Supply Specialist 27.99
30390 - Photo-Optics Technician 22.15
30395 - Radiation Control Technician 27.99
30461 - Technical Writer I 22.88
30462 - Technical Writer II 27.99
30463 - Technical Writer III 33.87
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.35
30502 - Weather Forecaster II 30.82
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.59
30621 - Weather Observer Senior (see 2) 22.88
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 10.45
31030 - Bus Driver 13.99

31043 - Driver Courier	14.42
31260 - Parking and Lot Attendant	12.50
31290 - Shuttle Bus Driver	15.46
31310 - Taxi Driver	12.44
31361 - Truckdriver Light	15.46
31362 - Truckdriver Medium	16.51
31363 - Truckdriver Heavy	19.76
31364 - Truckdriver Tractor-Trailer	19.76
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.71
99050 - Desk Clerk	10.92
99095 - Embalmer	29.32
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.76
99252 - Laboratory Animal Caretaker II	12.61
99260 - Marketing Analyst	23.99
99310 - Mortician	29.32
99410 - Pest Controller	19.90
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.08
99711 - Recycling Specialist	17.62
99730 - Refuse Collector	13.64
99810 - Sales Clerk	11.86
99820 - School Crossing Guard	11.94
99830 - Survey Party Chief	19.81
99831 - Surveying Aide	13.05
99832 - Surveying Technician	17.88
99840 - Vending Machine Attendant	14.09
99841 - Vending Machine Repairer	17.20
99842 - Vending Machine Repairer Helper	14.09

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5376
Revision No.: 12
Date Of Last Revision: 06/30/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: South Dakota

Area: South Dakota Counties of Aurora Beadle Bon Homme Brookings Brown Clark Clay Codington Davison Day Deuel Edmunds Faulk Grant Hamlin Hanson Hutchinson Jerauld Kingsbury Lake Marshall McPherson Miner Moody Roberts Sanborn Spink Yankton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.83
01012 - Accounting Clerk II		14.40
01013 - Accounting Clerk III		16.12
01020 - Administrative Assistant		18.59
01035 - Court Reporter		15.91
01041 - Customer Service Representative I		12.08
01042 - Customer Service Representative II		13.59
01043 - Customer Service Representative III		14.82
01051 - Data Entry Operator I		11.61

01052 - Data Entry Operator II 12.67
01060 - Dispatcher Motor Vehicle 15.94
01070 - Document Preparation Clerk 12.67
01090 - Duplicating Machine Operator 12.67
01111 - General Clerk I 11.10
01112 - General Clerk II 12.11
01113 - General Clerk III 13.60
01120 - Housing Referral Assistant 17.74
01141 - Messenger Courier 10.33
01191 - Order Clerk I 13.33
01192 - Order Clerk II 14.54
01261 - Personnel Assistant (Employment) I 14.63
01262 - Personnel Assistant (Employment) II 16.38
01263 - Personnel Assistant (Employment) III 18.26
01270 - Production Control Clerk 19.68
01290 - Rental Clerk 12.30
01300 - Scheduler Maintenance 14.22
01311 - Secretary I 14.22
01312 - Secretary II 15.91
01313 - Secretary III 17.74
01320 - Service Order Dispatcher 13.89
01410 - Supply Technician 18.59
01420 - Survey Worker 15.30
01460 - Switchboard Operator/Receptionist 12.99
01531 - Travel Clerk I 12.17
01532 - Travel Clerk II 12.94
01533 - Travel Clerk III 13.73
01611 - Word Processor I 12.67
01612 - Word Processor II 14.22
01613 - Word Processor III 15.91
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.86
05010 - Automotive Electrician 18.00
05040 - Automotive Glass Installer 16.94
05070 - Automotive Worker 16.94
05110 - Mobile Equipment Servicer 14.88
05130 - Motor Equipment Metal Mechanic 19.06
05160 - Motor Equipment Metal Worker 16.94
05190 - Motor Vehicle Mechanic 19.06
05220 - Motor Vehicle Mechanic Helper 13.89
05250 - Motor Vehicle Upholstery Worker 15.89
05280 - Motor Vehicle Wrecker 16.94
05310 - Painter Automotive 18.00
05340 - Radiator Repair Specialist 16.94
05370 - Tire Repairer 13.71
05400 - Transmission Repair Specialist 19.06
07000 - Food Preparation And Service Occupations
07010 - Baker 11.60
07041 - Cook I 12.72
07042 - Cook II 14.48

07070 - Dishwasher 9.62
07130 - Food Service Worker 10.17
07210 - Meat Cutter 15.75
07260 - Waiter/Waitress 9.84
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.13
09040 - Furniture Handler 13.25
09080 - Furniture Refinisher 20.13
09090 - Furniture Refinisher Helper 15.53
09110 - Furniture Repairer Minor 17.77
09130 - Upholsterer 20.13
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.82
11060 - Elevator Operator 12.74
11090 - Gardener 16.71
11122 - Housekeeping Aide 12.74
11150 - Janitor 12.74
11210 - Laborer Grounds Maintenance 13.30
11240 - Maid or Houseman 10.66
11260 - Pruner 12.03
11270 - Tractor Operator 15.59
11330 - Trail Maintenance Worker 13.30
11360 - Window Cleaner 14.09
12000 - Health Occupations
12010 - Ambulance Driver 14.40
12011 - Breath Alcohol Technician 17.93
12012 - Certified Occupational Therapist Assistant 22.60
12015 - Certified Physical Therapist Assistant 21.51
12020 - Dental Assistant 18.54
12025 - Dental Hygienist 32.61
12030 - EKG Technician 28.59
12035 - Electroneurodiagnostic Technologist 28.59
12040 - Emergency Medical Technician 14.40
12071 - Licensed Practical Nurse I 16.02
12072 - Licensed Practical Nurse II 17.93
12073 - Licensed Practical Nurse III 19.98
12100 - Medical Assistant 15.12
12130 - Medical Laboratory Technician 21.53
12160 - Medical Record Clerk 15.34
12190 - Medical Record Technician 17.17
12195 - Medical Transcriptionist 16.12
12210 - Nuclear Medicine Technologist 38.89
12221 - Nursing Assistant I 11.62
12222 - Nursing Assistant II 13.07
12223 - Nursing Assistant III 14.26
12224 - Nursing Assistant IV 16.00
12235 - Optical Dispenser 15.50
12236 - Optical Technician 16.02
12250 - Pharmacy Technician 16.03
12280 - Phlebotomist 13.90

12305 - Radiologic Technologist		23.32
12311 - Registered Nurse I		22.54
12312 - Registered Nurse II		27.58
12313 - Registered Nurse II Specialist		27.58
12314 - Registered Nurse III		33.37
12315 - Registered Nurse III Anesthetist		33.37
12316 - Registered Nurse IV		39.99
12317 - Scheduler (Drug and Alcohol Testing)		22.21
12320 - Substance Abuse Treatment Counselor		19.01
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.11
13012 - Exhibits Specialist II		18.68
13013 - Exhibits Specialist III		22.89
13041 - Illustrator I		14.90
13042 - Illustrator II		18.46
13043 - Illustrator III		22.59
13047 - Librarian		20.44
13050 - Library Aide/Clerk		11.87
13054 - Library Information Technology Systems Administrator		18.46
13058 - Library Technician		14.45
13061 - Media Specialist I		13.48
13062 - Media Specialist II		14.90
13063 - Media Specialist III		16.62
13071 - Photographer I		16.48
13072 - Photographer II		18.44
13073 - Photographer III		22.84
13074 - Photographer IV		27.94
13075 - Photographer V		33.81
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		12.81
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.10
14042 - Computer Operator II		15.85
14043 - Computer Operator III		17.59
14044 - Computer Operator IV		19.49
14045 - Computer Operator V		21.71
14071 - Computer Programmer I	(see 1)	19.46
14072 - Computer Programmer II	(see 1)	24.12
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.51
14160 - Personal Computer Support Technician		22.57
14170 - System Support Specialist		23.00
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.93
15020 - Aircrew Training Devices Instructor (Rated)		37.42

15030 - Air Crew Training Devices Instructor (Pilot)	43.93
15050 - Computer Based Training Specialist / Instructor	30.93
15060 - Educational Technologist	28.88
15070 - Flight Instructor (Pilot)	43.93
15080 - Graphic Artist	19.72
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.34
15086 - Maintenance Test Pilot Rotary Wing	41.34
15088 - Non-Maintenance Test/Co-Pilot	41.34
15090 - Technical Instructor	18.54
15095 - Technical Instructor/Course Developer	22.68
15110 - Test Proctor	14.97
15120 - Tutor	14.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.17
16030 - Counter Attendant	10.17
16040 - Dry Cleaner	11.61
16070 - Finisher Flatwork Machine	10.17
16090 - Presser Hand	10.17
16110 - Presser Machine Drycleaning	10.17
16130 - Presser Machine Shirts	10.17
16160 - Presser Machine Wearing Apparel Laundry	10.17
16190 - Sewing Machine Operator	12.20
16220 - Tailor	12.84
16250 - Washer Machine	10.65
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.39
19040 - Tool And Die Maker	21.28
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.59
21030 - Material Coordinator	19.68
21040 - Material Expediter	19.68
21050 - Material Handling Laborer	13.63
21071 - Order Filler	12.83
21080 - Production Line Worker (Food Processing)	17.59
21110 - Shipping Packer	16.47
21130 - Shipping/Receiving Clerk	16.47
21140 - Store Worker I	12.08
21150 - Stock Clerk	16.14
21210 - Tools And Parts Attendant	17.59
21410 - Warehouse Specialist	17.59
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.72
23019 - Aircraft Logs and Records Technician	20.37
23021 - Aircraft Mechanic I	24.43
23022 - Aircraft Mechanic II	25.72
23023 - Aircraft Mechanic III	27.00
23040 - Aircraft Mechanic Helper	17.80
23050 - Aircraft Painter	23.07
23060 - Aircraft Servicer	20.37
23070 - Aircraft Survival Flight Equipment Technician	23.07

23080 - Aircraft Worker 21.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.72
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.43
23110 - Appliance Mechanic 19.13
23120 - Bicycle Repairer 15.17
23125 - Cable Splicer 36.98
23130 - Carpenter Maintenance 16.98
23140 - Carpet Layer 21.72
23160 - Electrician Maintenance 22.58
23181 - Electronics Technician Maintenance I 21.42
23182 - Electronics Technician Maintenance II 22.77
23183 - Electronics Technician Maintenance III 24.09
23260 - Fabric Worker 20.37
23290 - Fire Alarm System Mechanic 24.43
23310 - Fire Extinguisher Repairer 19.08
23311 - Fuel Distribution System Mechanic 35.77
23312 - Fuel Distribution System Operator 24.85
23370 - General Maintenance Worker 17.77
23380 - Ground Support Equipment Mechanic 24.43
23381 - Ground Support Equipment Servicer 20.37
23382 - Ground Support Equipment Worker 21.72
23391 - Gunsmith I 19.08
23392 - Gunsmith II 21.72
23393 - Gunsmith III 24.43
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.12
23430 - Heavy Equipment Mechanic 24.65
23440 - Heavy Equipment Operator 21.40
23460 - Instrument Mechanic 24.43
23465 - Laboratory/Shelter Mechanic 23.07
23470 - Laborer 13.63
23510 - Locksmith 23.07
23530 - Machinery Maintenance Mechanic 22.27
23550 - Machinist Maintenance 18.74
23580 - Maintenance Trades Helper 17.80
23591 - Metrology Technician I 24.43
23592 - Metrology Technician II 25.72
23593 - Metrology Technician III 27.00
23640 - Millwright 24.43
23710 - Office Appliance Repairer 20.90
23760 - Painter Maintenance 15.16
23790 - Pipefitter Maintenance 20.76
23810 - Plumber Maintenance 19.54
23820 - Pneudraulic Systems Mechanic 24.43
23850 - Rigger 24.43
23870 - Scale Mechanic 21.72

23890 - Sheet-Metal Worker Maintenance 20.46
23910 - Small Engine Mechanic 18.00
23931 - Telecommunications Mechanic I 28.31
23932 - Telecommunications Mechanic II 29.80
23950 - Telephone Lineman 23.57
23960 - Welder Combination Maintenance 18.52
23965 - Well Driller 24.43
23970 - Woodcraft Worker 24.43
23980 - Woodworker 19.08
24000 - Personal Needs Occupations
24550 - Case Manager 11.42
24570 - Child Care Attendant 9.98
24580 - Child Care Center Clerk 12.29
24610 - Chore Aide 12.22
24620 - Family Readiness And Support Services Coordinator 11.42
24630 - Homemaker 15.28
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.21
25040 - Sewage Plant Operator 21.41
25070 - Stationary Engineer 23.21
25190 - Ventilation Equipment Tender 16.91
25210 - Water Treatment Plant Operator 21.41
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.43
27007 - Baggage Inspector 14.66
27008 - Corrections Officer 17.80
27010 - Court Security Officer 19.27
27030 - Detection Dog Handler 16.41
27040 - Detention Officer 17.80
27070 - Firefighter 18.66
27101 - Guard I 14.66
27102 - Guard II 16.41
27131 - Police Officer I 19.96
27132 - Police Officer II 22.17
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.13
28042 - Carnival Equipment Repairer 14.07
28043 - Carnival Worker 10.13
28210 - Gate Attendant/Gate Tender 20.59
28310 - Lifeguard 11.01
28350 - Park Attendant (Aide) 23.05
28510 - Recreation Aide/Health Facility Attendant 16.82
28515 - Recreation Specialist 25.91
28630 - Sports Official 18.35
28690 - Swimming Pool Operator 16.02
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.72
29020 - Hatch Tender 21.72
29030 - Line Handler 21.72

29041 - Stevedore I 20.37
29042 - Stevedore II 23.07
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.51
30022 - Archeological Technician II 18.48
30023 - Archeological Technician III 22.88
30030 - Cartographic Technician 22.88
30040 - Civil Engineering Technician 20.66
30051 - Cryogenic Technician I 25.35
30052 - Cryogenic Technician II 27.99
30061 - Drafter/CAD Operator I 16.51
30062 - Drafter/CAD Operator II 18.48
30063 - Drafter/CAD Operator III 20.59
30064 - Drafter/CAD Operator IV 25.35
30081 - Engineering Technician I 14.88
30082 - Engineering Technician II 16.70
30083 - Engineering Technician III 18.69
30084 - Engineering Technician IV 23.15
30085 - Engineering Technician V 28.32
30086 - Engineering Technician VI 34.26
30090 - Environmental Technician 22.88
30095 - Evidence Control Specialist 22.88
30210 - Laboratory Technician 19.93
30221 - Latent Fingerprint Technician I 25.35
30222 - Latent Fingerprint Technician II 27.99
30240 - Mathematical Technician 22.88
30361 - Paralegal/Legal Assistant I 18.41
30362 - Paralegal/Legal Assistant II 22.80
30363 - Paralegal/Legal Assistant III 27.90
30364 - Paralegal/Legal Assistant IV 33.74
30375 - Petroleum Supply Specialist 27.99
30390 - Photo-Optics Technician 22.15
30395 - Radiation Control Technician 27.99
30461 - Technical Writer I 22.88
30462 - Technical Writer II 27.99
30463 - Technical Writer III 33.87
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.35
30502 - Weather Forecaster II 30.82
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.59
30621 - Weather Observer Senior (see 2) 22.88
31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot	30.67
31020 - Bus Aide	10.45
31030 - Bus Driver	13.99
31043 - Driver Courier	14.42
31260 - Parking and Lot Attendant	12.50
31290 - Shuttle Bus Driver	15.46
31310 - Taxi Driver	12.44
31361 - Truckdriver Light	15.46
31362 - Truckdriver Medium	16.51
31363 - Truckdriver Heavy	19.76
31364 - Truckdriver Tractor-Trailer	19.76
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.71
99050 - Desk Clerk	10.92
99095 - Embalmer	29.32
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.76
99252 - Laboratory Animal Caretaker II	12.61
99260 - Marketing Analyst	23.99
99310 - Mortician	29.32
99410 - Pest Controller	19.90
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.08
99711 - Recycling Specialist	17.62
99730 - Refuse Collector	13.64
99810 - Sales Clerk	11.86
99820 - School Crossing Guard	11.94
99830 - Survey Party Chief	19.81
99831 - Surveying Aide	13.05
99832 - Surveying Technician	17.88
99840 - Vending Machine Attendant	14.09
99841 - Vending Machine Repairer	17.20
99842 - Vending Machine Repairer Helper	14.09

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5377
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: South Dakota

Area: South Dakota Counties of Bennett Butte Corson Dewey Fall River Gregory Haakon Harding Jackson Jones Lawrence Lyman Mellette Perkins Shannon Stanley Todd Tripp Ziebach

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.59
01012 - Accounting Clerk II		14.13
01013 - Accounting Clerk III		15.81
01020 - Administrative Assistant		18.17
01035 - Court Reporter		15.59
01041 - Customer Service Representative I		11.84
01042 - Customer Service Representative II		13.31
01043 - Customer Service Representative III		14.52
01051 - Data Entry Operator I		11.38
01052 - Data Entry Operator II		12.41
01060 - Dispatcher Motor Vehicle		14.27
01070 - Document Preparation Clerk		12.41
01090 - Duplicating Machine Operator		12.41

01111 - General Clerk I	11.74
01112 - General Clerk II	12.81
01113 - General Clerk III	14.37
01120 - Housing Referral Assistant	17.38
01141 - Messenger Courier	10.12
01191 - Order Clerk I	11.38
01192 - Order Clerk II	12.41
01261 - Personnel Assistant (Employment) I	14.49
01262 - Personnel Assistant (Employment) II	17.00
01263 - Personnel Assistant (Employment) III	18.08
01270 - Production Control Clerk	16.37
01290 - Rental Clerk	11.44
01300 - Scheduler Maintenance	13.93
01311 - Secretary I	13.93
01312 - Secretary II	15.59
01313 - Secretary III	17.38
01320 - Service Order Dispatcher	13.03
01410 - Supply Technician	18.17
01420 - Survey Worker	13.95
01460 - Switchboard Operator/Receptionist	12.38
01531 - Travel Clerk I	11.47
01532 - Travel Clerk II	12.17
01533 - Travel Clerk III	12.87
01611 - Word Processor I	12.41
01612 - Word Processor II	13.93
01613 - Word Processor III	15.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.69
05010 - Automotive Electrician	18.01
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.17
05110 - Mobile Equipment Servicer	15.41
05130 - Motor Equipment Metal Mechanic	18.87
05160 - Motor Equipment Metal Worker	17.17
05190 - Motor Vehicle Mechanic	18.87
05220 - Motor Vehicle Mechanic Helper	14.52
05250 - Motor Vehicle Upholstery Worker	16.29
05280 - Motor Vehicle Wrecker	17.17
05310 - Painter Automotive	18.01
05340 - Radiator Repair Specialist	17.17
05370 - Tire Repairer	12.66
05400 - Transmission Repair Specialist	18.87
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.49
07041 - Cook I	13.04
07042 - Cook II	14.97
07070 - Dishwasher	10.52
07130 - Food Service Worker	10.72
07210 - Meat Cutter	14.44
07260 - Waiter/Waitress	9.76

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.19
09040 - Furniture Handler	15.19
09080 - Furniture Refinisher	22.19
09090 - Furniture Refinisher Helper	18.07
09110 - Furniture Repairer Minor	20.96
09130 - Upholsterer	20.19
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.13
11060 - Elevator Operator	11.96
11090 - Gardener	15.02
11122 - Housekeeping Aide	11.96
11150 - Janitor	11.96
11210 - Laborer Grounds Maintenance	11.67
11240 - Maid or Houseman	11.26
11260 - Pruner	10.50
11270 - Tractor Operator	13.91
11330 - Trail Maintenance Worker	11.67
11360 - Window Cleaner	13.29
12000 - Health Occupations	
12010 - Ambulance Driver	14.17
12011 - Breath Alcohol Technician	17.19
12012 - Certified Occupational Therapist Assistant	23.58
12015 - Certified Physical Therapist Assistant	23.54
12020 - Dental Assistant	17.23
12025 - Dental Hygienist	33.44
12030 - EKG Technician	26.04
12035 - Electroneurodiagnostic Technologist	26.04
12040 - Emergency Medical Technician	14.17
12071 - Licensed Practical Nurse I	15.36
12072 - Licensed Practical Nurse II	17.19
12073 - Licensed Practical Nurse III	19.15
12100 - Medical Assistant	15.81
12130 - Medical Laboratory Technician	23.13
12160 - Medical Record Clerk	17.70
12190 - Medical Record Technician	19.81
12195 - Medical Transcriptionist	16.36
12210 - Nuclear Medicine Technologist	37.75
12221 - Nursing Assistant I	11.32
12222 - Nursing Assistant II	12.73
12223 - Nursing Assistant III	13.89
12224 - Nursing Assistant IV	15.60
12235 - Optical Dispenser	15.57
12236 - Optical Technician	15.36
12250 - Pharmacy Technician	16.77
12280 - Phlebotomist	15.60
12305 - Radiologic Technologist	26.35
12311 - Registered Nurse I	23.02
12312 - Registered Nurse II	28.16
12313 - Registered Nurse II Specialist	28.16

12314 - Registered Nurse III		34.07
12315 - Registered Nurse III Anesthetist		34.07
12316 - Registered Nurse IV		40.83
12317 - Scheduler (Drug and Alcohol Testing)		21.28
12320 - Substance Abuse Treatment Counselor		19.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		13.72
13012 - Exhibits Specialist II		17.00
13013 - Exhibits Specialist III		20.78
13041 - Illustrator I		13.72
13042 - Illustrator II		17.00
13043 - Illustrator III		20.78
13047 - Librarian		18.82
13050 - Library Aide/Clerk		10.92
13054 - Library Information Technology Systems Administrator		17.00
13058 - Library Technician		12.29
13061 - Media Specialist I		13.02
13062 - Media Specialist II		14.56
13063 - Media Specialist III		16.24
13071 - Photographer I		12.70
13072 - Photographer II		14.21
13073 - Photographer III		17.60
13074 - Photographer IV		21.54
13075 - Photographer V		26.05
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		12.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		12.76
14042 - Computer Operator II		14.27
14043 - Computer Operator III		16.95
14044 - Computer Operator IV		17.78
14045 - Computer Operator V		22.35
14071 - Computer Programmer I	(see 1)	19.39
14072 - Computer Programmer II	(see 1)	24.01
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		12.76
14160 - Personal Computer Support Technician		24.25
14170 - System Support Specialist		28.86
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.28
15020 - Aircrew Training Devices Instructor (Rated)		34.42
15030 - Air Crew Training Devices Instructor (Pilot)		41.25
15050 - Computer Based Training Specialist / Instructor		29.28
15060 - Educational Technologist		29.52
15070 - Flight Instructor (Pilot)		41.25

15080 - Graphic Artist 17.93
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.25
15086 - Maintenance Test Pilot Rotary Wing 41.25
15088 - Non-Maintenance Test/Co-Pilot 41.25
15090 - Technical Instructor 17.62
15095 - Technical Instructor/Course Developer 21.55
15110 - Test Proctor 14.22
15120 - Tutor 14.22
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.17
16030 - Counter Attendant 10.17
16040 - Dry Cleaner 11.61
16070 - Finisher Flatwork Machine 10.17
16090 - Presser Hand 10.17
16110 - Presser Machine Drycleaning 10.17
16130 - Presser Machine Shirts 10.17
16160 - Presser Machine Wearing Apparel Laundry 10.17
16190 - Sewing Machine Operator 12.20
16220 - Tailor 12.84
16250 - Washer Machine 10.65
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.46
19040 - Tool And Die Maker 29.54
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.92
21030 - Material Coordinator 19.12
21040 - Material Expediter 19.12
21050 - Material Handling Laborer 11.72
21071 - Order Filler 10.19
21080 - Production Line Worker (Food Processing) 15.92
21110 - Shipping Packer 14.76
21130 - Shipping/Receiving Clerk 14.76
21140 - Store Worker I 12.12
21150 - Stock Clerk 16.52
21210 - Tools And Parts Attendant 15.92
21410 - Warehouse Specialist 15.92
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.81
23019 - Aircraft Logs and Records Technician 20.96
23021 - Aircraft Mechanic I 25.35
23022 - Aircraft Mechanic II 26.81
23023 - Aircraft Mechanic III 28.27
23040 - Aircraft Mechanic Helper 18.07
23050 - Aircraft Painter 23.90
23060 - Aircraft Servicer 20.96
23070 - Aircraft Survival Flight Equipment Technician 23.90
23080 - Aircraft Worker 22.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 25.35

II
23110 - Appliance Mechanic 23.90
23120 - Bicycle Repairer 16.69
23125 - Cable Splicer 38.48
23130 - Carpenter Maintenance 15.06
23140 - Carpet Layer 22.42
23160 - Electrician Maintenance 21.44
23181 - Electronics Technician Maintenance I 22.42
23182 - Electronics Technician Maintenance II 23.90
23183 - Electronics Technician Maintenance III 25.35
23260 - Fabric Worker 20.96
23290 - Fire Alarm System Mechanic 25.35
23310 - Fire Extinguisher Repairer 19.52
23311 - Fuel Distribution System Mechanic 34.08
23312 - Fuel Distribution System Operator 26.62
23370 - General Maintenance Worker 18.00
23380 - Ground Support Equipment Mechanic 25.35
23381 - Ground Support Equipment Servicer 20.96
23382 - Ground Support Equipment Worker 22.42
23391 - Gunsmith I 19.52
23392 - Gunsmith II 22.42
23393 - Gunsmith III 25.35
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.13
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.23
23430 - Heavy Equipment Mechanic 25.55
23440 - Heavy Equipment Operator 21.22
23460 - Instrument Mechanic 25.35
23465 - Laboratory/Shelter Mechanic 23.90
23470 - Laborer 11.72
23510 - Locksmith 23.90
23530 - Machinery Maintenance Mechanic 26.90
23550 - Machinist Maintenance 22.23
23580 - Maintenance Trades Helper 18.07
23591 - Metrology Technician I 25.35
23592 - Metrology Technician II 26.81
23593 - Metrology Technician III 28.27
23640 - Millwright 25.35
23710 - Office Appliance Repairer 23.90
23760 - Painter Maintenance 16.21
23790 - Pipefitter Maintenance 20.38
23810 - Plumber Maintenance 19.21
23820 - Pneudraulic Systems Mechanic 25.35
23850 - Rigger 25.35
23870 - Scale Mechanic 22.42
23890 - Sheet-Metal Worker Maintenance 24.89
23910 - Small Engine Mechanic 22.42
23931 - Telecommunications Mechanic I 29.74
23932 - Telecommunications Mechanic II 31.45

23950 - Telephone Lineman		23.67
23960 - Welder Combination Maintenance		17.93
23965 - Well Driller		21.49
23970 - Woodcraft Worker		25.35
23980 - Woodworker		19.52
24000 - Personal Needs Occupations		
24550 - Case Manager		12.30
24570 - Child Care Attendant		9.64
24580 - Child Care Center Clerk		12.39
24610 - Chore Aide		12.16
24620 - Family Readiness And Support Services Coordinator		12.30
24630 - Homemaker		15.00
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.35
25040 - Sewage Plant Operator		19.10
25070 - Stationary Engineer		25.35
25190 - Ventilation Equipment Tender		18.07
25210 - Water Treatment Plant Operator		19.10
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.14
27007 - Baggage Inspector		12.90
27008 - Corrections Officer		17.26
27010 - Court Security Officer		18.09
27030 - Detection Dog Handler		14.45
27040 - Detention Officer		17.26
27070 - Firefighter		18.67
27101 - Guard I		12.90
27102 - Guard II		14.44
27131 - Police Officer I		20.07
27132 - Police Officer II		22.30
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.38
28042 - Carnival Equipment Repairer		14.45
28043 - Carnival Worker		10.12
28210 - Gate Attendant/Gate Tender		17.42
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		19.50
28510 - Recreation Aide/Health Facility Attendant		14.23
28515 - Recreation Specialist		24.15
28630 - Sports Official		15.52
28690 - Swimming Pool Operator		17.67
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.42
29020 - Hatch Tender		22.42
29030 - Line Handler		22.42
29041 - Stevedore I		20.96
29042 - Stevedore II		23.90
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 15.52
30022 - Archeological Technician II 17.37
30023 - Archeological Technician III 21.51
30030 - Cartographic Technician 21.51
30040 - Civil Engineering Technician 20.25
30051 - Cryogenic Technician I 23.83
30052 - Cryogenic Technician II 26.32
30061 - Drafter/CAD Operator I 15.52
30062 - Drafter/CAD Operator II 17.37
30063 - Drafter/CAD Operator III 19.36
30064 - Drafter/CAD Operator IV 23.83
30081 - Engineering Technician I 13.83
30082 - Engineering Technician II 15.52
30083 - Engineering Technician III 17.37
30084 - Engineering Technician IV 21.51
30085 - Engineering Technician V 26.32
30086 - Engineering Technician VI 31.84
30090 - Environmental Technician 20.79
30095 - Evidence Control Specialist 21.51
30210 - Laboratory Technician 19.36
30221 - Latent Fingerprint Technician I 23.83
30222 - Latent Fingerprint Technician II 26.32
30240 - Mathematical Technician 21.51
30361 - Paralegal/Legal Assistant I 20.19
30362 - Paralegal/Legal Assistant II 25.01
30363 - Paralegal/Legal Assistant III 30.60
30364 - Paralegal/Legal Assistant IV 37.02
30375 - Petroleum Supply Specialist 26.32
30390 - Photo-Optics Technician 20.20
30395 - Radiation Control Technician 26.32
30461 - Technical Writer I 21.51
30462 - Technical Writer II 26.32
30463 - Technical Writer III 31.84
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 23.83
30502 - Weather Forecaster II 28.99
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 19.36
30621 - Weather Observer Senior (see 2) 21.51
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.42
31030 - Bus Driver 15.57
31043 - Driver Courier 15.59

31260 - Parking and Lot Attendant	12.07
31290 - Shuttle Bus Driver	17.01
31310 - Taxi Driver	13.64
31361 - Truckdriver Light	17.01
31362 - Truckdriver Medium	18.26
31363 - Truckdriver Heavy	17.30
31364 - Truckdriver Tractor-Trailer	17.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.48
99050 - Desk Clerk	11.00
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.13
99252 - Laboratory Animal Caretaker II	14.07
99260 - Marketing Analyst	25.78
99310 - Mortician	25.35
99410 - Pest Controller	20.84
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.06
99711 - Recycling Specialist	15.56
99730 - Refuse Collector	11.92
99810 - Sales Clerk	12.62
99820 - School Crossing Guard	13.57
99830 - Survey Party Chief	19.98
99831 - Surveying Aide	12.86
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	14.12
99841 - Vending Machine Repairer	16.94
99842 - Vending Machine Repairer Helper	12.89

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5378
Revision No.: 14
Date Of Last Revision: 06/05/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: South Dakota

Area: South Dakota Counties of Bennett Butte Corson Dewey Fall River Gregory Haakon Harding Jackson Jones Lawrence Lyman Mellette Perkins Shannon Stanley Todd Tripp Ziebach

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.59
01012 - Accounting Clerk II		14.13
01013 - Accounting Clerk III		15.81
01020 - Administrative Assistant		18.17
01035 - Court Reporter		15.59
01041 - Customer Service Representative I		11.84
01042 - Customer Service Representative II		13.31
01043 - Customer Service Representative III		14.52
01051 - Data Entry Operator I		11.38
01052 - Data Entry Operator II		12.41

01060 - Dispatcher Motor Vehicle 14.27
01070 - Document Preparation Clerk 12.41
01090 - Duplicating Machine Operator 12.41
01111 - General Clerk I 11.74
01112 - General Clerk II 12.81
01113 - General Clerk III 14.37
01120 - Housing Referral Assistant 17.38
01141 - Messenger Courier 10.12
01191 - Order Clerk I 11.38
01192 - Order Clerk II 12.41
01261 - Personnel Assistant (Employment) I 14.49
01262 - Personnel Assistant (Employment) II 17.00
01263 - Personnel Assistant (Employment) III 18.08
01270 - Production Control Clerk 16.37
01290 - Rental Clerk 11.44
01300 - Scheduler Maintenance 13.93
01311 - Secretary I 13.93
01312 - Secretary II 15.59
01313 - Secretary III 17.38
01320 - Service Order Dispatcher 13.03
01410 - Supply Technician 18.17
01420 - Survey Worker 13.95
01460 - Switchboard Operator/Receptionist 12.38
01531 - Travel Clerk I 11.47
01532 - Travel Clerk II 12.17
01533 - Travel Clerk III 12.87
01611 - Word Processor I 12.41
01612 - Word Processor II 13.93
01613 - Word Processor III 15.59
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.69
05010 - Automotive Electrician 18.01
05040 - Automotive Glass Installer 17.17
05070 - Automotive Worker 17.17
05110 - Mobile Equipment Servicer 15.41
05130 - Motor Equipment Metal Mechanic 18.87
05160 - Motor Equipment Metal Worker 17.17
05190 - Motor Vehicle Mechanic 18.87
05220 - Motor Vehicle Mechanic Helper 14.52
05250 - Motor Vehicle Upholstery Worker 16.29
05280 - Motor Vehicle Wrecker 17.17
05310 - Painter Automotive 18.01
05340 - Radiator Repair Specialist 17.17
05370 - Tire Repairer 12.66
05400 - Transmission Repair Specialist 18.87
07000 - Food Preparation And Service Occupations
07010 - Baker 11.49
07041 - Cook I 13.04
07042 - Cook II 14.97
07070 - Dishwasher 10.52

07130 - Food Service Worker	10.72
07210 - Meat Cutter	14.44
07260 - Waiter/Waitress	9.76
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.19
09040 - Furniture Handler	15.19
09080 - Furniture Refinisher	22.19
09090 - Furniture Refinisher Helper	18.07
09110 - Furniture Repairer Minor	20.96
09130 - Upholsterer	20.19
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.13
11060 - Elevator Operator	11.96
11090 - Gardener	15.02
11122 - Housekeeping Aide	11.96
11150 - Janitor	11.96
11210 - Laborer Grounds Maintenance	11.67
11240 - Maid or Houseman	11.26
11260 - Pruner	10.50
11270 - Tractor Operator	13.91
11330 - Trail Maintenance Worker	11.67
11360 - Window Cleaner	13.29
12000 - Health Occupations	
12010 - Ambulance Driver	14.17
12011 - Breath Alcohol Technician	17.19
12012 - Certified Occupational Therapist Assistant	23.58
12015 - Certified Physical Therapist Assistant	23.54
12020 - Dental Assistant	17.23
12025 - Dental Hygienist	33.44
12030 - EKG Technician	26.04
12035 - Electroneurodiagnostic Technologist	26.04
12040 - Emergency Medical Technician	14.17
12071 - Licensed Practical Nurse I	15.36
12072 - Licensed Practical Nurse II	17.19
12073 - Licensed Practical Nurse III	19.15
12100 - Medical Assistant	15.81
12130 - Medical Laboratory Technician	23.13
12160 - Medical Record Clerk	17.70
12190 - Medical Record Technician	19.81
12195 - Medical Transcriptionist	16.36
12210 - Nuclear Medicine Technologist	37.75
12221 - Nursing Assistant I	11.32
12222 - Nursing Assistant II	12.73
12223 - Nursing Assistant III	13.89
12224 - Nursing Assistant IV	15.60
12235 - Optical Dispenser	15.57
12236 - Optical Technician	15.36
12250 - Pharmacy Technician	16.77
12280 - Phlebotomist	15.60
12305 - Radiologic Technologist	26.35

12311 - Registered Nurse I		23.02
12312 - Registered Nurse II		28.16
12313 - Registered Nurse II Specialist		28.16
12314 - Registered Nurse III		34.07
12315 - Registered Nurse III Anesthetist		34.07
12316 - Registered Nurse IV		40.83
12317 - Scheduler (Drug and Alcohol Testing)		21.28
12320 - Substance Abuse Treatment Counselor		19.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		13.72
13012 - Exhibits Specialist II		17.00
13013 - Exhibits Specialist III		20.78
13041 - Illustrator I		13.72
13042 - Illustrator II		17.00
13043 - Illustrator III		20.78
13047 - Librarian		18.82
13050 - Library Aide/Clerk		10.92
13054 - Library Information Technology Systems Administrator		17.00
13058 - Library Technician		12.29
13061 - Media Specialist I		13.02
13062 - Media Specialist II		14.56
13063 - Media Specialist III		16.24
13071 - Photographer I		12.70
13072 - Photographer II		14.21
13073 - Photographer III		17.60
13074 - Photographer IV		21.54
13075 - Photographer V		26.05
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		12.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		12.76
14042 - Computer Operator II		14.27
14043 - Computer Operator III		16.95
14044 - Computer Operator IV		17.78
14045 - Computer Operator V		22.35
14071 - Computer Programmer I	(see 1)	19.39
14072 - Computer Programmer II	(see 1)	24.01
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		12.76
14160 - Personal Computer Support Technician		24.25
14170 - System Support Specialist		28.86
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.28
15020 - Aircrew Training Devices Instructor (Rated)		34.42
15030 - Air Crew Training Devices Instructor (Pilot)		41.25

15050 - Computer Based Training Specialist / Instructor	29.28
15060 - Educational Technologist	29.52
15070 - Flight Instructor (Pilot)	41.25
15080 - Graphic Artist	17.93
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.25
15086 - Maintenance Test Pilot Rotary Wing	41.25
15088 - Non-Maintenance Test/Co-Pilot	41.25
15090 - Technical Instructor	17.62
15095 - Technical Instructor/Course Developer	21.55
15110 - Test Proctor	14.22
15120 - Tutor	14.22
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.17
16030 - Counter Attendant	10.17
16040 - Dry Cleaner	11.61
16070 - Finisher Flatwork Machine	10.17
16090 - Presser Hand	10.17
16110 - Presser Machine Drycleaning	10.17
16130 - Presser Machine Shirts	10.17
16160 - Presser Machine Wearing Apparel Laundry	10.17
16190 - Sewing Machine Operator	12.20
16220 - Tailor	12.84
16250 - Washer Machine	10.65
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.46
19040 - Tool And Die Maker	29.54
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.92
21030 - Material Coordinator	19.12
21040 - Material Expediter	19.12
21050 - Material Handling Laborer	11.72
21071 - Order Filler	10.19
21080 - Production Line Worker (Food Processing)	15.92
21110 - Shipping Packer	14.76
21130 - Shipping/Receiving Clerk	14.76
21140 - Store Worker I	12.12
21150 - Stock Clerk	16.52
21210 - Tools And Parts Attendant	15.92
21410 - Warehouse Specialist	15.92
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.81
23019 - Aircraft Logs and Records Technician	20.96
23021 - Aircraft Mechanic I	25.35
23022 - Aircraft Mechanic II	26.81
23023 - Aircraft Mechanic III	28.27
23040 - Aircraft Mechanic Helper	18.07
23050 - Aircraft Painter	23.90
23060 - Aircraft Servicer	20.96
23070 - Aircraft Survival Flight Equipment Technician	23.90
23080 - Aircraft Worker	22.42

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.35
23110 - Appliance Mechanic 23.90
23120 - Bicycle Repairer 16.69
23125 - Cable Splicer 38.48
23130 - Carpenter Maintenance 15.06
23140 - Carpet Layer 22.42
23160 - Electrician Maintenance 21.44
23181 - Electronics Technician Maintenance I 22.42
23182 - Electronics Technician Maintenance II 23.90
23183 - Electronics Technician Maintenance III 25.35
23260 - Fabric Worker 20.96
23290 - Fire Alarm System Mechanic 25.35
23310 - Fire Extinguisher Repairer 19.52
23311 - Fuel Distribution System Mechanic 34.08
23312 - Fuel Distribution System Operator 26.62
23370 - General Maintenance Worker 18.00
23380 - Ground Support Equipment Mechanic 25.35
23381 - Ground Support Equipment Servicer 20.96
23382 - Ground Support Equipment Worker 22.42
23391 - Gunsmith I 19.52
23392 - Gunsmith II 22.42
23393 - Gunsmith III 25.35
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.13
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.23
23430 - Heavy Equipment Mechanic 25.55
23440 - Heavy Equipment Operator 21.22
23460 - Instrument Mechanic 25.35
23465 - Laboratory/Shelter Mechanic 23.90
23470 - Laborer 11.72
23510 - Locksmith 23.90
23530 - Machinery Maintenance Mechanic 26.90
23550 - Machinist Maintenance 22.23
23580 - Maintenance Trades Helper 18.07
23591 - Metrology Technician I 25.35
23592 - Metrology Technician II 26.81
23593 - Metrology Technician III 28.27
23640 - Millwright 25.35
23710 - Office Appliance Repairer 23.90
23760 - Painter Maintenance 16.21
23790 - Pipefitter Maintenance 20.38
23810 - Plumber Maintenance 19.21
23820 - Pneudraulic Systems Mechanic 25.35
23850 - Rigger 25.35
23870 - Scale Mechanic 22.42
23890 - Sheet-Metal Worker Maintenance 24.89

23910 - Small Engine Mechanic 22.42
23931 - Telecommunications Mechanic I 29.74
23932 - Telecommunications Mechanic II 31.45
23950 - Telephone Lineman 23.67
23960 - Welder Combination Maintenance 17.93
23965 - Well Driller 21.49
23970 - Woodcraft Worker 25.35
23980 - Woodworker 19.52
24000 - Personal Needs Occupations
24550 - Case Manager 12.30
24570 - Child Care Attendant 9.64
24580 - Child Care Center Clerk 12.39
24610 - Chore Aide 12.16
24620 - Family Readiness And Support Services Coordinator 12.30
24630 - Homemaker 15.00
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.35
25040 - Sewage Plant Operator 19.10
25070 - Stationary Engineer 25.35
25190 - Ventilation Equipment Tender 18.07
25210 - Water Treatment Plant Operator 19.10
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.14
27007 - Baggage Inspector 12.90
27008 - Corrections Officer 17.26
27010 - Court Security Officer 18.09
27030 - Detection Dog Handler 14.45
27040 - Detention Officer 17.26
27070 - Firefighter 18.67
27101 - Guard I 12.90
27102 - Guard II 14.44
27131 - Police Officer I 20.07
27132 - Police Officer II 22.30
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.38
28042 - Carnival Equipment Repairer 14.45
28043 - Carnival Worker 10.12
28210 - Gate Attendant/Gate Tender 17.42
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 19.50
28510 - Recreation Aide/Health Facility Attendant 14.23
28515 - Recreation Specialist 24.15
28630 - Sports Official 15.52
28690 - Swimming Pool Operator 17.67
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.42
29020 - Hatch Tender 22.42
29030 - Line Handler 22.42
29041 - Stevedore I 20.96

29042 - Stevedore II		23.90
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		15.52
30022 - Archeological Technician II		17.37
30023 - Archeological Technician III		21.51
30030 - Cartographic Technician		21.51
30040 - Civil Engineering Technician		20.25
30051 - Cryogenic Technician I		23.83
30052 - Cryogenic Technician II		26.32
30061 - Drafter/CAD Operator I		15.52
30062 - Drafter/CAD Operator II		17.37
30063 - Drafter/CAD Operator III		19.36
30064 - Drafter/CAD Operator IV		23.83
30081 - Engineering Technician I		13.83
30082 - Engineering Technician II		15.52
30083 - Engineering Technician III		17.37
30084 - Engineering Technician IV		21.51
30085 - Engineering Technician V		26.32
30086 - Engineering Technician VI		31.84
30090 - Environmental Technician		20.79
30095 - Evidence Control Specialist		21.51
30210 - Laboratory Technician		19.36
30221 - Latent Fingerprint Technician I		23.83
30222 - Latent Fingerprint Technician II		26.32
30240 - Mathematical Technician		21.51
30361 - Paralegal/Legal Assistant I		20.19
30362 - Paralegal/Legal Assistant II		25.01
30363 - Paralegal/Legal Assistant III		30.60
30364 - Paralegal/Legal Assistant IV		37.02
30375 - Petroleum Supply Specialist		26.32
30390 - Photo-Optics Technician		20.20
30395 - Radiation Control Technician		26.32
30461 - Technical Writer I		21.51
30462 - Technical Writer II		26.32
30463 - Technical Writer III		31.84
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		23.83
30502 - Weather Forecaster II		28.99
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	19.36
30621 - Weather Observer Senior	(see 2)	21.51
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67

31020 - Bus Aide	11.42
31030 - Bus Driver	15.57
31043 - Driver Courier	15.59
31260 - Parking and Lot Attendant	12.07
31290 - Shuttle Bus Driver	17.01
31310 - Taxi Driver	13.64
31361 - Truckdriver Light	17.01
31362 - Truckdriver Medium	18.26
31363 - Truckdriver Heavy	17.30
31364 - Truckdriver Tractor-Trailer	17.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.48
99050 - Desk Clerk	11.00
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.13
99252 - Laboratory Animal Caretaker II	14.07
99260 - Marketing Analyst	25.78
99310 - Mortician	25.35
99410 - Pest Controller	20.84
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.06
99711 - Recycling Specialist	15.56
99730 - Refuse Collector	11.92
99810 - Sales Clerk	12.62
99820 - School Crossing Guard	13.57
99830 - Survey Party Chief	19.98
99831 - Surveying Aide	12.86
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	14.12
99841 - Vending Machine Repairer	16.94
99842 - Vending Machine Repairer Helper	12.89

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5379
Revision No.: 11
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: North Dakota

Area: North Dakota Counties of Burleigh Morton Oliver Sioux

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.04
01012 - Accounting Clerk II		18.01
01013 - Accounting Clerk III		20.15
01020 - Administrative Assistant		23.55
01035 - Court Reporter		18.26
01041 - Customer Service Representative I		13.91
01042 - Customer Service Representative II		15.64
01043 - Customer Service Representative III		17.06
01051 - Data Entry Operator I		14.02
01052 - Data Entry Operator II		15.30
01060 - Dispatcher Motor Vehicle		21.62
01070 - Document Preparation Clerk		14.27
01090 - Duplicating Machine Operator		14.27
01111 - General Clerk I		15.46
01112 - General Clerk II		16.85

01113 - General Clerk III 18.92
01120 - Housing Referral Assistant 19.98
01141 - Messenger Courier 13.91
01191 - Order Clerk I 13.08
01192 - Order Clerk II 14.27
01261 - Personnel Assistant (Employment) I 17.24
01262 - Personnel Assistant (Employment) II 19.29
01263 - Personnel Assistant (Employment) III 21.50
01270 - Production Control Clerk 24.27
01290 - Rental Clerk 14.10
01300 - Scheduler Maintenance 16.01
01311 - Secretary I 16.01
01312 - Secretary II 17.92
01313 - Secretary III 19.98
01320 - Service Order Dispatcher 19.32
01410 - Supply Technician 23.55
01420 - Survey Worker 17.50
01460 - Switchboard Operator/Receptionist 15.45
01531 - Travel Clerk I 13.90
01532 - Travel Clerk II 14.78
01533 - Travel Clerk III 15.69
01611 - Word Processor I 14.27
01612 - Word Processor II 16.01
01613 - Word Processor III 17.92
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.56
05010 - Automotive Electrician 20.96
05040 - Automotive Glass Installer 19.52
05070 - Automotive Worker 19.52
05110 - Mobile Equipment Servicer 16.70
05130 - Motor Equipment Metal Mechanic 22.20
05160 - Motor Equipment Metal Worker 19.52
05190 - Motor Vehicle Mechanic 22.20
05220 - Motor Vehicle Mechanic Helper 15.24
05250 - Motor Vehicle Upholstery Worker 18.11
05280 - Motor Vehicle Wrecker 19.52
05310 - Painter Automotive 20.96
05340 - Radiator Repair Specialist 19.52
05370 - Tire Repairer 16.70
05400 - Transmission Repair Specialist 22.20
07000 - Food Preparation And Service Occupations
07010 - Baker 15.18
07041 - Cook I 15.57
07042 - Cook II 18.20
07070 - Dishwasher 10.59
07130 - Food Service Worker 12.50
07210 - Meat Cutter 13.71
07260 - Waiter/Waitress 10.42
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.18

09040 - Furniture Handler 16.21
09080 - Furniture Refinisher 24.18
09090 - Furniture Refinisher Helper 19.18
09110 - Furniture Repairer Minor 21.48
09130 - Upholsterer 24.18
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.89
11060 - Elevator Operator 15.80
11090 - Gardener 20.93
11122 - Housekeeping Aide 15.80
11150 - Janitor 15.80
11210 - Laborer Grounds Maintenance 19.03
11240 - Maid or Houseman 12.26
11260 - Pruner 16.92
11270 - Tractor Operator 20.39
11330 - Trail Maintenance Worker 19.03
11360 - Window Cleaner 17.80
12000 - Health Occupations
12010 - Ambulance Driver 16.69
12011 - Breath Alcohol Technician 20.90
12012 - Certified Occupational Therapist Assistant 26.61
12015 - Certified Physical Therapist Assistant 26.18
12020 - Dental Assistant 24.34
12025 - Dental Hygienist 36.85
12030 - EKG Technician 30.89
12035 - Electroneurodiagnostic Technologist 30.89
12040 - Emergency Medical Technician 16.69
12071 - Licensed Practical Nurse I 18.68
12072 - Licensed Practical Nurse II 20.90
12073 - Licensed Practical Nurse III 23.30
12100 - Medical Assistant 17.29
12130 - Medical Laboratory Technician 22.34
12160 - Medical Record Clerk 19.65
12190 - Medical Record Technician 21.99
12195 - Medical Transcriptionist 18.44
12210 - Nuclear Medicine Technologist 45.93
12221 - Nursing Assistant I 12.17
12222 - Nursing Assistant II 13.68
12223 - Nursing Assistant III 14.92
12224 - Nursing Assistant IV 16.75
12235 - Optical Dispenser 16.13
12236 - Optical Technician 18.68
12250 - Pharmacy Technician 20.11
12280 - Phlebotomist 15.96
12305 - Radiologic Technologist 25.79
12311 - Registered Nurse I 24.32
12312 - Registered Nurse II 29.76
12313 - Registered Nurse II Specialist 29.76
12314 - Registered Nurse III 36.01
12315 - Registered Nurse III Anesthetist 36.01

12316 - Registered Nurse IV		43.15
12317 - Scheduler (Drug and Alcohol Testing)		25.89
12320 - Substance Abuse Treatment Counselor		27.48
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.11
13012 - Exhibits Specialist II		24.91
13013 - Exhibits Specialist III		30.47
13041 - Illustrator I		20.11
13042 - Illustrator II		24.91
13043 - Illustrator III		30.47
13047 - Librarian		27.59
13050 - Library Aide/Clerk		14.53
13054 - Library Information Technology Systems Administrator		24.91
13058 - Library Technician		18.51
13061 - Media Specialist I		17.97
13062 - Media Specialist II		20.11
13063 - Media Specialist III		22.41
13071 - Photographer I		17.97
13072 - Photographer II		20.11
13073 - Photographer III		24.91
13074 - Photographer IV		30.47
13075 - Photographer V		36.86
13090 - Technical Order Library Clerk		20.94
13110 - Video Teleconference Technician		21.27
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.18
14042 - Computer Operator II		18.11
14043 - Computer Operator III		20.19
14044 - Computer Operator IV		22.43
14045 - Computer Operator V		24.84
14071 - Computer Programmer I	(see 1)	18.90
14072 - Computer Programmer II	(see 1)	23.16
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		16.18
14160 - Personal Computer Support Technician		22.43
14170 - System Support Specialist		32.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.03
15020 - Aircrew Training Devices Instructor (Rated)		33.91
15030 - Air Crew Training Devices Instructor (Pilot)		40.64
15050 - Computer Based Training Specialist / Instructor		28.03
15060 - Educational Technologist		34.17
15070 - Flight Instructor (Pilot)		40.64
15080 - Graphic Artist		18.74
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.64

15086 - Maintenance Test Pilot Rotary Wing 40.64
15088 - Non-Maintenance Test/Co-Pilot 40.64
15090 - Technical Instructor 24.36
15095 - Technical Instructor/Course Developer 29.80
15110 - Test Proctor 19.67
15120 - Tutor 19.67
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.76
16030 - Counter Attendant 9.76
16040 - Dry Cleaner 11.43
16070 - Finisher Flatwork Machine 9.76
16090 - Presser Hand 9.76
16110 - Presser Machine Drycleaning 9.76
16130 - Presser Machine Shirts 9.76
16160 - Presser Machine Wearing Apparel Laundry 9.76
16190 - Sewing Machine Operator 11.94
16220 - Tailor 12.47
16250 - Washer Machine 10.30
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.70
19040 - Tool And Die Maker 33.02
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.88
21030 - Material Coordinator 24.27
21040 - Material Expediter 24.27
21050 - Material Handling Laborer 15.40
21071 - Order Filler 14.95
21080 - Production Line Worker (Food Processing) 19.88
21110 - Shipping Packer 17.30
21130 - Shipping/Receiving Clerk 17.30
21140 - Store Worker I 12.34
21150 - Stock Clerk 17.09
21210 - Tools And Parts Attendant 19.88
21410 - Warehouse Specialist 19.88
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.69
23019 - Aircraft Logs and Records Technician 24.75
23021 - Aircraft Mechanic I 30.34
23022 - Aircraft Mechanic II 31.69
23023 - Aircraft Mechanic III 32.90
23040 - Aircraft Mechanic Helper 20.82
23050 - Aircraft Painter 28.64
23060 - Aircraft Servicer 24.75
23070 - Aircraft Survival Flight Equipment Technician 28.64
23080 - Aircraft Worker 26.68
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.68
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.34
23110 - Appliance Mechanic 20.53

23120 - Bicycle Repairer 21.75
23125 - Cable Splicer 43.65
23130 - Carpenter Maintenance 21.59
23140 - Carpet Layer 22.40
23160 - Electrician Maintenance 29.63
23181 - Electronics Technician Maintenance I 28.99
23182 - Electronics Technician Maintenance II 31.12
23183 - Electronics Technician Maintenance III 32.96
23260 - Fabric Worker 23.94
23290 - Fire Alarm System Mechanic 29.34
23310 - Fire Extinguisher Repairer 22.08
23311 - Fuel Distribution System Mechanic 29.34
23312 - Fuel Distribution System Operator 22.08
23370 - General Maintenance Worker 19.95
23380 - Ground Support Equipment Mechanic 30.34
23381 - Ground Support Equipment Servicer 24.75
23382 - Ground Support Equipment Worker 26.68
23391 - Gunsmith I 22.08
23392 - Gunsmith II 25.80
23393 - Gunsmith III 29.34
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.58
23430 - Heavy Equipment Mechanic 30.69
23440 - Heavy Equipment Operator 26.06
23460 - Instrument Mechanic 29.34
23465 - Laboratory/Shelter Mechanic 27.70
23470 - Laborer 15.40
23510 - Locksmith 27.70
23530 - Machinery Maintenance Mechanic 27.48
23550 - Machinist Maintenance 29.34
23580 - Maintenance Trades Helper 20.14
23591 - Metrology Technician I 29.34
23592 - Metrology Technician II 30.64
23593 - Metrology Technician III 31.81
23640 - Millwright 29.34
23710 - Office Appliance Repairer 20.95
23760 - Painter Maintenance 20.40
23790 - Pipefitter Maintenance 26.46
23810 - Plumber Maintenance 25.00
23820 - Pneudraulic Systems Mechanic 29.34
23850 - Rigger 29.34
23870 - Scale Mechanic 25.80
23890 - Sheet-Metal Worker Maintenance 26.91
23910 - Small Engine Mechanic 20.36
23931 - Telecommunications Mechanic I 30.58
23932 - Telecommunications Mechanic II 31.94
23950 - Telephone Lineman 29.34
23960 - Welder Combination Maintenance 24.30

23965 - Well Driller	29.34
23970 - Woodcraft Worker	29.34
23980 - Woodworker	22.08
24000 - Personal Needs Occupations	
24550 - Case Manager	17.74
24570 - Child Care Attendant	11.41
24580 - Child Care Center Clerk	14.23
24610 - Chore Aide	15.39
24620 - Family Readiness And Support Services Coordinator	17.74
24630 - Homemaker	17.74
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.34
25040 - Sewage Plant Operator	27.70
25070 - Stationary Engineer	29.34
25190 - Ventilation Equipment Tender	20.14
25210 - Water Treatment Plant Operator	27.70
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.97
27007 - Baggage Inspector	16.06
27008 - Corrections Officer	20.55
27010 - Court Security Officer	21.51
27030 - Detection Dog Handler	17.97
27040 - Detention Officer	20.55
27070 - Firefighter	23.17
27101 - Guard I	16.06
27102 - Guard II	17.97
27131 - Police Officer I	23.65
27132 - Police Officer II	26.27
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.29
28042 - Carnival Equipment Repairer	17.69
28043 - Carnival Worker	11.78
28210 - Gate Attendant/Gate Tender	19.19
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	21.47
28510 - Recreation Aide/Health Facility Attendant	15.67
28515 - Recreation Specialist	26.59
28630 - Sports Official	17.09
28690 - Swimming Pool Operator	21.12
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.16
29020 - Hatch Tender	26.16
29030 - Line Handler	26.16
29041 - Stevedore I	24.27
29042 - Stevedore II	28.09
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.81
30022 - Archeological Technician II		19.93
30023 - Archeological Technician III		24.68
30030 - Cartographic Technician		24.68
30040 - Civil Engineering Technician		28.78
30051 - Cryogenic Technician I		27.34
30052 - Cryogenic Technician II		30.20
30061 - Drafter/CAD Operator I		17.81
30062 - Drafter/CAD Operator II		19.93
30063 - Drafter/CAD Operator III		22.22
30064 - Drafter/CAD Operator IV		27.34
30081 - Engineering Technician I		16.65
30082 - Engineering Technician II		18.70
30083 - Engineering Technician III		21.71
30084 - Engineering Technician IV		26.89
30085 - Engineering Technician V		32.90
30086 - Engineering Technician VI		39.41
30090 - Environmental Technician		24.68
30095 - Evidence Control Specialist		24.68
30210 - Laboratory Technician		22.22
30221 - Latent Fingerprint Technician I		27.34
30222 - Latent Fingerprint Technician II		30.20
30240 - Mathematical Technician		24.68
30361 - Paralegal/Legal Assistant I		20.36
30362 - Paralegal/Legal Assistant II		25.22
30363 - Paralegal/Legal Assistant III		30.85
30364 - Paralegal/Legal Assistant IV		37.32
30375 - Petroleum Supply Specialist		30.20
30390 - Photo-Optics Technician		24.68
30395 - Radiation Control Technician		30.20
30461 - Technical Writer I		24.68
30462 - Technical Writer II		30.20
30463 - Technical Writer III		36.54
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.34
30502 - Weather Forecaster II		33.26
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.22
30621 - Weather Observer Senior	(see 2)	24.68
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.43
31030 - Bus Driver		19.80
31043 - Driver Courier		17.67
31260 - Parking and Lot Attendant		13.99
31290 - Shuttle Bus Driver		19.37

31310 - Taxi Driver	15.08
31361 - Truckdriver Light	19.37
31362 - Truckdriver Medium	20.81
31363 - Truckdriver Heavy	25.08
31364 - Truckdriver Tractor-Trailer	25.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.12
99050 - Desk Clerk	12.84
99095 - Embalmer	30.07
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.49
99252 - Laboratory Animal Caretaker II	18.02
99260 - Marketing Analyst	28.51
99310 - Mortician	30.07
99410 - Pest Controller	22.51
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.29
99711 - Recycling Specialist	20.25
99730 - Refuse Collector	14.47
99810 - Sales Clerk	13.63
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	28.70
99831 - Surveying Aide	19.26
99832 - Surveying Technician	25.20
99840 - Vending Machine Attendant	18.94
99841 - Vending Machine Repairer	24.26
99842 - Vending Machine Repairer Helper	18.94

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5380
Revision No.: 11
Date Of Last Revision: 06/30/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: North Dakota

Area: North Dakota Counties of Burleigh Morton Oliver Sioux

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.04
01012 - Accounting Clerk II		18.01
01013 - Accounting Clerk III		20.15
01020 - Administrative Assistant		23.55
01035 - Court Reporter		18.26
01041 - Customer Service Representative I		13.91
01042 - Customer Service Representative II		15.64
01043 - Customer Service Representative III		17.06
01051 - Data Entry Operator I		14.02
01052 - Data Entry Operator II		15.30
01060 - Dispatcher Motor Vehicle		21.62
01070 - Document Preparation Clerk		14.27

01090 - Duplicating Machine Operator	14.27
01111 - General Clerk I	15.46
01112 - General Clerk II	16.85
01113 - General Clerk III	18.92
01120 - Housing Referral Assistant	19.98
01141 - Messenger Courier	13.91
01191 - Order Clerk I	13.08
01192 - Order Clerk II	14.27
01261 - Personnel Assistant (Employment) I	17.24
01262 - Personnel Assistant (Employment) II	19.29
01263 - Personnel Assistant (Employment) III	21.50
01270 - Production Control Clerk	24.27
01290 - Rental Clerk	14.10
01300 - Scheduler Maintenance	16.01
01311 - Secretary I	16.01
01312 - Secretary II	17.92
01313 - Secretary III	19.98
01320 - Service Order Dispatcher	19.32
01410 - Supply Technician	23.55
01420 - Survey Worker	17.50
01460 - Switchboard Operator/Receptionist	15.45
01531 - Travel Clerk I	13.90
01532 - Travel Clerk II	14.78
01533 - Travel Clerk III	15.69
01611 - Word Processor I	14.27
01612 - Word Processor II	16.01
01613 - Word Processor III	17.92
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.56
05010 - Automotive Electrician	20.96
05040 - Automotive Glass Installer	19.52
05070 - Automotive Worker	19.52
05110 - Mobile Equipment Servicer	16.70
05130 - Motor Equipment Metal Mechanic	22.20
05160 - Motor Equipment Metal Worker	19.52
05190 - Motor Vehicle Mechanic	22.20
05220 - Motor Vehicle Mechanic Helper	15.24
05250 - Motor Vehicle Upholstery Worker	18.11
05280 - Motor Vehicle Wrecker	19.52
05310 - Painter Automotive	20.96
05340 - Radiator Repair Specialist	19.52
05370 - Tire Repairer	16.70
05400 - Transmission Repair Specialist	22.20
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.18
07041 - Cook I	15.57
07042 - Cook II	18.20
07070 - Dishwasher	10.59
07130 - Food Service Worker	12.50
07210 - Meat Cutter	13.71

07260 - Waiter/Waitress	10.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.18
09040 - Furniture Handler	16.21
09080 - Furniture Refinisher	24.18
09090 - Furniture Refinisher Helper	19.18
09110 - Furniture Repairer Minor	21.48
09130 - Upholsterer	24.18
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.89
11060 - Elevator Operator	15.80
11090 - Gardener	20.93
11122 - Housekeeping Aide	15.80
11150 - Janitor	15.80
11210 - Laborer Grounds Maintenance	19.03
11240 - Maid or Houseman	12.26
11260 - Pruner	16.92
11270 - Tractor Operator	20.39
11330 - Trail Maintenance Worker	19.03
11360 - Window Cleaner	17.80
12000 - Health Occupations	
12010 - Ambulance Driver	16.69
12011 - Breath Alcohol Technician	20.90
12012 - Certified Occupational Therapist Assistant	26.61
12015 - Certified Physical Therapist Assistant	26.18
12020 - Dental Assistant	24.34
12025 - Dental Hygienist	36.85
12030 - EKG Technician	30.89
12035 - Electroneurodiagnostic Technologist	30.89
12040 - Emergency Medical Technician	16.69
12071 - Licensed Practical Nurse I	18.68
12072 - Licensed Practical Nurse II	20.90
12073 - Licensed Practical Nurse III	23.30
12100 - Medical Assistant	17.29
12130 - Medical Laboratory Technician	22.34
12160 - Medical Record Clerk	19.65
12190 - Medical Record Technician	21.99
12195 - Medical Transcriptionist	18.44
12210 - Nuclear Medicine Technologist	45.93
12221 - Nursing Assistant I	12.17
12222 - Nursing Assistant II	13.68
12223 - Nursing Assistant III	14.92
12224 - Nursing Assistant IV	16.75
12235 - Optical Dispenser	16.13
12236 - Optical Technician	18.68
12250 - Pharmacy Technician	20.11
12280 - Phlebotomist	15.96
12305 - Radiologic Technologist	25.79
12311 - Registered Nurse I	24.32
12312 - Registered Nurse II	29.76

12313 - Registered Nurse II Specialist		29.76
12314 - Registered Nurse III		36.01
12315 - Registered Nurse III Anesthetist		36.01
12316 - Registered Nurse IV		43.15
12317 - Scheduler (Drug and Alcohol Testing)		25.89
12320 - Substance Abuse Treatment Counselor		27.48
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.11
13012 - Exhibits Specialist II		24.91
13013 - Exhibits Specialist III		30.47
13041 - Illustrator I		20.11
13042 - Illustrator II		24.91
13043 - Illustrator III		30.47
13047 - Librarian		27.59
13050 - Library Aide/Clerk		14.53
13054 - Library Information Technology Systems Administrator		24.91
13058 - Library Technician		18.51
13061 - Media Specialist I		17.97
13062 - Media Specialist II		20.11
13063 - Media Specialist III		22.41
13071 - Photographer I		17.97
13072 - Photographer II		20.11
13073 - Photographer III		24.91
13074 - Photographer IV		30.47
13075 - Photographer V		36.86
13090 - Technical Order Library Clerk		20.94
13110 - Video Teleconference Technician		21.27
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.18
14042 - Computer Operator II		18.11
14043 - Computer Operator III		20.19
14044 - Computer Operator IV		22.43
14045 - Computer Operator V		24.84
14071 - Computer Programmer I	(see 1)	18.90
14072 - Computer Programmer II	(see 1)	23.16
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		16.18
14160 - Personal Computer Support Technician		22.43
14170 - System Support Specialist		32.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.03
15020 - Aircrew Training Devices Instructor (Rated)		33.91
15030 - Air Crew Training Devices Instructor (Pilot)		40.64
15050 - Computer Based Training Specialist / Instructor		28.03
15060 - Educational Technologist		34.17

15070 - Flight Instructor (Pilot) 40.64
15080 - Graphic Artist 18.74
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.64
15086 - Maintenance Test Pilot Rotary Wing 40.64
15088 - Non-Maintenance Test/Co-Pilot 40.64
15090 - Technical Instructor 24.36
15095 - Technical Instructor/Course Developer 29.80
15110 - Test Proctor 19.67
15120 - Tutor 19.67
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.76
16030 - Counter Attendant 9.76
16040 - Dry Cleaner 11.43
16070 - Finisher Flatwork Machine 9.76
16090 - Presser Hand 9.76
16110 - Presser Machine Drycleaning 9.76
16130 - Presser Machine Shirts 9.76
16160 - Presser Machine Wearing Apparel Laundry 9.76
16190 - Sewing Machine Operator 11.94
16220 - Tailor 12.47
16250 - Washer Machine 10.30
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.70
19040 - Tool And Die Maker 33.02
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.88
21030 - Material Coordinator 24.27
21040 - Material Expediter 24.27
21050 - Material Handling Laborer 15.40
21071 - Order Filler 14.95
21080 - Production Line Worker (Food Processing) 19.88
21110 - Shipping Packer 17.30
21130 - Shipping/Receiving Clerk 17.30
21140 - Store Worker I 12.34
21150 - Stock Clerk 17.09
21210 - Tools And Parts Attendant 19.88
21410 - Warehouse Specialist 19.88
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.69
23019 - Aircraft Logs and Records Technician 24.75
23021 - Aircraft Mechanic I 30.34
23022 - Aircraft Mechanic II 31.69
23023 - Aircraft Mechanic III 32.90
23040 - Aircraft Mechanic Helper 20.82
23050 - Aircraft Painter 28.64
23060 - Aircraft Servicer 24.75
23070 - Aircraft Survival Flight Equipment Technician 28.64
23080 - Aircraft Worker 26.68
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.68

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.34
23110 - Appliance Mechanic 20.53
23120 - Bicycle Repairer 21.75
23125 - Cable Splicer 43.65
23130 - Carpenter Maintenance 21.59
23140 - Carpet Layer 22.40
23160 - Electrician Maintenance 29.63
23181 - Electronics Technician Maintenance I 28.99
23182 - Electronics Technician Maintenance II 31.12
23183 - Electronics Technician Maintenance III 32.96
23260 - Fabric Worker 23.94
23290 - Fire Alarm System Mechanic 29.34
23310 - Fire Extinguisher Repairer 22.08
23311 - Fuel Distribution System Mechanic 29.34
23312 - Fuel Distribution System Operator 22.08
23370 - General Maintenance Worker 19.95
23380 - Ground Support Equipment Mechanic 30.34
23381 - Ground Support Equipment Servicer 24.75
23382 - Ground Support Equipment Worker 26.68
23391 - Gunsmith I 22.08
23392 - Gunsmith II 25.80
23393 - Gunsmith III 29.34
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.58
23430 - Heavy Equipment Mechanic 30.69
23440 - Heavy Equipment Operator 26.06
23460 - Instrument Mechanic 29.34
23465 - Laboratory/Shelter Mechanic 27.70
23470 - Laborer 15.40
23510 - Locksmith 27.70
23530 - Machinery Maintenance Mechanic 27.48
23550 - Machinist Maintenance 29.34
23580 - Maintenance Trades Helper 20.14
23591 - Metrology Technician I 29.34
23592 - Metrology Technician II 30.64
23593 - Metrology Technician III 31.81
23640 - Millwright 29.34
23710 - Office Appliance Repairer 20.95
23760 - Painter Maintenance 20.40
23790 - Pipefitter Maintenance 26.46
23810 - Plumber Maintenance 25.00
23820 - Pneudraulic Systems Mechanic 29.34
23850 - Rigger 29.34
23870 - Scale Mechanic 25.80
23890 - Sheet-Metal Worker Maintenance 26.91
23910 - Small Engine Mechanic 20.36
23931 - Telecommunications Mechanic I 30.58

23932 - Telecommunications Mechanic II 31.94
23950 - Telephone Lineman 29.34
23960 - Welder Combination Maintenance 24.30
23965 - Well Driller 29.34
23970 - Woodcraft Worker 29.34
23980 - Woodworker 22.08
24000 - Personal Needs Occupations
24550 - Case Manager 17.74
24570 - Child Care Attendant 11.41
24580 - Child Care Center Clerk 14.23
24610 - Chore Aide 15.39
24620 - Family Readiness And Support Services Coordinator 17.74
24630 - Homemaker 17.74
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.34
25040 - Sewage Plant Operator 27.70
25070 - Stationary Engineer 29.34
25190 - Ventilation Equipment Tender 20.14
25210 - Water Treatment Plant Operator 27.70
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.97
27007 - Baggage Inspector 16.06
27008 - Corrections Officer 20.55
27010 - Court Security Officer 21.51
27030 - Detection Dog Handler 17.97
27040 - Detention Officer 20.55
27070 - Firefighter 23.17
27101 - Guard I 16.06
27102 - Guard II 17.97
27131 - Police Officer I 23.65
27132 - Police Officer II 26.27
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.29
28042 - Carnival Equipment Repairer 17.69
28043 - Carnival Worker 11.78
28210 - Gate Attendant/Gate Tender 19.19
28310 - Lifeguard 12.11
28350 - Park Attendant (Aide) 21.47
28510 - Recreation Aide/Health Facility Attendant 15.67
28515 - Recreation Specialist 26.59
28630 - Sports Official 17.09
28690 - Swimming Pool Operator 21.12
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.16
29020 - Hatch Tender 26.16
29030 - Line Handler 26.16
29041 - Stevedore I 24.27
29042 - Stevedore II 28.09
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.81
30022 - Archeological Technician II 19.93
30023 - Archeological Technician III 24.68
30030 - Cartographic Technician 24.68
30040 - Civil Engineering Technician 28.78
30051 - Cryogenic Technician I 27.34
30052 - Cryogenic Technician II 30.20
30061 - Drafter/CAD Operator I 17.81
30062 - Drafter/CAD Operator II 19.93
30063 - Drafter/CAD Operator III 22.22
30064 - Drafter/CAD Operator IV 27.34
30081 - Engineering Technician I 16.65
30082 - Engineering Technician II 18.70
30083 - Engineering Technician III 21.71
30084 - Engineering Technician IV 26.89
30085 - Engineering Technician V 32.90
30086 - Engineering Technician VI 39.41
30090 - Environmental Technician 24.68
30095 - Evidence Control Specialist 24.68
30210 - Laboratory Technician 22.22
30221 - Latent Fingerprint Technician I 27.34
30222 - Latent Fingerprint Technician II 30.20
30240 - Mathematical Technician 24.68
30361 - Paralegal/Legal Assistant I 20.36
30362 - Paralegal/Legal Assistant II 25.22
30363 - Paralegal/Legal Assistant III 30.85
30364 - Paralegal/Legal Assistant IV 37.32
30375 - Petroleum Supply Specialist 30.20
30390 - Photo-Optics Technician 24.68
30395 - Radiation Control Technician 30.20
30461 - Technical Writer I 24.68
30462 - Technical Writer II 30.20
30463 - Technical Writer III 36.54
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.34
30502 - Weather Forecaster II 33.26
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.22
30621 - Weather Observer Senior (see 2) 24.68
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.43
31030 - Bus Driver 19.80

31043 - Driver Courier	17.67
31260 - Parking and Lot Attendant	13.99
31290 - Shuttle Bus Driver	19.37
31310 - Taxi Driver	15.08
31361 - Truckdriver Light	19.37
31362 - Truckdriver Medium	20.81
31363 - Truckdriver Heavy	25.08
31364 - Truckdriver Tractor-Trailer	25.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.12
99050 - Desk Clerk	12.84
99095 - Embalmer	30.07
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.49
99252 - Laboratory Animal Caretaker II	18.02
99260 - Marketing Analyst	28.51
99310 - Mortician	30.07
99410 - Pest Controller	22.51
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.29
99711 - Recycling Specialist	20.25
99730 - Refuse Collector	14.47
99810 - Sales Clerk	13.63
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	28.70
99831 - Surveying Aide	19.26
99832 - Surveying Technician	25.20
99840 - Vending Machine Attendant	18.94
99841 - Vending Machine Repairer	24.26
99842 - Vending Machine Repairer Helper	18.94

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5381
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: North Dakota

Area: North Dakota Counties of Adams Billings Bowman Divide Dunn Golden Valley Hettinger McKenzie Slope Stark Williams

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.50
01012 - Accounting Clerk II		17.39
01013 - Accounting Clerk III		19.46
01020 - Administrative Assistant		24.45
01035 - Court Reporter		18.26
01041 - Customer Service Representative I		16.15
01042 - Customer Service Representative II		18.16
01043 - Customer Service Representative III		19.81
01051 - Data Entry Operator I		16.15
01052 - Data Entry Operator II		17.62
01060 - Dispatcher Motor Vehicle		27.26
01070 - Document Preparation Clerk		14.51
01090 - Duplicating Machine Operator		14.51
01111 - General Clerk I		16.57

01112 - General Clerk II	18.08
01113 - General Clerk III	20.29
01120 - Housing Referral Assistant	20.31
01141 - Messenger Courier	11.83
01191 - Order Clerk I	13.30
01192 - Order Clerk II	14.51
01261 - Personnel Assistant (Employment) I	18.07
01262 - Personnel Assistant (Employment) II	20.22
01263 - Personnel Assistant (Employment) III	22.83
01270 - Production Control Clerk	28.56
01290 - Rental Clerk	15.07
01300 - Scheduler Maintenance	16.28
01311 - Secretary I	16.28
01312 - Secretary II	18.22
01313 - Secretary III	20.31
01320 - Service Order Dispatcher	24.35
01410 - Supply Technician	24.45
01420 - Survey Worker	18.01
01460 - Switchboard Operator/Receptionist	14.65
01531 - Travel Clerk I	13.49
01532 - Travel Clerk II	14.35
01533 - Travel Clerk III	15.22
01611 - Word Processor I	14.51
01612 - Word Processor II	16.28
01613 - Word Processor III	18.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	27.23
05010 - Automotive Electrician	21.59
05040 - Automotive Glass Installer	20.11
05070 - Automotive Worker	20.11
05110 - Mobile Equipment Servicer	17.21
05130 - Motor Equipment Metal Mechanic	22.66
05160 - Motor Equipment Metal Worker	20.11
05190 - Motor Vehicle Mechanic	22.66
05220 - Motor Vehicle Mechanic Helper	16.16
05250 - Motor Vehicle Upholstery Worker	18.66
05280 - Motor Vehicle Wrecker	20.11
05310 - Painter Automotive	21.59
05340 - Radiator Repair Specialist	20.11
05370 - Tire Repairer	16.55
05400 - Transmission Repair Specialist	22.66
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.63
07041 - Cook I	15.92
07042 - Cook II	18.60
07070 - Dishwasher	11.86
07130 - Food Service Worker	13.75
07210 - Meat Cutter	16.59
07260 - Waiter/Waitress	9.19
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 22.54
09040 - Furniture Handler 13.53
09080 - Furniture Refinisher 22.54
09090 - Furniture Refinisher Helper 16.39
09110 - Furniture Repairer Minor 19.48
09130 - Upholsterer 22.54
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.89
11060 - Elevator Operator 16.21
11090 - Gardener 20.93
11122 - Housekeeping Aide 16.24
11150 - Janitor 17.02
11210 - Laborer Grounds Maintenance 15.66
11240 - Maid or Houseman 12.77
11260 - Pruner 13.90
11270 - Tractor Operator 19.46
11330 - Trail Maintenance Worker 15.66
11360 - Window Cleaner 19.17
12000 - Health Occupations
12010 - Ambulance Driver 16.15
12011 - Breath Alcohol Technician 21.10
12012 - Certified Occupational Therapist Assistant 26.61
12015 - Certified Physical Therapist Assistant 23.80
12020 - Dental Assistant 20.97
12025 - Dental Hygienist 38.60
12030 - EKG Technician 30.89
12035 - Electroneurodiagnostic Technologist 30.89
12040 - Emergency Medical Technician 16.15
12071 - Licensed Practical Nurse I 18.85
12072 - Licensed Practical Nurse II 21.10
12073 - Licensed Practical Nurse III 23.52
12100 - Medical Assistant 17.61
12130 - Medical Laboratory Technician 22.94
12160 - Medical Record Clerk 20.12
12190 - Medical Record Technician 22.51
12195 - Medical Transcriptionist 17.69
12210 - Nuclear Medicine Technologist 46.36
12221 - Nursing Assistant I 12.58
12222 - Nursing Assistant II 14.15
12223 - Nursing Assistant III 15.43
12224 - Nursing Assistant IV 17.32
12235 - Optical Dispenser 18.62
12236 - Optical Technician 18.85
12250 - Pharmacy Technician 20.75
12280 - Phlebotomist 16.78
12305 - Radiologic Technologist 28.48
12311 - Registered Nurse I 22.83
12312 - Registered Nurse II 27.92
12313 - Registered Nurse II Specialist 27.92
12314 - Registered Nurse III 33.78

12315 - Registered Nurse III Anesthetist		33.78
12316 - Registered Nurse IV		40.50
12317 - Scheduler (Drug and Alcohol Testing)		24.21
12320 - Substance Abuse Treatment Counselor		27.74
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.59
13012 - Exhibits Specialist II		24.26
13013 - Exhibits Specialist III		29.67
13041 - Illustrator I		19.59
13042 - Illustrator II		24.26
13043 - Illustrator III		29.67
13047 - Librarian		26.68
13050 - Library Aide/Clerk		14.53
13054 - Library Information Technology Systems Administrator		24.09
13058 - Library Technician		16.83
13061 - Media Specialist I		17.38
13062 - Media Specialist II		19.45
13063 - Media Specialist III		21.67
13071 - Photographer I		17.51
13072 - Photographer II		19.59
13073 - Photographer III		24.26
13074 - Photographer IV		29.67
13075 - Photographer V		35.90
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		17.51
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.73
14043 - Computer Operator III		18.66
14044 - Computer Operator IV		20.74
14045 - Computer Operator V		22.95
14071 - Computer Programmer I	(see 1)	19.62
14072 - Computer Programmer II	(see 1)	24.29
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.81
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.95
14160 - Personal Computer Support Technician		21.97
14170 - System Support Specialist		31.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.77
15020 - Aircrew Training Devices Instructor (Rated)		32.40
15030 - Air Crew Training Devices Instructor (Pilot)		38.83
15050 - Computer Based Training Specialist / Instructor		26.77
15060 - Educational Technologist		31.82
15070 - Flight Instructor (Pilot)		38.83
15080 - Graphic Artist		24.59

15085 - Maintenance Test Pilot Fixed Jet/Prop 38.83
15086 - Maintenance Test Pilot Rotary Wing 38.83
15088 - Non-Maintenance Test/Co-Pilot 38.83
15090 - Technical Instructor 24.02
15095 - Technical Instructor/Course Developer 29.39
15110 - Test Proctor 19.40
15120 - Tutor 19.40
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.76
16030 - Counter Attendant 9.76
16040 - Dry Cleaner 11.43
16070 - Finisher Flatwork Machine 9.76
16090 - Presser Hand 9.76
16110 - Presser Machine Drycleaning 9.76
16130 - Presser Machine Shirts 9.76
16160 - Presser Machine Wearing Apparel Laundry 9.76
16190 - Sewing Machine Operator 11.94
16220 - Tailor 12.47
16250 - Washer Machine 10.30
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.83
19040 - Tool And Die Maker 33.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.41
21030 - Material Coordinator 28.56
21040 - Material Expediter 28.56
21050 - Material Handling Laborer 17.82
21071 - Order Filler 14.73
21080 - Production Line Worker (Food Processing) 21.41
21110 - Shipping Packer 18.84
21130 - Shipping/Receiving Clerk 18.84
21140 - Store Worker I 12.34
21150 - Stock Clerk 17.09
21210 - Tools And Parts Attendant 21.41
21410 - Warehouse Specialist 21.41
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.37
23019 - Aircraft Logs and Records Technician 25.29
23021 - Aircraft Mechanic I 31.00
23022 - Aircraft Mechanic II 32.37
23023 - Aircraft Mechanic III 33.60
23040 - Aircraft Mechanic Helper 21.28
23050 - Aircraft Painter 29.27
23060 - Aircraft Servicer 25.29
23070 - Aircraft Survival Flight Equipment Technician 29.27
23080 - Aircraft Worker 27.26
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.26
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.00

23110 - Appliance Mechanic 24.79
23120 - Bicycle Repairer 21.75
23125 - Cable Splicer 37.66
23130 - Carpenter Maintenance 21.87
23140 - Carpet Layer 24.64
23160 - Electrician Maintenance 32.81
23181 - Electronics Technician Maintenance I 32.32
23182 - Electronics Technician Maintenance II 34.72
23183 - Electronics Technician Maintenance III 36.76
23260 - Fabric Worker 25.29
23290 - Fire Alarm System Mechanic 31.00
23310 - Fire Extinguisher Repairer 23.32
23311 - Fuel Distribution System Mechanic 37.24
23312 - Fuel Distribution System Operator 28.02
23370 - General Maintenance Worker 21.42
23380 - Ground Support Equipment Mechanic 31.00
23381 - Ground Support Equipment Servicer 25.29
23382 - Ground Support Equipment Worker 27.26
23391 - Gunsmith I 23.32
23392 - Gunsmith II 27.26
23393 - Gunsmith III 31.00
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.00
23430 - Heavy Equipment Mechanic 29.96
23440 - Heavy Equipment Operator 27.71
23460 - Instrument Mechanic 31.00
23465 - Laboratory/Shelter Mechanic 29.27
23470 - Laborer 17.82
23510 - Locksmith 29.27
23530 - Machinery Maintenance Mechanic 32.98
23550 - Machinist Maintenance 27.63
23580 - Maintenance Trades Helper 19.44
23591 - Metrology Technician I 31.00
23592 - Metrology Technician II 32.37
23593 - Metrology Technician III 33.60
23640 - Millwright 25.36
23710 - Office Appliance Repairer 25.20
23760 - Painter Maintenance 23.31
23790 - Pipefitter Maintenance 27.49
23810 - Plumber Maintenance 25.95
23820 - Pneudraulic Systems Mechanic 31.00
23850 - Rigger 29.87
23870 - Scale Mechanic 27.26
23890 - Sheet-Metal Worker Maintenance 29.01
23910 - Small Engine Mechanic 27.10
23931 - Telecommunications Mechanic I 32.00
23932 - Telecommunications Mechanic II 33.42
23950 - Telephone Lineman 30.17

23960 - Welder Combination Maintenance		27.73
23965 - Well Driller		31.00
23970 - Woodcraft Worker		31.00
23980 - Woodworker		23.32
24000 - Personal Needs Occupations		
24550 - Case Manager		19.14
24570 - Child Care Attendant		12.94
24580 - Child Care Center Clerk		16.14
24610 - Chore Aide		15.39
24620 - Family Readiness And Support Services Coordinator		19.14
24630 - Homemaker		19.14
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		35.09
25040 - Sewage Plant Operator		23.93
25070 - Stationary Engineer		35.09
25190 - Ventilation Equipment Tender		24.30
25210 - Water Treatment Plant Operator		23.93
27000 - Protective Service Occupations		
27004 - Alarm Monitor		22.37
27007 - Baggage Inspector		16.76
27008 - Corrections Officer		23.24
27010 - Court Security Officer		24.08
27030 - Detection Dog Handler		18.75
27040 - Detention Officer		23.24
27070 - Firefighter		24.59
27101 - Guard I		16.76
27102 - Guard II		18.75
27131 - Police Officer I		26.10
27132 - Police Officer II		29.01
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.60
28042 - Carnival Equipment Repairer		14.62
28043 - Carnival Worker		11.45
28210 - Gate Attendant/Gate Tender		19.87
28310 - Lifeguard		13.41
28350 - Park Attendant (Aide)		22.24
28510 - Recreation Aide/Health Facility Attendant		16.23
28515 - Recreation Specialist		27.54
28630 - Sports Official		17.71
28690 - Swimming Pool Operator		23.13
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.95
29020 - Hatch Tender		29.95
29030 - Line Handler		29.95
29041 - Stevedore I		27.79
29042 - Stevedore II		32.16
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 20.19
30022 - Archeological Technician II 22.59
30023 - Archeological Technician III 27.97
30030 - Cartographic Technician 28.14
30040 - Civil Engineering Technician 26.23
30051 - Cryogenic Technician I 30.99
30052 - Cryogenic Technician II 34.22
30061 - Drafter/CAD Operator I 20.19
30062 - Drafter/CAD Operator II 22.59
30063 - Drafter/CAD Operator III 25.18
30064 - Drafter/CAD Operator IV 30.99
30081 - Engineering Technician I 16.65
30082 - Engineering Technician II 18.70
30083 - Engineering Technician III 21.71
30084 - Engineering Technician IV 26.89
30085 - Engineering Technician V 32.90
30086 - Engineering Technician VI 39.41
30090 - Environmental Technician 28.14
30095 - Evidence Control Specialist 27.97
30210 - Laboratory Technician 23.94
30221 - Latent Fingerprint Technician I 30.99
30222 - Latent Fingerprint Technician II 34.22
30240 - Mathematical Technician 28.59
30361 - Paralegal/Legal Assistant I 18.85
30362 - Paralegal/Legal Assistant II 23.35
30363 - Paralegal/Legal Assistant III 28.56
30364 - Paralegal/Legal Assistant IV 34.55
30375 - Petroleum Supply Specialist 34.22
30390 - Photo-Optics Technician 28.69
30395 - Radiation Control Technician 34.22
30461 - Technical Writer I 27.97
30462 - Technical Writer II 34.22
30463 - Technical Writer III 41.40
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 30.99
30502 - Weather Forecaster II 37.70
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.18
30621 - Weather Observer Senior (see 2) 27.97
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.21
31030 - Bus Driver 18.00
31043 - Driver Courier 20.21
31260 - Parking and Lot Attendant 14.52

31290 - Shuttle Bus Driver	22.15
31310 - Taxi Driver	15.70
31361 - Truckdriver Light	22.15
31362 - Truckdriver Medium	24.02
31363 - Truckdriver Heavy	27.31
31364 - Truckdriver Tractor-Trailer	27.31
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.40
99050 - Desk Clerk	13.10
99095 - Embalmer	30.07
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.99
99252 - Laboratory Animal Caretaker II	16.38
99260 - Marketing Analyst	27.42
99310 - Mortician	30.07
99410 - Pest Controller	22.51
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.15
99711 - Recycling Specialist	23.74
99730 - Refuse Collector	17.03
99810 - Sales Clerk	15.54
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	28.69
99831 - Surveying Aide	19.26
99832 - Surveying Technician	25.19
99840 - Vending Machine Attendant	18.94
99841 - Vending Machine Repairer	24.26
99842 - Vending Machine Repairer Helper	18.94

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5382
Revision No.: 12
Date Of Last Revision: 06/05/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: North Dakota

Area: North Dakota Counties of Adams Billings Bowman Divide Dunn Golden Valley Hettinger McKenzie Slope Stark Williams

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.50
01012 - Accounting Clerk II		17.39
01013 - Accounting Clerk III		19.46
01020 - Administrative Assistant		24.45
01035 - Court Reporter		18.26
01041 - Customer Service Representative I		16.15
01042 - Customer Service Representative II		18.16
01043 - Customer Service Representative III		19.81
01051 - Data Entry Operator I		16.15
01052 - Data Entry Operator II		17.62
01060 - Dispatcher Motor Vehicle		27.26

01070 - Document Preparation Clerk 14.51
01090 - Duplicating Machine Operator 14.51
01111 - General Clerk I 16.57
01112 - General Clerk II 18.08
01113 - General Clerk III 20.29
01120 - Housing Referral Assistant 20.31
01141 - Messenger Courier 11.83
01191 - Order Clerk I 13.30
01192 - Order Clerk II 14.51
01261 - Personnel Assistant (Employment) I 18.07
01262 - Personnel Assistant (Employment) II 20.22
01263 - Personnel Assistant (Employment) III 22.83
01270 - Production Control Clerk 28.56
01290 - Rental Clerk 15.07
01300 - Scheduler Maintenance 16.28
01311 - Secretary I 16.28
01312 - Secretary II 18.22
01313 - Secretary III 20.31
01320 - Service Order Dispatcher 24.35
01410 - Supply Technician 24.45
01420 - Survey Worker 18.01
01460 - Switchboard Operator/Receptionist 14.65
01531 - Travel Clerk I 13.49
01532 - Travel Clerk II 14.35
01533 - Travel Clerk III 15.22
01611 - Word Processor I 14.51
01612 - Word Processor II 16.28
01613 - Word Processor III 18.22
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 27.23
05010 - Automotive Electrician 21.59
05040 - Automotive Glass Installer 20.11
05070 - Automotive Worker 20.11
05110 - Mobile Equipment Servicer 17.21
05130 - Motor Equipment Metal Mechanic 22.66
05160 - Motor Equipment Metal Worker 20.11
05190 - Motor Vehicle Mechanic 22.66
05220 - Motor Vehicle Mechanic Helper 16.16
05250 - Motor Vehicle Upholstery Worker 18.66
05280 - Motor Vehicle Wrecker 20.11
05310 - Painter Automotive 21.59
05340 - Radiator Repair Specialist 20.11
05370 - Tire Repairer 16.55
05400 - Transmission Repair Specialist 22.66
07000 - Food Preparation And Service Occupations
07010 - Baker 16.63
07041 - Cook I 15.92
07042 - Cook II 18.60
07070 - Dishwasher 11.86
07130 - Food Service Worker 13.75

07210 - Meat Cutter 16.59
07260 - Waiter/Waitress 9.19
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.54
09040 - Furniture Handler 13.53
09080 - Furniture Refinisher 22.54
09090 - Furniture Refinisher Helper 16.39
09110 - Furniture Repairer Minor 19.48
09130 - Upholsterer 22.54
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.89
11060 - Elevator Operator 16.21
11090 - Gardener 20.93
11122 - Housekeeping Aide 16.24
11150 - Janitor 17.02
11210 - Laborer Grounds Maintenance 15.66
11240 - Maid or Houseman 12.77
11260 - Pruner 13.90
11270 - Tractor Operator 19.46
11330 - Trail Maintenance Worker 15.66
11360 - Window Cleaner 19.17
12000 - Health Occupations
12010 - Ambulance Driver 16.15
12011 - Breath Alcohol Technician 21.10
12012 - Certified Occupational Therapist Assistant 26.61
12015 - Certified Physical Therapist Assistant 23.80
12020 - Dental Assistant 20.97
12025 - Dental Hygienist 38.60
12030 - EKG Technician 30.89
12035 - Electroneurodiagnostic Technologist 30.89
12040 - Emergency Medical Technician 16.15
12071 - Licensed Practical Nurse I 18.85
12072 - Licensed Practical Nurse II 21.10
12073 - Licensed Practical Nurse III 23.52
12100 - Medical Assistant 17.61
12130 - Medical Laboratory Technician 22.94
12160 - Medical Record Clerk 20.12
12190 - Medical Record Technician 22.51
12195 - Medical Transcriptionist 17.69
12210 - Nuclear Medicine Technologist 46.36
12221 - Nursing Assistant I 12.58
12222 - Nursing Assistant II 14.15
12223 - Nursing Assistant III 15.43
12224 - Nursing Assistant IV 17.32
12235 - Optical Dispenser 18.62
12236 - Optical Technician 18.85
12250 - Pharmacy Technician 20.75
12280 - Phlebotomist 16.78
12305 - Radiologic Technologist 28.48
12311 - Registered Nurse I 22.83

12312 - Registered Nurse II		27.92
12313 - Registered Nurse II Specialist		27.92
12314 - Registered Nurse III		33.78
12315 - Registered Nurse III Anesthetist		33.78
12316 - Registered Nurse IV		40.50
12317 - Scheduler (Drug and Alcohol Testing)		24.21
12320 - Substance Abuse Treatment Counselor		27.74
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.59
13012 - Exhibits Specialist II		24.26
13013 - Exhibits Specialist III		29.67
13041 - Illustrator I		19.59
13042 - Illustrator II		24.26
13043 - Illustrator III		29.67
13047 - Librarian		26.68
13050 - Library Aide/Clerk		14.53
13054 - Library Information Technology Systems Administrator		24.09
13058 - Library Technician		16.83
13061 - Media Specialist I		17.38
13062 - Media Specialist II		19.45
13063 - Media Specialist III		21.67
13071 - Photographer I		17.51
13072 - Photographer II		19.59
13073 - Photographer III		24.26
13074 - Photographer IV		29.67
13075 - Photographer V		35.90
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		17.51
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.73
14043 - Computer Operator III		18.66
14044 - Computer Operator IV		20.74
14045 - Computer Operator V		22.95
14071 - Computer Programmer I	(see 1)	19.62
14072 - Computer Programmer II	(see 1)	24.29
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.81
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.95
14160 - Personal Computer Support Technician		21.97
14170 - System Support Specialist		31.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.77
15020 - Aircrew Training Devices Instructor (Rated)		32.40
15030 - Air Crew Training Devices Instructor (Pilot)		38.83
15050 - Computer Based Training Specialist / Instructor		26.77

15060 - Educational Technologist 31.82
15070 - Flight Instructor (Pilot) 38.83
15080 - Graphic Artist 24.59
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.83
15086 - Maintenance Test Pilot Rotary Wing 38.83
15088 - Non-Maintenance Test/Co-Pilot 38.83
15090 - Technical Instructor 24.02
15095 - Technical Instructor/Course Developer 29.39
15110 - Test Proctor 19.40
15120 - Tutor 19.40
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.76
16030 - Counter Attendant 9.76
16040 - Dry Cleaner 11.43
16070 - Finisher Flatwork Machine 9.76
16090 - Presser Hand 9.76
16110 - Presser Machine Drycleaning 9.76
16130 - Presser Machine Shirts 9.76
16160 - Presser Machine Wearing Apparel Laundry 9.76
16190 - Sewing Machine Operator 11.94
16220 - Tailor 12.47
16250 - Washer Machine 10.30
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.83
19040 - Tool And Die Maker 33.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.41
21030 - Material Coordinator 28.56
21040 - Material Expediter 28.56
21050 - Material Handling Laborer 17.82
21071 - Order Filler 14.73
21080 - Production Line Worker (Food Processing) 21.41
21110 - Shipping Packer 18.84
21130 - Shipping/Receiving Clerk 18.84
21140 - Store Worker I 12.34
21150 - Stock Clerk 17.09
21210 - Tools And Parts Attendant 21.41
21410 - Warehouse Specialist 21.41
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.37
23019 - Aircraft Logs and Records Technician 25.29
23021 - Aircraft Mechanic I 31.00
23022 - Aircraft Mechanic II 32.37
23023 - Aircraft Mechanic III 33.60
23040 - Aircraft Mechanic Helper 21.28
23050 - Aircraft Painter 29.27
23060 - Aircraft Servicer 25.29
23070 - Aircraft Survival Flight Equipment Technician 29.27
23080 - Aircraft Worker 27.26
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 27.26

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 31.00
II
23110 - Appliance Mechanic 24.79
23120 - Bicycle Repairer 21.75
23125 - Cable Splicer 37.66
23130 - Carpenter Maintenance 21.87
23140 - Carpet Layer 24.64
23160 - Electrician Maintenance 32.81
23181 - Electronics Technician Maintenance I 32.32
23182 - Electronics Technician Maintenance II 34.72
23183 - Electronics Technician Maintenance III 36.76
23260 - Fabric Worker 25.29
23290 - Fire Alarm System Mechanic 31.00
23310 - Fire Extinguisher Repairer 23.32
23311 - Fuel Distribution System Mechanic 37.24
23312 - Fuel Distribution System Operator 28.02
23370 - General Maintenance Worker 21.42
23380 - Ground Support Equipment Mechanic 31.00
23381 - Ground Support Equipment Servicer 25.29
23382 - Ground Support Equipment Worker 27.26
23391 - Gunsmith I 23.32
23392 - Gunsmith II 27.26
23393 - Gunsmith III 31.00
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.00
23430 - Heavy Equipment Mechanic 29.96
23440 - Heavy Equipment Operator 27.71
23460 - Instrument Mechanic 31.00
23465 - Laboratory/Shelter Mechanic 29.27
23470 - Laborer 17.82
23510 - Locksmith 29.27
23530 - Machinery Maintenance Mechanic 32.98
23550 - Machinist Maintenance 27.63
23580 - Maintenance Trades Helper 19.44
23591 - Metrology Technician I 31.00
23592 - Metrology Technician II 32.37
23593 - Metrology Technician III 33.60
23640 - Millwright 25.36
23710 - Office Appliance Repairer 25.20
23760 - Painter Maintenance 23.31
23790 - Pipefitter Maintenance 27.49
23810 - Plumber Maintenance 25.95
23820 - Pneudraulic Systems Mechanic 31.00
23850 - Rigger 29.87
23870 - Scale Mechanic 27.26
23890 - Sheet-Metal Worker Maintenance 29.01
23910 - Small Engine Mechanic 27.10

23931 - Telecommunications Mechanic I	32.00
23932 - Telecommunications Mechanic II	33.42
23950 - Telephone Lineman	30.17
23960 - Welder Combination Maintenance	27.73
23965 - Well Driller	31.00
23970 - Woodcraft Worker	31.00
23980 - Woodworker	23.32
24000 - Personal Needs Occupations	
24550 - Case Manager	19.14
24570 - Child Care Attendant	12.94
24580 - Child Care Center Clerk	16.14
24610 - Chore Aide	15.39
24620 - Family Readiness And Support Services Coordinator	19.14
24630 - Homemaker	19.14
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	35.09
25040 - Sewage Plant Operator	23.93
25070 - Stationary Engineer	35.09
25190 - Ventilation Equipment Tender	24.30
25210 - Water Treatment Plant Operator	23.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.37
27007 - Baggage Inspector	16.76
27008 - Corrections Officer	23.24
27010 - Court Security Officer	24.08
27030 - Detection Dog Handler	18.75
27040 - Detention Officer	23.24
27070 - Firefighter	24.59
27101 - Guard I	16.76
27102 - Guard II	18.75
27131 - Police Officer I	26.10
27132 - Police Officer II	29.01
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.60
28042 - Carnival Equipment Repairer	14.62
28043 - Carnival Worker	11.45
28210 - Gate Attendant/Gate Tender	19.87
28310 - Lifeguard	13.41
28350 - Park Attendant (Aide)	22.24
28510 - Recreation Aide/Health Facility Attendant	16.23
28515 - Recreation Specialist	27.54
28630 - Sports Official	17.71
28690 - Swimming Pool Operator	23.13
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.95
29020 - Hatch Tender	29.95
29030 - Line Handler	29.95
29041 - Stevedore I	27.79
29042 - Stevedore II	32.16

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		20.19
30022 - Archeological Technician II		22.59
30023 - Archeological Technician III		27.97
30030 - Cartographic Technician		28.14
30040 - Civil Engineering Technician		26.23
30051 - Cryogenic Technician I		30.99
30052 - Cryogenic Technician II		34.22
30061 - Drafter/CAD Operator I		20.19
30062 - Drafter/CAD Operator II		22.59
30063 - Drafter/CAD Operator III		25.18
30064 - Drafter/CAD Operator IV		30.99
30081 - Engineering Technician I		16.65
30082 - Engineering Technician II		18.70
30083 - Engineering Technician III		21.71
30084 - Engineering Technician IV		26.89
30085 - Engineering Technician V		32.90
30086 - Engineering Technician VI		39.41
30090 - Environmental Technician		28.14
30095 - Evidence Control Specialist		27.97
30210 - Laboratory Technician		23.94
30221 - Latent Fingerprint Technician I		30.99
30222 - Latent Fingerprint Technician II		34.22
30240 - Mathematical Technician		28.59
30361 - Paralegal/Legal Assistant I		18.85
30362 - Paralegal/Legal Assistant II		23.35
30363 - Paralegal/Legal Assistant III		28.56
30364 - Paralegal/Legal Assistant IV		34.55
30375 - Petroleum Supply Specialist		34.22
30390 - Photo-Optics Technician		28.69
30395 - Radiation Control Technician		34.22
30461 - Technical Writer I		27.97
30462 - Technical Writer II		34.22
30463 - Technical Writer III		41.40
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		30.99
30502 - Weather Forecaster II		37.70
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.18
30621 - Weather Observer Senior	(see 2)	27.97

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.21

31030 - Bus Driver	18.00
31043 - Driver Courier	20.21
31260 - Parking and Lot Attendant	14.52
31290 - Shuttle Bus Driver	22.15
31310 - Taxi Driver	15.70
31361 - Truckdriver Light	22.15
31362 - Truckdriver Medium	24.02
31363 - Truckdriver Heavy	27.31
31364 - Truckdriver Tractor-Trailer	27.31
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.40
99050 - Desk Clerk	13.10
99095 - Embalmer	30.07
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.99
99252 - Laboratory Animal Caretaker II	16.38
99260 - Marketing Analyst	27.42
99310 - Mortician	30.07
99410 - Pest Controller	22.51
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.15
99711 - Recycling Specialist	23.74
99730 - Refuse Collector	17.03
99810 - Sales Clerk	15.54
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	28.69
99831 - Surveying Aide	19.26
99832 - Surveying Technician	25.19
99840 - Vending Machine Attendant	18.94
99841 - Vending Machine Repairer	24.26
99842 - Vending Machine Repairer Helper	18.94

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5383
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: North Dakota

Area: North Dakota Counties of Bottineau Burke Emmons Grant Kidder McHenry McLean Mercer Mountrail Pierce Renville Sheridan Ward

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.10
01012 - Accounting Clerk II		16.94
01013 - Accounting Clerk III		18.96
01020 - Administrative Assistant		24.45
01035 - Court Reporter		18.26
01041 - Customer Service Representative I		15.99
01042 - Customer Service Representative II		18.00
01043 - Customer Service Representative III		19.62
01051 - Data Entry Operator I		14.95
01052 - Data Entry Operator II		16.31
01060 - Dispatcher Motor Vehicle		25.39
01070 - Document Preparation Clerk		14.51
01090 - Duplicating Machine Operator		14.51
01111 - General Clerk I		15.68

01112 - General Clerk II	17.08
01113 - General Clerk III	19.18
01120 - Housing Referral Assistant	20.31
01141 - Messenger Courier	11.83
01191 - Order Clerk I	13.30
01192 - Order Clerk II	14.51
01261 - Personnel Assistant (Employment) I	17.30
01262 - Personnel Assistant (Employment) II	19.36
01263 - Personnel Assistant (Employment) III	21.58
01270 - Production Control Clerk	28.56
01290 - Rental Clerk	15.07
01300 - Scheduler Maintenance	16.28
01311 - Secretary I	16.28
01312 - Secretary II	18.22
01313 - Secretary III	20.31
01320 - Service Order Dispatcher	22.69
01410 - Supply Technician	24.45
01420 - Survey Worker	18.01
01460 - Switchboard Operator/Receptionist	14.65
01531 - Travel Clerk I	13.49
01532 - Travel Clerk II	14.35
01533 - Travel Clerk III	15.22
01611 - Word Processor I	14.51
01612 - Word Processor II	16.28
01613 - Word Processor III	18.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	29.51
05010 - Automotive Electrician	21.40
05040 - Automotive Glass Installer	19.93
05070 - Automotive Worker	19.93
05110 - Mobile Equipment Servicer	17.05
05130 - Motor Equipment Metal Mechanic	22.66
05160 - Motor Equipment Metal Worker	19.93
05190 - Motor Vehicle Mechanic	22.66
05220 - Motor Vehicle Mechanic Helper	15.56
05250 - Motor Vehicle Upholstery Worker	18.49
05280 - Motor Vehicle Wrecker	19.93
05310 - Painter Automotive	21.40
05340 - Radiator Repair Specialist	19.93
05370 - Tire Repairer	17.31
05400 - Transmission Repair Specialist	22.66
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.63
07041 - Cook I	15.92
07042 - Cook II	18.60
07070 - Dishwasher	11.47
07130 - Food Service Worker	13.75
07210 - Meat Cutter	16.59
07260 - Waiter/Waitress	9.32
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 20.08
09040 - Furniture Handler 14.88
09080 - Furniture Refinisher 20.08
09090 - Furniture Refinisher Helper 17.44
09110 - Furniture Repairer Minor 19.53
09130 - Upholsterer 20.08
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.01
11060 - Elevator Operator 16.21
11090 - Gardener 19.37
11122 - Housekeeping Aide 16.24
11150 - Janitor 17.02
11210 - Laborer Grounds Maintenance 15.36
11240 - Maid or Houseman 12.77
11260 - Pruner 13.64
11270 - Tractor Operator 18.54
11330 - Trail Maintenance Worker 15.36
11360 - Window Cleaner 19.17
12000 - Health Occupations
12010 - Ambulance Driver 16.08
12011 - Breath Alcohol Technician 21.10
12012 - Certified Occupational Therapist Assistant 26.61
12015 - Certified Physical Therapist Assistant 23.80
12020 - Dental Assistant 20.97
12025 - Dental Hygienist 35.09
12030 - EKG Technician 30.89
12035 - Electroneurodiagnostic Technologist 30.89
12040 - Emergency Medical Technician 16.08
12071 - Licensed Practical Nurse I 18.85
12072 - Licensed Practical Nurse II 21.10
12073 - Licensed Practical Nurse III 23.52
12100 - Medical Assistant 16.98
12130 - Medical Laboratory Technician 23.14
12160 - Medical Record Clerk 19.46
12190 - Medical Record Technician 22.81
12195 - Medical Transcriptionist 17.69
12210 - Nuclear Medicine Technologist 46.36
12221 - Nursing Assistant I 12.58
12222 - Nursing Assistant II 14.15
12223 - Nursing Assistant III 15.43
12224 - Nursing Assistant IV 17.32
12235 - Optical Dispenser 18.62
12236 - Optical Technician 18.85
12250 - Pharmacy Technician 20.75
12280 - Phlebotomist 15.49
12305 - Radiologic Technologist 28.02
12311 - Registered Nurse I 21.72
12312 - Registered Nurse II 26.57
12313 - Registered Nurse II Specialist 26.57
12314 - Registered Nurse III 32.14

12315 - Registered Nurse III Anesthetist		32.14
12316 - Registered Nurse IV		38.52
12317 - Scheduler (Drug and Alcohol Testing)		26.13
12320 - Substance Abuse Treatment Counselor		27.74
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.91
13012 - Exhibits Specialist II		23.18
13013 - Exhibits Specialist III		28.11
13041 - Illustrator I		18.91
13042 - Illustrator II		23.18
13043 - Illustrator III		28.11
13047 - Librarian		23.63
13050 - Library Aide/Clerk		10.92
13054 - Library Information Technology Systems Administrator		20.86
13058 - Library Technician		15.99
13061 - Media Specialist I		15.26
13062 - Media Specialist II		17.06
13063 - Media Specialist III		19.03
13071 - Photographer I		16.72
13072 - Photographer II		18.71
13073 - Photographer III		23.18
13074 - Photographer IV		28.35
13075 - Photographer V		34.30
13090 - Technical Order Library Clerk		18.71
13110 - Video Teleconference Technician		17.38
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.73
14043 - Computer Operator III		18.66
14044 - Computer Operator IV		20.74
14045 - Computer Operator V		22.95
14071 - Computer Programmer I	(see 1)	19.62
14072 - Computer Programmer II	(see 1)	24.29
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		14.95
14160 - Personal Computer Support Technician		21.97
14170 - System Support Specialist		32.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.77
15020 - Aircrew Training Devices Instructor (Rated)		34.80
15030 - Air Crew Training Devices Instructor (Pilot)		41.71
15050 - Computer Based Training Specialist / Instructor		28.77
15060 - Educational Technologist		31.82
15070 - Flight Instructor (Pilot)		41.71
15080 - Graphic Artist		20.91

15085 - Maintenance Test Pilot Fixed Jet/Prop 41.71
15086 - Maintenance Test Pilot Rotary Wing 41.71
15088 - Non-Maintenance Test/Co-Pilot 41.71
15090 - Technical Instructor 24.02
15095 - Technical Instructor/Course Developer 29.39
15110 - Test Proctor 19.40
15120 - Tutor 19.40
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.76
16030 - Counter Attendant 9.76
16040 - Dry Cleaner 11.43
16070 - Finisher Flatwork Machine 9.76
16090 - Presser Hand 9.76
16110 - Presser Machine Drycleaning 9.76
16130 - Presser Machine Shirts 9.76
16160 - Presser Machine Wearing Apparel Laundry 9.76
16190 - Sewing Machine Operator 11.94
16220 - Tailor 12.47
16250 - Washer Machine 10.30
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.83
19040 - Tool And Die Maker 33.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.41
21030 - Material Coordinator 28.56
21040 - Material Expediter 28.56
21050 - Material Handling Laborer 17.82
21071 - Order Filler 14.73
21080 - Production Line Worker (Food Processing) 21.41
21110 - Shipping Packer 18.84
21130 - Shipping/Receiving Clerk 18.84
21140 - Store Worker I 12.34
21150 - Stock Clerk 17.09
21210 - Tools And Parts Attendant 21.41
21410 - Warehouse Specialist 21.41
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.11
23019 - Aircraft Logs and Records Technician 23.07
23021 - Aircraft Mechanic I 27.87
23022 - Aircraft Mechanic II 29.11
23023 - Aircraft Mechanic III 30.23
23040 - Aircraft Mechanic Helper 20.65
23050 - Aircraft Painter 26.31
23060 - Aircraft Servicer 23.07
23070 - Aircraft Survival Flight Equipment Technician 26.31
23080 - Aircraft Worker 24.51
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.51
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.87

23110 - Appliance Mechanic 24.84
23120 - Bicycle Repairer 21.75
23125 - Cable Splicer 39.66
23130 - Carpenter Maintenance 22.47
23140 - Carpet Layer 24.64
23160 - Electrician Maintenance 32.81
23181 - Electronics Technician Maintenance I 35.11
23182 - Electronics Technician Maintenance II 37.68
23183 - Electronics Technician Maintenance III 39.93
23260 - Fabric Worker 25.29
23290 - Fire Alarm System Mechanic 31.00
23310 - Fire Extinguisher Repairer 23.32
23311 - Fuel Distribution System Mechanic 37.24
23312 - Fuel Distribution System Operator 28.02
23370 - General Maintenance Worker 20.38
23380 - Ground Support Equipment Mechanic 27.87
23381 - Ground Support Equipment Servicer 23.07
23382 - Ground Support Equipment Worker 24.51
23391 - Gunsmith I 23.32
23392 - Gunsmith II 27.26
23393 - Gunsmith III 31.00
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.23
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.44
23430 - Heavy Equipment Mechanic 29.96
23440 - Heavy Equipment Operator 27.71
23460 - Instrument Mechanic 31.00
23465 - Laboratory/Shelter Mechanic 29.27
23470 - Laborer 17.82
23510 - Locksmith 29.27
23530 - Machinery Maintenance Mechanic 32.98
23550 - Machinist Maintenance 27.63
23580 - Maintenance Trades Helper 19.44
23591 - Metrology Technician I 31.00
23592 - Metrology Technician II 32.37
23593 - Metrology Technician III 33.60
23640 - Millwright 31.00
23710 - Office Appliance Repairer 22.11
23760 - Painter Maintenance 23.42
23790 - Pipefitter Maintenance 27.49
23810 - Plumber Maintenance 25.95
23820 - Pneudraulic Systems Mechanic 31.00
23850 - Rigger 29.87
23870 - Scale Mechanic 27.26
23890 - Sheet-Metal Worker Maintenance 29.01
23910 - Small Engine Mechanic 27.10
23931 - Telecommunications Mechanic I 32.00
23932 - Telecommunications Mechanic II 33.42
23950 - Telephone Lineman 29.43

23960 - Welder Combination Maintenance		27.73
23965 - Well Driller		28.72
23970 - Woodcraft Worker		31.00
23980 - Woodworker		23.32
24000 - Personal Needs Occupations		
24550 - Case Manager		19.14
24570 - Child Care Attendant		12.94
24580 - Child Care Center Clerk		16.14
24610 - Chore Aide		15.39
24620 - Family Readiness And Support Services Coordinator		19.14
24630 - Homemaker		19.14
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		35.09
25040 - Sewage Plant Operator		21.75
25070 - Stationary Engineer		35.09
25190 - Ventilation Equipment Tender		24.30
25210 - Water Treatment Plant Operator		21.75
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.30
27007 - Baggage Inspector		16.76
27008 - Corrections Officer		23.14
27010 - Court Security Officer		24.08
27030 - Detection Dog Handler		18.75
27040 - Detention Officer		23.14
27070 - Firefighter		24.59
27101 - Guard I		16.76
27102 - Guard II		18.75
27131 - Police Officer I		24.49
27132 - Police Officer II		27.21
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.46
28042 - Carnival Equipment Repairer		17.69
28043 - Carnival Worker		12.32
28210 - Gate Attendant/Gate Tender		19.87
28310 - Lifeguard		13.15
28350 - Park Attendant (Aide)		22.24
28510 - Recreation Aide/Health Facility Attendant		16.23
28515 - Recreation Specialist		27.54
28630 - Sports Official		17.71
28690 - Swimming Pool Operator		22.06
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.95
29020 - Hatch Tender		29.95
29030 - Line Handler		29.95
29041 - Stevedore I		27.79
29042 - Stevedore II		32.16
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 20.70
30022 - Archeological Technician II 23.17
30023 - Archeological Technician III 28.69
30030 - Cartographic Technician 28.69
30040 - Civil Engineering Technician 26.23
30051 - Cryogenic Technician I 31.78
30052 - Cryogenic Technician II 35.10
30061 - Drafter/CAD Operator I 20.70
30062 - Drafter/CAD Operator II 23.17
30063 - Drafter/CAD Operator III 25.83
30064 - Drafter/CAD Operator IV 31.78
30081 - Engineering Technician I 16.65
30082 - Engineering Technician II 18.70
30083 - Engineering Technician III 21.71
30084 - Engineering Technician IV 26.89
30085 - Engineering Technician V 32.90
30086 - Engineering Technician VI 39.41
30090 - Environmental Technician 28.69
30095 - Evidence Control Specialist 28.69
30210 - Laboratory Technician 23.94
30221 - Latent Fingerprint Technician I 31.78
30222 - Latent Fingerprint Technician II 35.10
30240 - Mathematical Technician 28.69
30361 - Paralegal/Legal Assistant I 18.62
30362 - Paralegal/Legal Assistant II 23.06
30363 - Paralegal/Legal Assistant III 28.21
30364 - Paralegal/Legal Assistant IV 34.13
30375 - Petroleum Supply Specialist 35.10
30390 - Photo-Optics Technician 28.69
30395 - Radiation Control Technician 35.10
30461 - Technical Writer I 28.45
30462 - Technical Writer II 34.82
30463 - Technical Writer III 42.11
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 31.78
30502 - Weather Forecaster II 38.66
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.83
30621 - Weather Observer Senior (see 2) 28.69
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.21
31030 - Bus Driver 18.00
31043 - Driver Courier 20.21
31260 - Parking and Lot Attendant 14.52

31290 - Shuttle Bus Driver	22.15
31310 - Taxi Driver	12.45
31361 - Truckdriver Light	22.15
31362 - Truckdriver Medium	24.02
31363 - Truckdriver Heavy	27.31
31364 - Truckdriver Tractor-Trailer	27.31
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.40
99050 - Desk Clerk	13.06
99095 - Embalmer	30.07
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.99
99252 - Laboratory Animal Caretaker II	16.38
99260 - Marketing Analyst	25.51
99310 - Mortician	30.07
99410 - Pest Controller	22.51
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.15
99711 - Recycling Specialist	23.74
99730 - Refuse Collector	17.03
99810 - Sales Clerk	15.54
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	28.03
99831 - Surveying Aide	18.82
99832 - Surveying Technician	24.61
99840 - Vending Machine Attendant	18.94
99841 - Vending Machine Repairer	24.26
99842 - Vending Machine Repairer Helper	18.94

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5384
Revision No.: 12
Date Of Last Revision: 06/05/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: North Dakota

Area: North Dakota Counties of Bottineau Burke Emmons Grant Kidder McHenry McLean Mercer Mountrail Pierce Renville Sheridan Ward

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.10
01012 - Accounting Clerk II		16.94
01013 - Accounting Clerk III		18.96
01020 - Administrative Assistant		24.45
01035 - Court Reporter		18.26
01041 - Customer Service Representative I		15.99
01042 - Customer Service Representative II		18.00
01043 - Customer Service Representative III		19.62
01051 - Data Entry Operator I		14.95
01052 - Data Entry Operator II		16.31
01060 - Dispatcher Motor Vehicle		25.39

01070 - Document Preparation Clerk 14.51
01090 - Duplicating Machine Operator 14.51
01111 - General Clerk I 15.68
01112 - General Clerk II 17.08
01113 - General Clerk III 19.18
01120 - Housing Referral Assistant 20.31
01141 - Messenger Courier 11.83
01191 - Order Clerk I 13.30
01192 - Order Clerk II 14.51
01261 - Personnel Assistant (Employment) I 17.30
01262 - Personnel Assistant (Employment) II 19.36
01263 - Personnel Assistant (Employment) III 21.58
01270 - Production Control Clerk 28.56
01290 - Rental Clerk 15.07
01300 - Scheduler Maintenance 16.28
01311 - Secretary I 16.28
01312 - Secretary II 18.22
01313 - Secretary III 20.31
01320 - Service Order Dispatcher 22.69
01410 - Supply Technician 24.45
01420 - Survey Worker 18.01
01460 - Switchboard Operator/Receptionist 14.65
01531 - Travel Clerk I 13.49
01532 - Travel Clerk II 14.35
01533 - Travel Clerk III 15.22
01611 - Word Processor I 14.51
01612 - Word Processor II 16.28
01613 - Word Processor III 18.22
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 29.51
05010 - Automotive Electrician 21.40
05040 - Automotive Glass Installer 19.93
05070 - Automotive Worker 19.93
05110 - Mobile Equipment Servicer 17.05
05130 - Motor Equipment Metal Mechanic 22.66
05160 - Motor Equipment Metal Worker 19.93
05190 - Motor Vehicle Mechanic 22.66
05220 - Motor Vehicle Mechanic Helper 15.56
05250 - Motor Vehicle Upholstery Worker 18.49
05280 - Motor Vehicle Wrecker 19.93
05310 - Painter Automotive 21.40
05340 - Radiator Repair Specialist 19.93
05370 - Tire Repairer 17.31
05400 - Transmission Repair Specialist 22.66
07000 - Food Preparation And Service Occupations
07010 - Baker 16.63
07041 - Cook I 15.92
07042 - Cook II 18.60
07070 - Dishwasher 11.47
07130 - Food Service Worker 13.75

07210 - Meat Cutter	16.59
07260 - Waiter/Waitress	9.32
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.08
09040 - Furniture Handler	14.88
09080 - Furniture Refinisher	20.08
09090 - Furniture Refinisher Helper	17.44
09110 - Furniture Repairer Minor	19.53
09130 - Upholsterer	20.08
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.01
11060 - Elevator Operator	16.21
11090 - Gardener	19.37
11122 - Housekeeping Aide	16.24
11150 - Janitor	17.02
11210 - Laborer Grounds Maintenance	15.36
11240 - Maid or Houseman	12.77
11260 - Pruner	13.64
11270 - Tractor Operator	18.54
11330 - Trail Maintenance Worker	15.36
11360 - Window Cleaner	19.17
12000 - Health Occupations	
12010 - Ambulance Driver	16.08
12011 - Breath Alcohol Technician	21.10
12012 - Certified Occupational Therapist Assistant	26.61
12015 - Certified Physical Therapist Assistant	23.80
12020 - Dental Assistant	20.97
12025 - Dental Hygienist	35.09
12030 - EKG Technician	30.89
12035 - Electroneurodiagnostic Technologist	30.89
12040 - Emergency Medical Technician	16.08
12071 - Licensed Practical Nurse I	18.85
12072 - Licensed Practical Nurse II	21.10
12073 - Licensed Practical Nurse III	23.52
12100 - Medical Assistant	16.98
12130 - Medical Laboratory Technician	23.14
12160 - Medical Record Clerk	19.46
12190 - Medical Record Technician	22.81
12195 - Medical Transcriptionist	17.69
12210 - Nuclear Medicine Technologist	46.36
12221 - Nursing Assistant I	12.58
12222 - Nursing Assistant II	14.15
12223 - Nursing Assistant III	15.43
12224 - Nursing Assistant IV	17.32
12235 - Optical Dispenser	18.62
12236 - Optical Technician	18.85
12250 - Pharmacy Technician	20.75
12280 - Phlebotomist	15.49
12305 - Radiologic Technologist	28.02
12311 - Registered Nurse I	21.72

12312 - Registered Nurse II		26.57
12313 - Registered Nurse II Specialist		26.57
12314 - Registered Nurse III		32.14
12315 - Registered Nurse III Anesthetist		32.14
12316 - Registered Nurse IV		38.52
12317 - Scheduler (Drug and Alcohol Testing)		26.13
12320 - Substance Abuse Treatment Counselor		27.74
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.91
13012 - Exhibits Specialist II		23.18
13013 - Exhibits Specialist III		28.11
13041 - Illustrator I		18.91
13042 - Illustrator II		23.18
13043 - Illustrator III		28.11
13047 - Librarian		23.63
13050 - Library Aide/Clerk		10.92
13054 - Library Information Technology Systems Administrator		20.86
13058 - Library Technician		15.99
13061 - Media Specialist I		15.26
13062 - Media Specialist II		17.06
13063 - Media Specialist III		19.03
13071 - Photographer I		16.72
13072 - Photographer II		18.71
13073 - Photographer III		23.18
13074 - Photographer IV		28.35
13075 - Photographer V		34.30
13090 - Technical Order Library Clerk		18.71
13110 - Video Teleconference Technician		17.38
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.73
14043 - Computer Operator III		18.66
14044 - Computer Operator IV		20.74
14045 - Computer Operator V		22.95
14071 - Computer Programmer I	(see 1)	19.62
14072 - Computer Programmer II	(see 1)	24.29
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		14.95
14160 - Personal Computer Support Technician		21.97
14170 - System Support Specialist		32.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.77
15020 - Aircrew Training Devices Instructor (Rated)		34.80
15030 - Air Crew Training Devices Instructor (Pilot)		41.71
15050 - Computer Based Training Specialist / Instructor		28.77

15060 - Educational Technologist 31.82
15070 - Flight Instructor (Pilot) 41.71
15080 - Graphic Artist 20.91
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.71
15086 - Maintenance Test Pilot Rotary Wing 41.71
15088 - Non-Maintenance Test/Co-Pilot 41.71
15090 - Technical Instructor 24.02
15095 - Technical Instructor/Course Developer 29.39
15110 - Test Proctor 19.40
15120 - Tutor 19.40
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.76
16030 - Counter Attendant 9.76
16040 - Dry Cleaner 11.43
16070 - Finisher Flatwork Machine 9.76
16090 - Presser Hand 9.76
16110 - Presser Machine Drycleaning 9.76
16130 - Presser Machine Shirts 9.76
16160 - Presser Machine Wearing Apparel Laundry 9.76
16190 - Sewing Machine Operator 11.94
16220 - Tailor 12.47
16250 - Washer Machine 10.30
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.83
19040 - Tool And Die Maker 33.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.41
21030 - Material Coordinator 28.56
21040 - Material Expediter 28.56
21050 - Material Handling Laborer 17.82
21071 - Order Filler 14.73
21080 - Production Line Worker (Food Processing) 21.41
21110 - Shipping Packer 18.84
21130 - Shipping/Receiving Clerk 18.84
21140 - Store Worker I 12.34
21150 - Stock Clerk 17.09
21210 - Tools And Parts Attendant 21.41
21410 - Warehouse Specialist 21.41
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.11
23019 - Aircraft Logs and Records Technician 23.07
23021 - Aircraft Mechanic I 27.87
23022 - Aircraft Mechanic II 29.11
23023 - Aircraft Mechanic III 30.23
23040 - Aircraft Mechanic Helper 20.65
23050 - Aircraft Painter 26.31
23060 - Aircraft Servicer 23.07
23070 - Aircraft Survival Flight Equipment Technician 26.31
23080 - Aircraft Worker 24.51
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 24.51

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 27.87
II
23110 - Appliance Mechanic 24.84
23120 - Bicycle Repairer 21.75
23125 - Cable Splicer 39.66
23130 - Carpenter Maintenance 22.47
23140 - Carpet Layer 24.64
23160 - Electrician Maintenance 32.81
23181 - Electronics Technician Maintenance I 35.11
23182 - Electronics Technician Maintenance II 37.68
23183 - Electronics Technician Maintenance III 39.93
23260 - Fabric Worker 25.29
23290 - Fire Alarm System Mechanic 31.00
23310 - Fire Extinguisher Repairer 23.32
23311 - Fuel Distribution System Mechanic 37.24
23312 - Fuel Distribution System Operator 28.02
23370 - General Maintenance Worker 20.38
23380 - Ground Support Equipment Mechanic 27.87
23381 - Ground Support Equipment Servicer 23.07
23382 - Ground Support Equipment Worker 24.51
23391 - Gunsmith I 23.32
23392 - Gunsmith II 27.26
23393 - Gunsmith III 31.00
23410 - Heating Ventilation And Air-Conditioning 27.23
Mechanic
23411 - Heating Ventilation And Air Contidioning 28.44
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 29.96
23440 - Heavy Equipment Operator 27.71
23460 - Instrument Mechanic 31.00
23465 - Laboratory/Shelter Mechanic 29.27
23470 - Laborer 17.82
23510 - Locksmith 29.27
23530 - Machinery Maintenance Mechanic 32.98
23550 - Machinist Maintenance 27.63
23580 - Maintenance Trades Helper 19.44
23591 - Metrology Technician I 31.00
23592 - Metrology Technician II 32.37
23593 - Metrology Technician III 33.60
23640 - Millwright 31.00
23710 - Office Appliance Repairer 22.11
23760 - Painter Maintenance 23.42
23790 - Pipefitter Maintenance 27.49
23810 - Plumber Maintenance 25.95
23820 - Pneudraulic Systems Mechanic 31.00
23850 - Rigger 29.87
23870 - Scale Mechanic 27.26
23890 - Sheet-Metal Worker Maintenance 29.01
23910 - Small Engine Mechanic 27.10

23931 - Telecommunications Mechanic I	32.00
23932 - Telecommunications Mechanic II	33.42
23950 - Telephone Lineman	29.43
23960 - Welder Combination Maintenance	27.73
23965 - Well Driller	28.72
23970 - Woodcraft Worker	31.00
23980 - Woodworker	23.32
24000 - Personal Needs Occupations	
24550 - Case Manager	19.14
24570 - Child Care Attendant	12.94
24580 - Child Care Center Clerk	16.14
24610 - Chore Aide	15.39
24620 - Family Readiness And Support Services Coordinator	19.14
24630 - Homemaker	19.14
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	35.09
25040 - Sewage Plant Operator	21.75
25070 - Stationary Engineer	35.09
25190 - Ventilation Equipment Tender	24.30
25210 - Water Treatment Plant Operator	21.75
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.30
27007 - Baggage Inspector	16.76
27008 - Corrections Officer	23.14
27010 - Court Security Officer	24.08
27030 - Detection Dog Handler	18.75
27040 - Detention Officer	23.14
27070 - Firefighter	24.59
27101 - Guard I	16.76
27102 - Guard II	18.75
27131 - Police Officer I	24.49
27132 - Police Officer II	27.21
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.46
28042 - Carnival Equipment Repairer	17.69
28043 - Carnival Worker	12.32
28210 - Gate Attendant/Gate Tender	19.87
28310 - Lifeguard	13.15
28350 - Park Attendant (Aide)	22.24
28510 - Recreation Aide/Health Facility Attendant	16.23
28515 - Recreation Specialist	27.54
28630 - Sports Official	17.71
28690 - Swimming Pool Operator	22.06
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.95
29020 - Hatch Tender	29.95
29030 - Line Handler	29.95
29041 - Stevedore I	27.79
29042 - Stevedore II	32.16

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		20.70
30022 - Archeological Technician II		23.17
30023 - Archeological Technician III		28.69
30030 - Cartographic Technician		28.69
30040 - Civil Engineering Technician		26.23
30051 - Cryogenic Technician I		31.78
30052 - Cryogenic Technician II		35.10
30061 - Drafter/CAD Operator I		20.70
30062 - Drafter/CAD Operator II		23.17
30063 - Drafter/CAD Operator III		25.83
30064 - Drafter/CAD Operator IV		31.78
30081 - Engineering Technician I		16.65
30082 - Engineering Technician II		18.70
30083 - Engineering Technician III		21.71
30084 - Engineering Technician IV		26.89
30085 - Engineering Technician V		32.90
30086 - Engineering Technician VI		39.41
30090 - Environmental Technician		28.69
30095 - Evidence Control Specialist		28.69
30210 - Laboratory Technician		23.94
30221 - Latent Fingerprint Technician I		31.78
30222 - Latent Fingerprint Technician II		35.10
30240 - Mathematical Technician		28.69
30361 - Paralegal/Legal Assistant I		18.62
30362 - Paralegal/Legal Assistant II		23.06
30363 - Paralegal/Legal Assistant III		28.21
30364 - Paralegal/Legal Assistant IV		34.13
30375 - Petroleum Supply Specialist		35.10
30390 - Photo-Optics Technician		28.69
30395 - Radiation Control Technician		35.10
30461 - Technical Writer I		28.45
30462 - Technical Writer II		34.82
30463 - Technical Writer III		42.11
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		31.78
30502 - Weather Forecaster II		38.66
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.83
30621 - Weather Observer Senior	(see 2)	28.69

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.21

31030 - Bus Driver	18.00
31043 - Driver Courier	20.21
31260 - Parking and Lot Attendant	14.52
31290 - Shuttle Bus Driver	22.15
31310 - Taxi Driver	12.45
31361 - Truckdriver Light	22.15
31362 - Truckdriver Medium	24.02
31363 - Truckdriver Heavy	27.31
31364 - Truckdriver Tractor-Trailer	27.31
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.40
99050 - Desk Clerk	13.06
99095 - Embalmer	30.07
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.99
99252 - Laboratory Animal Caretaker II	16.38
99260 - Marketing Analyst	25.51
99310 - Mortician	30.07
99410 - Pest Controller	22.51
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.15
99711 - Recycling Specialist	23.74
99730 - Refuse Collector	17.03
99810 - Sales Clerk	15.54
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	28.03
99831 - Surveying Aide	18.82
99832 - Surveying Technician	24.61
99840 - Vending Machine Attendant	18.94
99841 - Vending Machine Repairer	24.26
99842 - Vending Machine Repairer Helper	18.94

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5385
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: North Dakota

Area: North Dakota Counties of Barnes Benson Cavalier Dickey Eddy Foster Griggs La Moure Logan McIntosh Ramsey Rolette Stutsman Towner Wells

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.19
01012 - Accounting Clerk II		15.93
01013 - Accounting Clerk III		17.83
01020 - Administrative Assistant		22.77
01035 - Court Reporter		18.26
01041 - Customer Service Representative I		14.45
01042 - Customer Service Representative II		16.24
01043 - Customer Service Representative III		17.72
01051 - Data Entry Operator I		12.64
01052 - Data Entry Operator II		13.79
01060 - Dispatcher Motor Vehicle		18.95
01070 - Document Preparation Clerk		13.79
01090 - Duplicating Machine Operator		13.79
01111 - General Clerk I		14.29

01112 - General Clerk II	15.59
01113 - General Clerk III	17.50
01120 - Housing Referral Assistant	19.31
01141 - Messenger Courier	11.25
01191 - Order Clerk I	12.64
01192 - Order Clerk II	13.79
01261 - Personnel Assistant (Employment) I	17.01
01262 - Personnel Assistant (Employment) II	19.04
01263 - Personnel Assistant (Employment) III	21.22
01270 - Production Control Clerk	23.73
01290 - Rental Clerk	11.34
01300 - Scheduler Maintenance	15.49
01311 - Secretary I	15.49
01312 - Secretary II	17.33
01313 - Secretary III	19.31
01320 - Service Order Dispatcher	16.94
01410 - Supply Technician	22.77
01420 - Survey Worker	16.98
01460 - Switchboard Operator/Receptionist	14.09
01531 - Travel Clerk I	12.12
01532 - Travel Clerk II	12.79
01533 - Travel Clerk III	13.45
01611 - Word Processor I	13.79
01612 - Word Processor II	15.49
01613 - Word Processor III	17.33
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.18
05010 - Automotive Electrician	19.82
05040 - Automotive Glass Installer	18.76
05070 - Automotive Worker	18.76
05110 - Mobile Equipment Servicer	16.06
05130 - Motor Equipment Metal Mechanic	21.00
05160 - Motor Equipment Metal Worker	18.76
05190 - Motor Vehicle Mechanic	21.00
05220 - Motor Vehicle Mechanic Helper	14.65
05250 - Motor Vehicle Upholstery Worker	17.41
05280 - Motor Vehicle Wrecker	18.76
05310 - Painter Automotive	19.82
05340 - Radiator Repair Specialist	18.76
05370 - Tire Repairer	14.24
05400 - Transmission Repair Specialist	21.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.96
07041 - Cook I	13.91
07042 - Cook II	16.26
07070 - Dishwasher	10.66
07130 - Food Service Worker	11.96
07210 - Meat Cutter	15.63
07260 - Waiter/Waitress	9.87
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 19.98
09040 - Furniture Handler 12.63
09080 - Furniture Refinisher 19.98
09090 - Furniture Refinisher Helper 15.70
09110 - Furniture Repairer Minor 17.75
09130 - Upholsterer 19.98
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.40
11060 - Elevator Operator 14.66
11090 - Gardener 19.01
11122 - Housekeeping Aide 14.66
11150 - Janitor 14.66
11210 - Laborer Grounds Maintenance 13.95
11240 - Maid or Houseman 11.52
11260 - Pruner 12.39
11270 - Tractor Operator 17.34
11330 - Trail Maintenance Worker 13.95
11360 - Window Cleaner 16.51
12000 - Health Occupations
12010 - Ambulance Driver 16.02
12011 - Breath Alcohol Technician 19.82
12012 - Certified Occupational Therapist Assistant 26.61
12015 - Certified Physical Therapist Assistant 26.18
12020 - Dental Assistant 21.96
12025 - Dental Hygienist 34.67
12030 - EKG Technician 30.04
12035 - Electroneurodiagnostic Technologist 30.04
12040 - Emergency Medical Technician 16.02
12071 - Licensed Practical Nurse I 17.72
12072 - Licensed Practical Nurse II 19.82
12073 - Licensed Practical Nurse III 22.10
12100 - Medical Assistant 17.36
12130 - Medical Laboratory Technician 24.50
12160 - Medical Record Clerk 18.70
12190 - Medical Record Technician 20.93
12195 - Medical Transcriptionist 17.72
12210 - Nuclear Medicine Technologist 43.56
12221 - Nursing Assistant I 11.70
12222 - Nursing Assistant II 13.16
12223 - Nursing Assistant III 14.35
12224 - Nursing Assistant IV 16.11
12235 - Optical Dispenser 17.99
12236 - Optical Technician 17.72
12250 - Pharmacy Technician 18.93
12280 - Phlebotomist 17.72
12305 - Radiologic Technologist 27.48
12311 - Registered Nurse I 23.13
12312 - Registered Nurse II 28.30
12313 - Registered Nurse II Specialist 28.30
12314 - Registered Nurse III 34.23

12315 - Registered Nurse III Anesthetist		34.23
12316 - Registered Nurse IV		41.03
12317 - Scheduler (Drug and Alcohol Testing)		24.55
12320 - Substance Abuse Treatment Counselor		26.69
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.19
13012 - Exhibits Specialist II		20.55
13013 - Exhibits Specialist III		25.13
13041 - Illustrator I		17.19
13042 - Illustrator II		20.55
13043 - Illustrator III		25.13
13047 - Librarian		22.74
13050 - Library Aide/Clerk		10.92
13054 - Library Information Technology Systems Administrator		20.53
13058 - Library Technician		15.30
13061 - Media Specialist I		14.81
13062 - Media Specialist II		16.58
13063 - Media Specialist III		18.48
13071 - Photographer I		14.83
13072 - Photographer II		16.59
13073 - Photographer III		20.54
13074 - Photographer IV		25.13
13075 - Photographer V		30.40
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		15.87
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.73
14043 - Computer Operator III		18.66
14044 - Computer Operator IV		20.74
14045 - Computer Operator V		22.95
14071 - Computer Programmer I	(see 1)	18.90
14072 - Computer Programmer II	(see 1)	22.00
14073 - Computer Programmer III	(see 1)	26.91
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.35
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.95
14160 - Personal Computer Support Technician		21.97
14170 - System Support Specialist		28.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.34
15020 - Aircrew Training Devices Instructor (Rated)		29.45
15030 - Air Crew Training Devices Instructor (Pilot)		35.30
15050 - Computer Based Training Specialist / Instructor		25.60
15060 - Educational Technologist		28.19
15070 - Flight Instructor (Pilot)		35.30
15080 - Graphic Artist		23.23

15085 - Maintenance Test Pilot Fixed Jet/Prop 35.30
15086 - Maintenance Test Pilot Rotary Wing 35.30
15088 - Non-Maintenance Test/Co-Pilot 35.30
15090 - Technical Instructor 19.63
15095 - Technical Instructor/Course Developer 24.01
15110 - Test Proctor 15.85
15120 - Tutor 15.85
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.84
16030 - Counter Attendant 9.84
16040 - Dry Cleaner 11.47
16070 - Finisher Flatwork Machine 9.84
16090 - Presser Hand 9.84
16110 - Presser Machine Drycleaning 9.84
16130 - Presser Machine Shirts 9.84
16160 - Presser Machine Wearing Apparel Laundry 9.84
16190 - Sewing Machine Operator 12.03
16220 - Tailor 12.58
16250 - Washer Machine 10.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.10
19040 - Tool And Die Maker 28.72
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.78
21030 - Material Coordinator 23.73
21040 - Material Expediter 23.73
21050 - Material Handling Laborer 17.00
21071 - Order Filler 14.18
21080 - Production Line Worker (Food Processing) 19.78
21110 - Shipping Packer 19.15
21130 - Shipping/Receiving Clerk 19.15
21140 - Store Worker I 12.34
21150 - Stock Clerk 17.09
21210 - Tools And Parts Attendant 19.78
21410 - Warehouse Specialist 19.78
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.11
23019 - Aircraft Logs and Records Technician 21.18
23021 - Aircraft Mechanic I 25.96
23022 - Aircraft Mechanic II 27.11
23023 - Aircraft Mechanic III 28.15
23040 - Aircraft Mechanic Helper 17.82
23050 - Aircraft Painter 24.51
23060 - Aircraft Servicer 21.18
23070 - Aircraft Survival Flight Equipment Technician 24.51
23080 - Aircraft Worker 22.83
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.83
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.96

23110 - Appliance Mechanic 24.10
23120 - Bicycle Repairer 19.21
23125 - Cable Splicer 43.65
23130 - Carpenter Maintenance 20.77
23140 - Carpet Layer 22.44
23160 - Electrician Maintenance 26.00
23181 - Electronics Technician Maintenance I 22.83
23182 - Electronics Technician Maintenance II 24.51
23183 - Electronics Technician Maintenance III 25.96
23260 - Fabric Worker 21.18
23290 - Fire Alarm System Mechanic 25.96
23310 - Fire Extinguisher Repairer 19.54
23311 - Fuel Distribution System Mechanic 25.96
23312 - Fuel Distribution System Operator 20.99
23370 - General Maintenance Worker 19.92
23380 - Ground Support Equipment Mechanic 25.96
23381 - Ground Support Equipment Servicer 21.18
23382 - Ground Support Equipment Worker 22.83
23391 - Gunsmith I 19.54
23392 - Gunsmith II 22.83
23393 - Gunsmith III 25.96
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.67
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.10
23430 - Heavy Equipment Mechanic 24.68
23440 - Heavy Equipment Operator 23.07
23460 - Instrument Mechanic 25.96
23465 - Laboratory/Shelter Mechanic 24.51
23470 - Laborer 17.00
23510 - Locksmith 24.51
23530 - Machinery Maintenance Mechanic 26.47
23550 - Machinist Maintenance 25.56
23580 - Maintenance Trades Helper 17.21
23591 - Metrology Technician I 25.96
23592 - Metrology Technician II 27.11
23593 - Metrology Technician III 28.15
23640 - Millwright 25.96
23710 - Office Appliance Repairer 24.10
23760 - Painter Maintenance 24.10
23790 - Pipefitter Maintenance 24.70
23810 - Plumber Maintenance 23.32
23820 - Pneudraulic Systems Mechanic 25.96
23850 - Rigger 25.96
23870 - Scale Mechanic 22.83
23890 - Sheet-Metal Worker Maintenance 21.79
23910 - Small Engine Mechanic 22.44
23931 - Telecommunications Mechanic I 32.86
23932 - Telecommunications Mechanic II 34.32
23950 - Telephone Lineman 27.43

23960 - Welder Combination Maintenance		21.49
23965 - Well Driller		25.96
23970 - Woodcraft Worker		25.96
23980 - Woodworker		19.54
24000 - Personal Needs Occupations		
24550 - Case Manager		18.44
24570 - Child Care Attendant		11.29
24580 - Child Care Center Clerk		14.08
24610 - Chore Aide		15.39
24620 - Family Readiness And Support Services Coordinator		18.44
24630 - Homemaker		18.44
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.96
25040 - Sewage Plant Operator		23.93
25070 - Stationary Engineer		25.96
25190 - Ventilation Equipment Tender		17.82
25210 - Water Treatment Plant Operator		23.93
27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.70
27007 - Baggage Inspector		15.09
27008 - Corrections Officer		21.36
27010 - Court Security Officer		19.72
27030 - Detection Dog Handler		16.89
27040 - Detention Officer		21.36
27070 - Firefighter		19.46
27101 - Guard I		15.09
27102 - Guard II		16.89
27131 - Police Officer I		23.80
27132 - Police Officer II		26.44
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.96
28042 - Carnival Equipment Repairer		16.08
28043 - Carnival Worker		11.01
28210 - Gate Attendant/Gate Tender		17.52
28310 - Lifeguard		11.65
28350 - Park Attendant (Aide)		19.61
28510 - Recreation Aide/Health Facility Attendant		14.31
28515 - Recreation Specialist		24.28
28630 - Sports Official		15.61
28690 - Swimming Pool Operator		19.74
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.83
29020 - Hatch Tender		22.83
29030 - Line Handler		22.83
29041 - Stevedore I		21.18
29042 - Stevedore II		24.51
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.28
30022 - Archeological Technician II 18.22
30023 - Archeological Technician III 22.56
30030 - Cartographic Technician 23.25
30040 - Civil Engineering Technician 25.30
30051 - Cryogenic Technician I 23.75
30052 - Cryogenic Technician II 26.24
30061 - Drafter/CAD Operator I 16.28
30062 - Drafter/CAD Operator II 18.22
30063 - Drafter/CAD Operator III 20.31
30064 - Drafter/CAD Operator IV 24.99
30081 - Engineering Technician I 16.65
30082 - Engineering Technician II 18.70
30083 - Engineering Technician III 21.71
30084 - Engineering Technician IV 26.89
30085 - Engineering Technician V 32.90
30086 - Engineering Technician VI 39.41
30090 - Environmental Technician 23.25
30095 - Evidence Control Specialist 21.44
30210 - Laboratory Technician 19.16
30221 - Latent Fingerprint Technician I 23.75
30222 - Latent Fingerprint Technician II 26.24
30240 - Mathematical Technician 23.63
30361 - Paralegal/Legal Assistant I 18.11
30362 - Paralegal/Legal Assistant II 22.43
30363 - Paralegal/Legal Assistant III 27.43
30364 - Paralegal/Legal Assistant IV 33.19
30375 - Petroleum Supply Specialist 26.24
30390 - Photo-Optics Technician 23.75
30395 - Radiation Control Technician 26.24
30461 - Technical Writer I 21.37
30462 - Technical Writer II 26.15
30463 - Technical Writer III 31.64
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 24.99
30502 - Weather Forecaster II 30.41
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.31
30621 - Weather Observer Senior (see 2) 22.56
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.28
31030 - Bus Driver 16.67
31043 - Driver Courier 15.09
31260 - Parking and Lot Attendant 12.39

31290 - Shuttle Bus Driver	16.55
31310 - Taxi Driver	14.81
31361 - Truckdriver Light	16.55
31362 - Truckdriver Medium	17.94
31363 - Truckdriver Heavy	22.21
31364 - Truckdriver Tractor-Trailer	22.21
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.35
99050 - Desk Clerk	13.01
99095 - Embalmer	31.15
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.49
99252 - Laboratory Animal Caretaker II	18.02
99260 - Marketing Analyst	26.24
99310 - Mortician	31.15
99410 - Pest Controller	22.51
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.15
99711 - Recycling Specialist	23.74
99730 - Refuse Collector	17.03
99810 - Sales Clerk	14.60
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	21.05
99831 - Surveying Aide	14.14
99832 - Surveying Technician	18.49
99840 - Vending Machine Attendant	15.61
99841 - Vending Machine Repairer	19.81
99842 - Vending Machine Repairer Helper	15.61

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5386
Revision No.: 12
Date Of Last Revision: 06/05/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: North Dakota

Area: North Dakota Counties of Barnes Benson Cavalier Dickey Eddy Foster Griggs La Moure Logan McIntosh Ramsey Rolette Stutsman Towner Wells

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.19
01012 - Accounting Clerk II		15.93
01013 - Accounting Clerk III		17.83
01020 - Administrative Assistant		22.77
01035 - Court Reporter		18.26
01041 - Customer Service Representative I		14.45
01042 - Customer Service Representative II		16.24
01043 - Customer Service Representative III		17.72
01051 - Data Entry Operator I		12.64
01052 - Data Entry Operator II		13.79
01060 - Dispatcher Motor Vehicle		18.95

01070 - Document Preparation Clerk 13.79
01090 - Duplicating Machine Operator 13.79
01111 - General Clerk I 14.29
01112 - General Clerk II 15.59
01113 - General Clerk III 17.50
01120 - Housing Referral Assistant 19.31
01141 - Messenger Courier 11.25
01191 - Order Clerk I 12.64
01192 - Order Clerk II 13.79
01261 - Personnel Assistant (Employment) I 17.01
01262 - Personnel Assistant (Employment) II 19.04
01263 - Personnel Assistant (Employment) III 21.22
01270 - Production Control Clerk 23.73
01290 - Rental Clerk 11.34
01300 - Scheduler Maintenance 15.49
01311 - Secretary I 15.49
01312 - Secretary II 17.33
01313 - Secretary III 19.31
01320 - Service Order Dispatcher 16.94
01410 - Supply Technician 22.77
01420 - Survey Worker 16.98
01460 - Switchboard Operator/Receptionist 14.09
01531 - Travel Clerk I 12.12
01532 - Travel Clerk II 12.79
01533 - Travel Clerk III 13.45
01611 - Word Processor I 13.79
01612 - Word Processor II 15.49
01613 - Word Processor III 17.33
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.18
05010 - Automotive Electrician 19.82
05040 - Automotive Glass Installer 18.76
05070 - Automotive Worker 18.76
05110 - Mobile Equipment Servicer 16.06
05130 - Motor Equipment Metal Mechanic 21.00
05160 - Motor Equipment Metal Worker 18.76
05190 - Motor Vehicle Mechanic 21.00
05220 - Motor Vehicle Mechanic Helper 14.65
05250 - Motor Vehicle Upholstery Worker 17.41
05280 - Motor Vehicle Wrecker 18.76
05310 - Painter Automotive 19.82
05340 - Radiator Repair Specialist 18.76
05370 - Tire Repairer 14.24
05400 - Transmission Repair Specialist 21.00
07000 - Food Preparation And Service Occupations
07010 - Baker 13.96
07041 - Cook I 13.91
07042 - Cook II 16.26
07070 - Dishwasher 10.66
07130 - Food Service Worker 11.96

07210 - Meat Cutter	15.63
07260 - Waiter/Waitress	9.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.98
09040 - Furniture Handler	12.63
09080 - Furniture Refinisher	19.98
09090 - Furniture Refinisher Helper	15.70
09110 - Furniture Repairer Minor	17.75
09130 - Upholsterer	19.98
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.40
11060 - Elevator Operator	14.66
11090 - Gardener	19.01
11122 - Housekeeping Aide	14.66
11150 - Janitor	14.66
11210 - Laborer Grounds Maintenance	13.95
11240 - Maid or Houseman	11.52
11260 - Pruner	12.39
11270 - Tractor Operator	17.34
11330 - Trail Maintenance Worker	13.95
11360 - Window Cleaner	16.51
12000 - Health Occupations	
12010 - Ambulance Driver	16.02
12011 - Breath Alcohol Technician	19.82
12012 - Certified Occupational Therapist Assistant	26.61
12015 - Certified Physical Therapist Assistant	26.18
12020 - Dental Assistant	21.96
12025 - Dental Hygienist	34.67
12030 - EKG Technician	30.04
12035 - Electroneurodiagnostic Technologist	30.04
12040 - Emergency Medical Technician	16.02
12071 - Licensed Practical Nurse I	17.72
12072 - Licensed Practical Nurse II	19.82
12073 - Licensed Practical Nurse III	22.10
12100 - Medical Assistant	17.36
12130 - Medical Laboratory Technician	24.50
12160 - Medical Record Clerk	18.70
12190 - Medical Record Technician	20.93
12195 - Medical Transcriptionist	17.72
12210 - Nuclear Medicine Technologist	43.56
12221 - Nursing Assistant I	11.70
12222 - Nursing Assistant II	13.16
12223 - Nursing Assistant III	14.35
12224 - Nursing Assistant IV	16.11
12235 - Optical Dispenser	17.99
12236 - Optical Technician	17.72
12250 - Pharmacy Technician	18.93
12280 - Phlebotomist	17.72
12305 - Radiologic Technologist	27.48
12311 - Registered Nurse I	23.13

12312 - Registered Nurse II		28.30
12313 - Registered Nurse II Specialist		28.30
12314 - Registered Nurse III		34.23
12315 - Registered Nurse III Anesthetist		34.23
12316 - Registered Nurse IV		41.03
12317 - Scheduler (Drug and Alcohol Testing)		24.55
12320 - Substance Abuse Treatment Counselor		26.69
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.19
13012 - Exhibits Specialist II		20.55
13013 - Exhibits Specialist III		25.13
13041 - Illustrator I		17.19
13042 - Illustrator II		20.55
13043 - Illustrator III		25.13
13047 - Librarian		22.74
13050 - Library Aide/Clerk		10.92
13054 - Library Information Technology Systems Administrator		20.53
13058 - Library Technician		15.30
13061 - Media Specialist I		14.81
13062 - Media Specialist II		16.58
13063 - Media Specialist III		18.48
13071 - Photographer I		14.83
13072 - Photographer II		16.59
13073 - Photographer III		20.54
13074 - Photographer IV		25.13
13075 - Photographer V		30.40
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		15.87
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.73
14043 - Computer Operator III		18.66
14044 - Computer Operator IV		20.74
14045 - Computer Operator V		22.95
14071 - Computer Programmer I	(see 1)	18.90
14072 - Computer Programmer II	(see 1)	22.00
14073 - Computer Programmer III	(see 1)	26.91
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.35
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.95
14160 - Personal Computer Support Technician		21.97
14170 - System Support Specialist		28.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.34
15020 - Aircrew Training Devices Instructor (Rated)		29.45
15030 - Air Crew Training Devices Instructor (Pilot)		35.30
15050 - Computer Based Training Specialist / Instructor		25.60

15060 - Educational Technologist 28.19
15070 - Flight Instructor (Pilot) 35.30
15080 - Graphic Artist 23.23
15085 - Maintenance Test Pilot Fixed Jet/Prop 35.30
15086 - Maintenance Test Pilot Rotary Wing 35.30
15088 - Non-Maintenance Test/Co-Pilot 35.30
15090 - Technical Instructor 19.63
15095 - Technical Instructor/Course Developer 24.01
15110 - Test Proctor 15.85
15120 - Tutor 15.85
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.84
16030 - Counter Attendant 9.84
16040 - Dry Cleaner 11.47
16070 - Finisher Flatwork Machine 9.84
16090 - Presser Hand 9.84
16110 - Presser Machine Drycleaning 9.84
16130 - Presser Machine Shirts 9.84
16160 - Presser Machine Wearing Apparel Laundry 9.84
16190 - Sewing Machine Operator 12.03
16220 - Tailor 12.58
16250 - Washer Machine 10.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.10
19040 - Tool And Die Maker 28.72
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.78
21030 - Material Coordinator 23.73
21040 - Material Expediter 23.73
21050 - Material Handling Laborer 17.00
21071 - Order Filler 14.18
21080 - Production Line Worker (Food Processing) 19.78
21110 - Shipping Packer 19.15
21130 - Shipping/Receiving Clerk 19.15
21140 - Store Worker I 12.34
21150 - Stock Clerk 17.09
21210 - Tools And Parts Attendant 19.78
21410 - Warehouse Specialist 19.78
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.11
23019 - Aircraft Logs and Records Technician 21.18
23021 - Aircraft Mechanic I 25.96
23022 - Aircraft Mechanic II 27.11
23023 - Aircraft Mechanic III 28.15
23040 - Aircraft Mechanic Helper 17.82
23050 - Aircraft Painter 24.51
23060 - Aircraft Servicer 21.18
23070 - Aircraft Survival Flight Equipment Technician 24.51
23080 - Aircraft Worker 22.83
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 22.83

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 25.96
II
23110 - Appliance Mechanic 24.10
23120 - Bicycle Repairer 19.21
23125 - Cable Splicer 43.65
23130 - Carpenter Maintenance 20.77
23140 - Carpet Layer 22.44
23160 - Electrician Maintenance 26.00
23181 - Electronics Technician Maintenance I 22.83
23182 - Electronics Technician Maintenance II 24.51
23183 - Electronics Technician Maintenance III 25.96
23260 - Fabric Worker 21.18
23290 - Fire Alarm System Mechanic 25.96
23310 - Fire Extinguisher Repairer 19.54
23311 - Fuel Distribution System Mechanic 25.96
23312 - Fuel Distribution System Operator 20.99
23370 - General Maintenance Worker 19.92
23380 - Ground Support Equipment Mechanic 25.96
23381 - Ground Support Equipment Servicer 21.18
23382 - Ground Support Equipment Worker 22.83
23391 - Gunsmith I 19.54
23392 - Gunsmith II 22.83
23393 - Gunsmith III 25.96
23410 - Heating Ventilation And Air-Conditioning 25.67
Mechanic
23411 - Heating Ventilation And Air Contidioning 26.10
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 24.68
23440 - Heavy Equipment Operator 23.07
23460 - Instrument Mechanic 25.96
23465 - Laboratory/Shelter Mechanic 24.51
23470 - Laborer 17.00
23510 - Locksmith 24.51
23530 - Machinery Maintenance Mechanic 26.47
23550 - Machinist Maintenance 25.56
23580 - Maintenance Trades Helper 17.21
23591 - Metrology Technician I 25.96
23592 - Metrology Technician II 27.11
23593 - Metrology Technician III 28.15
23640 - Millwright 25.96
23710 - Office Appliance Repairer 24.10
23760 - Painter Maintenance 24.10
23790 - Pipefitter Maintenance 24.70
23810 - Plumber Maintenance 23.32
23820 - Pneudraulic Systems Mechanic 25.96
23850 - Rigger 25.96
23870 - Scale Mechanic 22.83
23890 - Sheet-Metal Worker Maintenance 21.79
23910 - Small Engine Mechanic 22.44

23931 - Telecommunications Mechanic I	32.86
23932 - Telecommunications Mechanic II	34.32
23950 - Telephone Lineman	27.43
23960 - Welder Combination Maintenance	21.49
23965 - Well Driller	25.96
23970 - Woodcraft Worker	25.96
23980 - Woodworker	19.54
24000 - Personal Needs Occupations	
24550 - Case Manager	18.44
24570 - Child Care Attendant	11.29
24580 - Child Care Center Clerk	14.08
24610 - Chore Aide	15.39
24620 - Family Readiness And Support Services Coordinator	18.44
24630 - Homemaker	18.44
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.96
25040 - Sewage Plant Operator	23.93
25070 - Stationary Engineer	25.96
25190 - Ventilation Equipment Tender	17.82
25210 - Water Treatment Plant Operator	23.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.70
27007 - Baggage Inspector	15.09
27008 - Corrections Officer	21.36
27010 - Court Security Officer	19.72
27030 - Detection Dog Handler	16.89
27040 - Detention Officer	21.36
27070 - Firefighter	19.46
27101 - Guard I	15.09
27102 - Guard II	16.89
27131 - Police Officer I	23.80
27132 - Police Officer II	26.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.96
28042 - Carnival Equipment Repairer	16.08
28043 - Carnival Worker	11.01
28210 - Gate Attendant/Gate Tender	17.52
28310 - Lifeguard	11.65
28350 - Park Attendant (Aide)	19.61
28510 - Recreation Aide/Health Facility Attendant	14.31
28515 - Recreation Specialist	24.28
28630 - Sports Official	15.61
28690 - Swimming Pool Operator	19.74
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.83
29020 - Hatch Tender	22.83
29030 - Line Handler	22.83
29041 - Stevedore I	21.18
29042 - Stevedore II	24.51

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		16.28
30022 - Archeological Technician II		18.22
30023 - Archeological Technician III		22.56
30030 - Cartographic Technician		23.25
30040 - Civil Engineering Technician		25.30
30051 - Cryogenic Technician I		23.75
30052 - Cryogenic Technician II		26.24
30061 - Drafter/CAD Operator I		16.28
30062 - Drafter/CAD Operator II		18.22
30063 - Drafter/CAD Operator III		20.31
30064 - Drafter/CAD Operator IV		24.99
30081 - Engineering Technician I		16.65
30082 - Engineering Technician II		18.70
30083 - Engineering Technician III		21.71
30084 - Engineering Technician IV		26.89
30085 - Engineering Technician V		32.90
30086 - Engineering Technician VI		39.41
30090 - Environmental Technician		23.25
30095 - Evidence Control Specialist		21.44
30210 - Laboratory Technician		19.16
30221 - Latent Fingerprint Technician I		23.75
30222 - Latent Fingerprint Technician II		26.24
30240 - Mathematical Technician		23.63
30361 - Paralegal/Legal Assistant I		18.11
30362 - Paralegal/Legal Assistant II		22.43
30363 - Paralegal/Legal Assistant III		27.43
30364 - Paralegal/Legal Assistant IV		33.19
30375 - Petroleum Supply Specialist		26.24
30390 - Photo-Optics Technician		23.75
30395 - Radiation Control Technician		26.24
30461 - Technical Writer I		21.37
30462 - Technical Writer II		26.15
30463 - Technical Writer III		31.64
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		24.99
30502 - Weather Forecaster II		30.41
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.31
30621 - Weather Observer Senior	(see 2)	22.56

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.28

31030 - Bus Driver	16.67
31043 - Driver Courier	15.09
31260 - Parking and Lot Attendant	12.39
31290 - Shuttle Bus Driver	16.55
31310 - Taxi Driver	14.81
31361 - Truckdriver Light	16.55
31362 - Truckdriver Medium	17.94
31363 - Truckdriver Heavy	22.21
31364 - Truckdriver Tractor-Trailer	22.21
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.35
99050 - Desk Clerk	13.01
99095 - Embalmer	31.15
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.49
99252 - Laboratory Animal Caretaker II	18.02
99260 - Marketing Analyst	26.24
99310 - Mortician	31.15
99410 - Pest Controller	22.51
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.15
99711 - Recycling Specialist	23.74
99730 - Refuse Collector	17.03
99810 - Sales Clerk	14.60
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	21.05
99831 - Surveying Aide	14.14
99832 - Surveying Technician	18.49
99840 - Vending Machine Attendant	15.61
99841 - Vending Machine Repairer	19.81
99842 - Vending Machine Repairer Helper	15.61

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5387
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: North Dakota

Area: North Dakota Counties of Nelson Pembina Ransom Richland Sargent Steele Traill Walsh

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.19
01012 - Accounting Clerk II		15.93
01013 - Accounting Clerk III		17.83
01020 - Administrative Assistant		22.23
01035 - Court Reporter		18.26
01041 - Customer Service Representative I		14.58
01042 - Customer Service Representative II		16.41
01043 - Customer Service Representative III		17.90
01051 - Data Entry Operator I		12.64
01052 - Data Entry Operator II		13.79
01060 - Dispatcher Motor Vehicle		18.69
01070 - Document Preparation Clerk		13.79
01090 - Duplicating Machine Operator		13.79
01111 - General Clerk I		14.60

01112 - General Clerk II	15.93
01113 - General Clerk III	17.88
01120 - Housing Referral Assistant	19.31
01141 - Messenger Courier	11.25
01191 - Order Clerk I	12.64
01192 - Order Clerk II	13.79
01261 - Personnel Assistant (Employment) I	17.01
01262 - Personnel Assistant (Employment) II	19.04
01263 - Personnel Assistant (Employment) III	21.22
01270 - Production Control Clerk	23.93
01290 - Rental Clerk	10.33
01300 - Scheduler Maintenance	15.49
01311 - Secretary I	15.49
01312 - Secretary II	17.33
01313 - Secretary III	19.31
01320 - Service Order Dispatcher	16.70
01410 - Supply Technician	22.23
01420 - Survey Worker	16.98
01460 - Switchboard Operator/Receptionist	14.50
01531 - Travel Clerk I	12.12
01532 - Travel Clerk II	12.79
01533 - Travel Clerk III	13.45
01611 - Word Processor I	13.79
01612 - Word Processor II	15.49
01613 - Word Processor III	17.33
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.21
05010 - Automotive Electrician	20.15
05040 - Automotive Glass Installer	18.76
05070 - Automotive Worker	18.76
05110 - Mobile Equipment Servicer	16.06
05130 - Motor Equipment Metal Mechanic	21.34
05160 - Motor Equipment Metal Worker	18.76
05190 - Motor Vehicle Mechanic	21.34
05220 - Motor Vehicle Mechanic Helper	14.65
05250 - Motor Vehicle Upholstery Worker	17.41
05280 - Motor Vehicle Wrecker	18.76
05310 - Painter Automotive	20.15
05340 - Radiator Repair Specialist	18.76
05370 - Tire Repairer	14.84
05400 - Transmission Repair Specialist	21.34
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.96
07041 - Cook I	13.91
07042 - Cook II	16.26
07070 - Dishwasher	10.14
07130 - Food Service Worker	11.96
07210 - Meat Cutter	15.08
07260 - Waiter/Waitress	9.87
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 19.98
09040 - Furniture Handler 12.73
09080 - Furniture Refinisher 19.98
09090 - Furniture Refinisher Helper 15.82
09110 - Furniture Repairer Minor 18.66
09130 - Upholsterer 19.35
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.40
11060 - Elevator Operator 14.66
11090 - Gardener 19.01
11122 - Housekeeping Aide 14.66
11150 - Janitor 14.66
11210 - Laborer Grounds Maintenance 13.95
11240 - Maid or Houseman 11.52
11260 - Pruner 12.39
11270 - Tractor Operator 17.34
11330 - Trail Maintenance Worker 13.95
11360 - Window Cleaner 16.51
12000 - Health Occupations
12010 - Ambulance Driver 16.02
12011 - Breath Alcohol Technician 20.15
12012 - Certified Occupational Therapist Assistant 26.61
12015 - Certified Physical Therapist Assistant 26.18
12020 - Dental Assistant 21.78
12025 - Dental Hygienist 34.67
12030 - EKG Technician 30.04
12035 - Electroneurodiagnostic Technologist 30.04
12040 - Emergency Medical Technician 16.02
12071 - Licensed Practical Nurse I 18.01
12072 - Licensed Practical Nurse II 20.15
12073 - Licensed Practical Nurse III 22.47
12100 - Medical Assistant 20.82
12130 - Medical Laboratory Technician 21.79
12160 - Medical Record Clerk 16.08
12190 - Medical Record Technician 25.14
12195 - Medical Transcriptionist 17.72
12210 - Nuclear Medicine Technologist 43.70
12221 - Nursing Assistant I 11.70
12222 - Nursing Assistant II 13.16
12223 - Nursing Assistant III 14.35
12224 - Nursing Assistant IV 16.11
12235 - Optical Dispenser 17.99
12236 - Optical Technician 18.01
12250 - Pharmacy Technician 27.59
12280 - Phlebotomist 17.72
12305 - Radiologic Technologist 28.48
12311 - Registered Nurse I 23.25
12312 - Registered Nurse II 28.44
12313 - Registered Nurse II Specialist 28.44
12314 - Registered Nurse III 34.41

12315 - Registered Nurse III Anesthetist		34.41
12316 - Registered Nurse IV		41.25
12317 - Scheduler (Drug and Alcohol Testing)		24.96
12320 - Substance Abuse Treatment Counselor		26.69
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.19
13012 - Exhibits Specialist II		20.55
13013 - Exhibits Specialist III		24.65
13041 - Illustrator I		17.19
13042 - Illustrator II		20.55
13043 - Illustrator III		24.65
13047 - Librarian		21.48
13050 - Library Aide/Clerk		10.92
13054 - Library Information Technology Systems Administrator		18.96
13058 - Library Technician		15.30
13061 - Media Specialist I		13.93
13062 - Media Specialist II		15.59
13063 - Media Specialist III		17.38
13071 - Photographer I		14.54
13072 - Photographer II		16.26
13073 - Photographer III		20.14
13074 - Photographer IV		24.65
13075 - Photographer V		29.81
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		15.87
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.73
14043 - Computer Operator III		18.66
14044 - Computer Operator IV		20.74
14045 - Computer Operator V		22.95
14071 - Computer Programmer I	(see 1)	18.90
14072 - Computer Programmer II	(see 1)	22.00
14073 - Computer Programmer III	(see 1)	26.91
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.35
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.95
14160 - Personal Computer Support Technician		21.97
14170 - System Support Specialist		26.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.34
15020 - Aircrew Training Devices Instructor (Rated)		29.45
15030 - Air Crew Training Devices Instructor (Pilot)		35.30
15050 - Computer Based Training Specialist / Instructor		25.60
15060 - Educational Technologist		26.30
15070 - Flight Instructor (Pilot)		35.30
15080 - Graphic Artist		21.95

15085 - Maintenance Test Pilot Fixed Jet/Prop 35.30
15086 - Maintenance Test Pilot Rotary Wing 35.30
15088 - Non-Maintenance Test/Co-Pilot 35.30
15090 - Technical Instructor 19.63
15095 - Technical Instructor/Course Developer 24.01
15110 - Test Proctor 15.85
15120 - Tutor 15.85
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.84
16030 - Counter Attendant 9.84
16040 - Dry Cleaner 11.47
16070 - Finisher Flatwork Machine 9.84
16090 - Presser Hand 9.84
16110 - Presser Machine Drycleaning 9.84
16130 - Presser Machine Shirts 9.84
16160 - Presser Machine Wearing Apparel Laundry 9.84
16190 - Sewing Machine Operator 12.03
16220 - Tailor 12.58
16250 - Washer Machine 10.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.83
19040 - Tool And Die Maker 28.22
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.78
21030 - Material Coordinator 23.93
21040 - Material Expediter 23.93
21050 - Material Handling Laborer 17.00
21071 - Order Filler 12.44
21080 - Production Line Worker (Food Processing) 19.78
21110 - Shipping Packer 19.15
21130 - Shipping/Receiving Clerk 19.15
21140 - Store Worker I 12.34
21150 - Stock Clerk 17.09
21210 - Tools And Parts Attendant 19.78
21410 - Warehouse Specialist 19.78
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.47
23019 - Aircraft Logs and Records Technician 20.82
23021 - Aircraft Mechanic I 25.34
23022 - Aircraft Mechanic II 26.47
23023 - Aircraft Mechanic III 27.48
23040 - Aircraft Mechanic Helper 17.52
23050 - Aircraft Painter 23.93
23060 - Aircraft Servicer 20.82
23070 - Aircraft Survival Flight Equipment Technician 23.93
23080 - Aircraft Worker 22.29
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.29
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.34

23110 - Appliance Mechanic 23.67
23120 - Bicycle Repairer 18.86
23125 - Cable Splicer 39.68
23130 - Carpenter Maintenance 19.08
23140 - Carpet Layer 22.29
23160 - Electrician Maintenance 26.00
23181 - Electronics Technician Maintenance I 22.44
23182 - Electronics Technician Maintenance II 24.10
23183 - Electronics Technician Maintenance III 25.53
23260 - Fabric Worker 20.68
23290 - Fire Alarm System Mechanic 25.34
23310 - Fire Extinguisher Repairer 19.07
23311 - Fuel Distribution System Mechanic 25.53
23312 - Fuel Distribution System Operator 20.99
23370 - General Maintenance Worker 19.92
23380 - Ground Support Equipment Mechanic 25.34
23381 - Ground Support Equipment Servicer 20.82
23382 - Ground Support Equipment Worker 22.29
23391 - Gunsmith I 19.07
23392 - Gunsmith II 22.29
23393 - Gunsmith III 25.34
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.67
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.10
23430 - Heavy Equipment Mechanic 23.42
23440 - Heavy Equipment Operator 22.47
23460 - Instrument Mechanic 25.34
23465 - Laboratory/Shelter Mechanic 23.93
23470 - Laborer 17.00
23510 - Locksmith 23.93
23530 - Machinery Maintenance Mechanic 26.08
23550 - Machinist Maintenance 25.56
23580 - Maintenance Trades Helper 17.40
23591 - Metrology Technician I 25.34
23592 - Metrology Technician II 26.47
23593 - Metrology Technician III 27.48
23640 - Millwright 25.34
23710 - Office Appliance Repairer 23.93
23760 - Painter Maintenance 23.67
23790 - Pipefitter Maintenance 24.70
23810 - Plumber Maintenance 23.32
23820 - Pneudraulic Systems Mechanic 25.34
23850 - Rigger 25.34
23870 - Scale Mechanic 22.29
23890 - Sheet-Metal Worker Maintenance 18.81
23910 - Small Engine Mechanic 22.29
23931 - Telecommunications Mechanic I 29.21
23932 - Telecommunications Mechanic II 30.50
23950 - Telephone Lineman 25.07

23960 - Welder Combination Maintenance		21.49
23965 - Well Driller		25.34
23970 - Woodcraft Worker		25.34
23980 - Woodworker		19.07
24000 - Personal Needs Occupations		
24550 - Case Manager		18.71
24570 - Child Care Attendant		11.18
24580 - Child Care Center Clerk		14.08
24610 - Chore Aide		15.39
24620 - Family Readiness And Support Services Coordinator		18.71
24630 - Homemaker		18.71
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.30
25040 - Sewage Plant Operator		21.91
25070 - Stationary Engineer		24.30
25190 - Ventilation Equipment Tender		16.68
25210 - Water Treatment Plant Operator		21.91
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.84
27007 - Baggage Inspector		13.81
27008 - Corrections Officer		21.36
27010 - Court Security Officer		19.72
27030 - Detection Dog Handler		15.44
27040 - Detention Officer		21.36
27070 - Firefighter		20.76
27101 - Guard I		13.81
27102 - Guard II		15.44
27131 - Police Officer I		23.80
27132 - Police Officer II		26.44
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.60
28042 - Carnival Equipment Repairer		14.62
28043 - Carnival Worker		10.43
28210 - Gate Attendant/Gate Tender		17.52
28310 - Lifeguard		14.65
28350 - Park Attendant (Aide)		19.61
28510 - Recreation Aide/Health Facility Attendant		14.31
28515 - Recreation Specialist		24.28
28630 - Sports Official		15.61
28690 - Swimming Pool Operator		20.08
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.29
29020 - Hatch Tender		22.29
29030 - Line Handler		22.29
29041 - Stevedore I		20.82
29042 - Stevedore II		23.94
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.28
30022 - Archeological Technician II 18.22
30023 - Archeological Technician III 22.56
30030 - Cartographic Technician 23.25
30040 - Civil Engineering Technician 23.00
30051 - Cryogenic Technician I 23.75
30052 - Cryogenic Technician II 26.24
30061 - Drafter/CAD Operator I 16.28
30062 - Drafter/CAD Operator II 18.22
30063 - Drafter/CAD Operator III 20.31
30064 - Drafter/CAD Operator IV 24.99
30081 - Engineering Technician I 16.65
30082 - Engineering Technician II 18.70
30083 - Engineering Technician III 21.71
30084 - Engineering Technician IV 26.89
30085 - Engineering Technician V 32.90
30086 - Engineering Technician VI 39.41
30090 - Environmental Technician 23.25
30095 - Evidence Control Specialist 21.44
30210 - Laboratory Technician 19.16
30221 - Latent Fingerprint Technician I 23.75
30222 - Latent Fingerprint Technician II 26.24
30240 - Mathematical Technician 23.63
30361 - Paralegal/Legal Assistant I 18.11
30362 - Paralegal/Legal Assistant II 22.43
30363 - Paralegal/Legal Assistant III 27.43
30364 - Paralegal/Legal Assistant IV 33.19
30375 - Petroleum Supply Specialist 26.24
30390 - Photo-Optics Technician 23.75
30395 - Radiation Control Technician 26.24
30461 - Technical Writer I 21.37
30462 - Technical Writer II 26.15
30463 - Technical Writer III 31.64
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 24.99
30502 - Weather Forecaster II 30.41
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.31
30621 - Weather Observer Senior (see 2) 22.56
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.21
31030 - Bus Driver 18.00
31043 - Driver Courier 15.78
31260 - Parking and Lot Attendant 12.39

31290 - Shuttle Bus Driver	17.30
31310 - Taxi Driver	14.81
31361 - Truckdriver Light	17.30
31362 - Truckdriver Medium	18.75
31363 - Truckdriver Heavy	22.53
31364 - Truckdriver Tractor-Trailer	22.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.35
99050 - Desk Clerk	12.98
99095 - Embalmer	31.15
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.49
99252 - Laboratory Animal Caretaker II	18.02
99260 - Marketing Analyst	23.85
99310 - Mortician	31.15
99410 - Pest Controller	22.51
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.60
99711 - Recycling Specialist	25.61
99730 - Refuse Collector	18.29
99810 - Sales Clerk	14.60
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	21.05
99831 - Surveying Aide	14.14
99832 - Surveying Technician	18.49
99840 - Vending Machine Attendant	18.41
99841 - Vending Machine Repairer	23.58
99842 - Vending Machine Repairer Helper	18.41

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5388
Revision No.: 12
Date Of Last Revision: 06/05/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: North Dakota

Area: North Dakota Counties of Nelson Pembina Ransom Richland Sargent Steele Traill Walsh

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.19
01012 - Accounting Clerk II		15.93
01013 - Accounting Clerk III		17.83
01020 - Administrative Assistant		22.23
01035 - Court Reporter		18.26
01041 - Customer Service Representative I		14.58
01042 - Customer Service Representative II		16.41
01043 - Customer Service Representative III		17.90
01051 - Data Entry Operator I		12.64
01052 - Data Entry Operator II		13.79
01060 - Dispatcher Motor Vehicle		18.69

01070 - Document Preparation Clerk 13.79
01090 - Duplicating Machine Operator 13.79
01111 - General Clerk I 14.60
01112 - General Clerk II 15.93
01113 - General Clerk III 17.88
01120 - Housing Referral Assistant 19.31
01141 - Messenger Courier 11.25
01191 - Order Clerk I 12.64
01192 - Order Clerk II 13.79
01261 - Personnel Assistant (Employment) I 17.01
01262 - Personnel Assistant (Employment) II 19.04
01263 - Personnel Assistant (Employment) III 21.22
01270 - Production Control Clerk 23.93
01290 - Rental Clerk 10.33
01300 - Scheduler Maintenance 15.49
01311 - Secretary I 15.49
01312 - Secretary II 17.33
01313 - Secretary III 19.31
01320 - Service Order Dispatcher 16.70
01410 - Supply Technician 22.23
01420 - Survey Worker 16.98
01460 - Switchboard Operator/Receptionist 14.50
01531 - Travel Clerk I 12.12
01532 - Travel Clerk II 12.79
01533 - Travel Clerk III 13.45
01611 - Word Processor I 13.79
01612 - Word Processor II 15.49
01613 - Word Processor III 17.33
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.21
05010 - Automotive Electrician 20.15
05040 - Automotive Glass Installer 18.76
05070 - Automotive Worker 18.76
05110 - Mobile Equipment Servicer 16.06
05130 - Motor Equipment Metal Mechanic 21.34
05160 - Motor Equipment Metal Worker 18.76
05190 - Motor Vehicle Mechanic 21.34
05220 - Motor Vehicle Mechanic Helper 14.65
05250 - Motor Vehicle Upholstery Worker 17.41
05280 - Motor Vehicle Wrecker 18.76
05310 - Painter Automotive 20.15
05340 - Radiator Repair Specialist 18.76
05370 - Tire Repairer 14.84
05400 - Transmission Repair Specialist 21.34
07000 - Food Preparation And Service Occupations
07010 - Baker 13.96
07041 - Cook I 13.91
07042 - Cook II 16.26
07070 - Dishwasher 10.14
07130 - Food Service Worker 11.96

07210 - Meat Cutter	15.08
07260 - Waiter/Waitress	9.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.98
09040 - Furniture Handler	12.73
09080 - Furniture Refinisher	19.98
09090 - Furniture Refinisher Helper	15.82
09110 - Furniture Repairer Minor	18.66
09130 - Upholsterer	19.35
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.40
11060 - Elevator Operator	14.66
11090 - Gardener	19.01
11122 - Housekeeping Aide	14.66
11150 - Janitor	14.66
11210 - Laborer Grounds Maintenance	13.95
11240 - Maid or Houseman	11.52
11260 - Pruner	12.39
11270 - Tractor Operator	17.34
11330 - Trail Maintenance Worker	13.95
11360 - Window Cleaner	16.51
12000 - Health Occupations	
12010 - Ambulance Driver	16.02
12011 - Breath Alcohol Technician	20.15
12012 - Certified Occupational Therapist Assistant	26.61
12015 - Certified Physical Therapist Assistant	26.18
12020 - Dental Assistant	21.78
12025 - Dental Hygienist	34.67
12030 - EKG Technician	30.04
12035 - Electroneurodiagnostic Technologist	30.04
12040 - Emergency Medical Technician	16.02
12071 - Licensed Practical Nurse I	18.01
12072 - Licensed Practical Nurse II	20.15
12073 - Licensed Practical Nurse III	22.47
12100 - Medical Assistant	20.82
12130 - Medical Laboratory Technician	21.79
12160 - Medical Record Clerk	16.08
12190 - Medical Record Technician	25.14
12195 - Medical Transcriptionist	17.72
12210 - Nuclear Medicine Technologist	43.70
12221 - Nursing Assistant I	11.70
12222 - Nursing Assistant II	13.16
12223 - Nursing Assistant III	14.35
12224 - Nursing Assistant IV	16.11
12235 - Optical Dispenser	17.99
12236 - Optical Technician	18.01
12250 - Pharmacy Technician	27.59
12280 - Phlebotomist	17.72
12305 - Radiologic Technologist	28.48
12311 - Registered Nurse I	23.25

12312 - Registered Nurse II		28.44
12313 - Registered Nurse II Specialist		28.44
12314 - Registered Nurse III		34.41
12315 - Registered Nurse III Anesthetist		34.41
12316 - Registered Nurse IV		41.25
12317 - Scheduler (Drug and Alcohol Testing)		24.96
12320 - Substance Abuse Treatment Counselor		26.69
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.19
13012 - Exhibits Specialist II		20.55
13013 - Exhibits Specialist III		24.65
13041 - Illustrator I		17.19
13042 - Illustrator II		20.55
13043 - Illustrator III		24.65
13047 - Librarian		21.48
13050 - Library Aide/Clerk		10.92
13054 - Library Information Technology Systems Administrator		18.96
13058 - Library Technician		15.30
13061 - Media Specialist I		13.93
13062 - Media Specialist II		15.59
13063 - Media Specialist III		17.38
13071 - Photographer I		14.54
13072 - Photographer II		16.26
13073 - Photographer III		20.14
13074 - Photographer IV		24.65
13075 - Photographer V		29.81
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		15.87
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.73
14043 - Computer Operator III		18.66
14044 - Computer Operator IV		20.74
14045 - Computer Operator V		22.95
14071 - Computer Programmer I	(see 1)	18.90
14072 - Computer Programmer II	(see 1)	22.00
14073 - Computer Programmer III	(see 1)	26.91
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.35
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.95
14160 - Personal Computer Support Technician		21.97
14170 - System Support Specialist		26.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.34
15020 - Aircrew Training Devices Instructor (Rated)		29.45
15030 - Air Crew Training Devices Instructor (Pilot)		35.30
15050 - Computer Based Training Specialist / Instructor		25.60

15060 - Educational Technologist 26.30
15070 - Flight Instructor (Pilot) 35.30
15080 - Graphic Artist 21.95
15085 - Maintenance Test Pilot Fixed Jet/Prop 35.30
15086 - Maintenance Test Pilot Rotary Wing 35.30
15088 - Non-Maintenance Test/Co-Pilot 35.30
15090 - Technical Instructor 19.63
15095 - Technical Instructor/Course Developer 24.01
15110 - Test Proctor 15.85
15120 - Tutor 15.85
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.84
16030 - Counter Attendant 9.84
16040 - Dry Cleaner 11.47
16070 - Finisher Flatwork Machine 9.84
16090 - Presser Hand 9.84
16110 - Presser Machine Drycleaning 9.84
16130 - Presser Machine Shirts 9.84
16160 - Presser Machine Wearing Apparel Laundry 9.84
16190 - Sewing Machine Operator 12.03
16220 - Tailor 12.58
16250 - Washer Machine 10.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.83
19040 - Tool And Die Maker 28.22
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.78
21030 - Material Coordinator 23.93
21040 - Material Expediter 23.93
21050 - Material Handling Laborer 17.00
21071 - Order Filler 12.44
21080 - Production Line Worker (Food Processing) 19.78
21110 - Shipping Packer 19.15
21130 - Shipping/Receiving Clerk 19.15
21140 - Store Worker I 12.34
21150 - Stock Clerk 17.09
21210 - Tools And Parts Attendant 19.78
21410 - Warehouse Specialist 19.78
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.47
23019 - Aircraft Logs and Records Technician 20.82
23021 - Aircraft Mechanic I 25.34
23022 - Aircraft Mechanic II 26.47
23023 - Aircraft Mechanic III 27.48
23040 - Aircraft Mechanic Helper 17.52
23050 - Aircraft Painter 23.93
23060 - Aircraft Servicer 20.82
23070 - Aircraft Survival Flight Equipment Technician 23.93
23080 - Aircraft Worker 22.29
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 22.29

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 25.34
II
23110 - Appliance Mechanic 23.67
23120 - Bicycle Repairer 18.86
23125 - Cable Splicer 39.68
23130 - Carpenter Maintenance 19.08
23140 - Carpet Layer 22.29
23160 - Electrician Maintenance 26.00
23181 - Electronics Technician Maintenance I 22.44
23182 - Electronics Technician Maintenance II 24.10
23183 - Electronics Technician Maintenance III 25.53
23260 - Fabric Worker 20.68
23290 - Fire Alarm System Mechanic 25.34
23310 - Fire Extinguisher Repairer 19.07
23311 - Fuel Distribution System Mechanic 25.53
23312 - Fuel Distribution System Operator 20.99
23370 - General Maintenance Worker 19.92
23380 - Ground Support Equipment Mechanic 25.34
23381 - Ground Support Equipment Servicer 20.82
23382 - Ground Support Equipment Worker 22.29
23391 - Gunsmith I 19.07
23392 - Gunsmith II 22.29
23393 - Gunsmith III 25.34
23410 - Heating Ventilation And Air-Conditioning 25.67
Mechanic
23411 - Heating Ventilation And Air Contidioning 26.10
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 23.42
23440 - Heavy Equipment Operator 22.47
23460 - Instrument Mechanic 25.34
23465 - Laboratory/Shelter Mechanic 23.93
23470 - Laborer 17.00
23510 - Locksmith 23.93
23530 - Machinery Maintenance Mechanic 26.08
23550 - Machinist Maintenance 25.56
23580 - Maintenance Trades Helper 17.40
23591 - Metrology Technician I 25.34
23592 - Metrology Technician II 26.47
23593 - Metrology Technician III 27.48
23640 - Millwright 25.34
23710 - Office Appliance Repairer 23.93
23760 - Painter Maintenance 23.67
23790 - Pipefitter Maintenance 24.70
23810 - Plumber Maintenance 23.32
23820 - Pneudraulic Systems Mechanic 25.34
23850 - Rigger 25.34
23870 - Scale Mechanic 22.29
23890 - Sheet-Metal Worker Maintenance 18.81
23910 - Small Engine Mechanic 22.29

23931 - Telecommunications Mechanic I	29.21
23932 - Telecommunications Mechanic II	30.50
23950 - Telephone Lineman	25.07
23960 - Welder Combination Maintenance	21.49
23965 - Well Driller	25.34
23970 - Woodcraft Worker	25.34
23980 - Woodworker	19.07
24000 - Personal Needs Occupations	
24550 - Case Manager	18.71
24570 - Child Care Attendant	11.18
24580 - Child Care Center Clerk	14.08
24610 - Chore Aide	15.39
24620 - Family Readiness And Support Services Coordinator	18.71
24630 - Homemaker	18.71
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.30
25040 - Sewage Plant Operator	21.91
25070 - Stationary Engineer	24.30
25190 - Ventilation Equipment Tender	16.68
25210 - Water Treatment Plant Operator	21.91
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.84
27007 - Baggage Inspector	13.81
27008 - Corrections Officer	21.36
27010 - Court Security Officer	19.72
27030 - Detection Dog Handler	15.44
27040 - Detention Officer	21.36
27070 - Firefighter	20.76
27101 - Guard I	13.81
27102 - Guard II	15.44
27131 - Police Officer I	23.80
27132 - Police Officer II	26.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.60
28042 - Carnival Equipment Repairer	14.62
28043 - Carnival Worker	10.43
28210 - Gate Attendant/Gate Tender	17.52
28310 - Lifeguard	14.65
28350 - Park Attendant (Aide)	19.61
28510 - Recreation Aide/Health Facility Attendant	14.31
28515 - Recreation Specialist	24.28
28630 - Sports Official	15.61
28690 - Swimming Pool Operator	20.08
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.29
29020 - Hatch Tender	22.29
29030 - Line Handler	22.29
29041 - Stevedore I	20.82
29042 - Stevedore II	23.94

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		16.28
30022 - Archeological Technician II		18.22
30023 - Archeological Technician III		22.56
30030 - Cartographic Technician		23.25
30040 - Civil Engineering Technician		23.00
30051 - Cryogenic Technician I		23.75
30052 - Cryogenic Technician II		26.24
30061 - Drafter/CAD Operator I		16.28
30062 - Drafter/CAD Operator II		18.22
30063 - Drafter/CAD Operator III		20.31
30064 - Drafter/CAD Operator IV		24.99
30081 - Engineering Technician I		16.65
30082 - Engineering Technician II		18.70
30083 - Engineering Technician III		21.71
30084 - Engineering Technician IV		26.89
30085 - Engineering Technician V		32.90
30086 - Engineering Technician VI		39.41
30090 - Environmental Technician		23.25
30095 - Evidence Control Specialist		21.44
30210 - Laboratory Technician		19.16
30221 - Latent Fingerprint Technician I		23.75
30222 - Latent Fingerprint Technician II		26.24
30240 - Mathematical Technician		23.63
30361 - Paralegal/Legal Assistant I		18.11
30362 - Paralegal/Legal Assistant II		22.43
30363 - Paralegal/Legal Assistant III		27.43
30364 - Paralegal/Legal Assistant IV		33.19
30375 - Petroleum Supply Specialist		26.24
30390 - Photo-Optics Technician		23.75
30395 - Radiation Control Technician		26.24
30461 - Technical Writer I		21.37
30462 - Technical Writer II		26.15
30463 - Technical Writer III		31.64
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		24.99
30502 - Weather Forecaster II		30.41
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.31
30621 - Weather Observer Senior	(see 2)	22.56

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.21

31030 - Bus Driver	18.00
31043 - Driver Courier	15.78
31260 - Parking and Lot Attendant	12.39
31290 - Shuttle Bus Driver	17.30
31310 - Taxi Driver	14.81
31361 - Truckdriver Light	17.30
31362 - Truckdriver Medium	18.75
31363 - Truckdriver Heavy	22.53
31364 - Truckdriver Tractor-Trailer	22.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.35
99050 - Desk Clerk	12.98
99095 - Embalmer	31.15
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.49
99252 - Laboratory Animal Caretaker II	18.02
99260 - Marketing Analyst	23.85
99310 - Mortician	31.15
99410 - Pest Controller	22.51
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.60
99711 - Recycling Specialist	25.61
99730 - Refuse Collector	18.29
99810 - Sales Clerk	14.60
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	21.05
99831 - Surveying Aide	14.14
99832 - Surveying Technician	18.49
99840 - Vending Machine Attendant	18.41
99841 - Vending Machine Repairer	23.58
99842 - Vending Machine Repairer Helper	18.41

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5389
Revision No.: 11
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Montana

Area: Montana Counties of Carbon Golden Valley Yellowstone

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.44
01012 - Accounting Clerk II		16.21
01013 - Accounting Clerk III		18.14
01020 - Administrative Assistant		26.80
01035 - Court Reporter		17.84
01041 - Customer Service Representative I		13.83
01042 - Customer Service Representative II		15.55
01043 - Customer Service Representative III		16.96
01051 - Data Entry Operator I		13.11
01052 - Data Entry Operator II		14.31
01060 - Dispatcher Motor Vehicle		21.27
01070 - Document Preparation Clerk		14.20
01090 - Duplicating Machine Operator		14.20
01111 - General Clerk I		13.15
01112 - General Clerk II		14.35

01113 - General Clerk III 16.11
01120 - Housing Referral Assistant 19.89
01141 - Messenger Courier 11.65
01191 - Order Clerk I 13.10
01192 - Order Clerk II 14.30
01261 - Personnel Assistant (Employment) I 16.61
01262 - Personnel Assistant (Employment) II 18.59
01263 - Personnel Assistant (Employment) III 20.72
01270 - Production Control Clerk 26.42
01290 - Rental Clerk 16.40
01300 - Scheduler Maintenance 15.94
01311 - Secretary I 15.94
01312 - Secretary II 17.84
01313 - Secretary III 19.89
01320 - Service Order Dispatcher 19.01
01410 - Supply Technician 26.80
01420 - Survey Worker 16.52
01460 - Switchboard Operator/Receptionist 13.99
01531 - Travel Clerk I 13.09
01532 - Travel Clerk II 14.04
01533 - Travel Clerk III 14.95
01611 - Word Processor I 14.20
01612 - Word Processor II 15.94
01613 - Word Processor III 17.84
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.55
05010 - Automotive Electrician 18.77
05040 - Automotive Glass Installer 17.48
05070 - Automotive Worker 17.48
05110 - Mobile Equipment Servicer 15.13
05130 - Motor Equipment Metal Mechanic 20.04
05160 - Motor Equipment Metal Worker 17.48
05190 - Motor Vehicle Mechanic 20.04
05220 - Motor Vehicle Mechanic Helper 13.92
05250 - Motor Vehicle Upholstery Worker 16.31
05280 - Motor Vehicle Wrecker 17.48
05310 - Painter Automotive 18.77
05340 - Radiator Repair Specialist 17.48
05370 - Tire Repairer 13.77
05400 - Transmission Repair Specialist 20.04
07000 - Food Preparation And Service Occupations
07010 - Baker 13.87
07041 - Cook I 13.19
07042 - Cook II 15.24
07070 - Dishwasher 10.27
07130 - Food Service Worker 10.98
07210 - Meat Cutter 14.43
07260 - Waiter/Waitress 9.56
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.20

09040 - Furniture Handler 13.59
09080 - Furniture Refinisher 20.20
09090 - Furniture Refinisher Helper 15.37
09110 - Furniture Repairer Minor 17.55
09130 - Upholsterer 20.20
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.06
11060 - Elevator Operator 15.13
11090 - Gardener 19.65
11122 - Housekeeping Aide 15.13
11150 - Janitor 15.13
11210 - Laborer Grounds Maintenance 15.31
11240 - Maid or Houseman 11.64
11260 - Pruner 13.70
11270 - Tractor Operator 18.15
11330 - Trail Maintenance Worker 15.31
11360 - Window Cleaner 17.12
12000 - Health Occupations
12010 - Ambulance Driver 19.83
12011 - Breath Alcohol Technician 19.83
12012 - Certified Occupational Therapist Assistant 27.21
12015 - Certified Physical Therapist Assistant 27.21
12020 - Dental Assistant 19.67
12025 - Dental Hygienist 37.08
12030 - EKG Technician 26.94
12035 - Electroneurodiagnostic Technologist 26.94
12040 - Emergency Medical Technician 19.83
12071 - Licensed Practical Nurse I 17.72
12072 - Licensed Practical Nurse II 19.83
12073 - Licensed Practical Nurse III 22.11
12100 - Medical Assistant 16.91
12130 - Medical Laboratory Technician 24.23
12160 - Medical Record Clerk 17.07
12190 - Medical Record Technician 19.83
12195 - Medical Transcriptionist 17.07
12210 - Nuclear Medicine Technologist 43.58
12221 - Nursing Assistant I 11.47
12222 - Nursing Assistant II 12.90
12223 - Nursing Assistant III 14.07
12224 - Nursing Assistant IV 15.79
12235 - Optical Dispenser 18.32
12236 - Optical Technician 17.72
12250 - Pharmacy Technician 18.14
12280 - Phlebotomist 16.04
12305 - Radiologic Technologist 26.41
12311 - Registered Nurse I 22.66
12312 - Registered Nurse II 27.73
12313 - Registered Nurse II Specialist 27.73
12314 - Registered Nurse III 33.54
12315 - Registered Nurse III Anesthetist 33.54

12316 - Registered Nurse IV		40.20
12317 - Scheduler (Drug and Alcohol Testing)		24.56
12320 - Substance Abuse Treatment Counselor		22.07
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.26
13012 - Exhibits Specialist II		25.09
13013 - Exhibits Specialist III		30.70
13041 - Illustrator I		20.26
13042 - Illustrator II		25.09
13043 - Illustrator III		30.70
13047 - Librarian		27.79
13050 - Library Aide/Clerk		16.13
13054 - Library Information Technology Systems Administrator		25.09
13058 - Library Technician		19.86
13061 - Media Specialist I		18.10
13062 - Media Specialist II		20.26
13063 - Media Specialist III		22.58
13071 - Photographer I		18.10
13072 - Photographer II		20.26
13073 - Photographer III		25.09
13074 - Photographer IV		30.70
13075 - Photographer V		37.14
13090 - Technical Order Library Clerk		20.26
13110 - Video Teleconference Technician		16.47
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.57
14042 - Computer Operator II		17.41
14043 - Computer Operator III		19.40
14044 - Computer Operator IV		21.56
14045 - Computer Operator V		23.88
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.57
14160 - Personal Computer Support Technician		21.56
14170 - System Support Specialist		32.29
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.19
15020 - Aircrew Training Devices Instructor (Rated)		35.31
15030 - Air Crew Training Devices Instructor (Pilot)		42.15
15050 - Computer Based Training Specialist / Instructor		29.19
15060 - Educational Technologist		29.07
15070 - Flight Instructor (Pilot)		42.15
15080 - Graphic Artist		19.03
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.15

15086 - Maintenance Test Pilot Rotary Wing 42.15
15088 - Non-Maintenance Test/Co-Pilot 42.15
15090 - Technical Instructor 23.43
15095 - Technical Instructor/Course Developer 28.66
15110 - Test Proctor 18.91
15120 - Tutor 18.91
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.61
16030 - Counter Attendant 9.61
16040 - Dry Cleaner 11.40
16070 - Finisher Flatwork Machine 9.61
16090 - Presser Hand 9.61
16110 - Presser Machine Drycleaning 9.61
16130 - Presser Machine Shirts 9.61
16160 - Presser Machine Wearing Apparel Laundry 9.61
16190 - Sewing Machine Operator 12.16
16220 - Tailor 12.94
16250 - Washer Machine 10.07
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.30
19040 - Tool And Die Maker 32.58
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.08
21030 - Material Coordinator 26.42
21040 - Material Expediter 26.42
21050 - Material Handling Laborer 14.52
21071 - Order Filler 13.39
21080 - Production Line Worker (Food Processing) 19.08
21110 - Shipping Packer 17.25
21130 - Shipping/Receiving Clerk 17.25
21140 - Store Worker I 12.53
21150 - Stock Clerk 17.82
21210 - Tools And Parts Attendant 19.08
21410 - Warehouse Specialist 19.08
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.62
23019 - Aircraft Logs and Records Technician 20.46
23021 - Aircraft Mechanic I 25.14
23022 - Aircraft Mechanic II 26.62
23023 - Aircraft Mechanic III 28.16
23040 - Aircraft Mechanic Helper 17.57
23050 - Aircraft Painter 23.55
23060 - Aircraft Servicer 20.46
23070 - Aircraft Survival Flight Equipment Technician 23.55
23080 - Aircraft Worker 21.93
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.93
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.14
23110 - Appliance Mechanic 25.72

23120 - Bicycle Repairer	20.28
23125 - Cable Splicer	44.23
23130 - Carpenter Maintenance	21.79
23140 - Carpet Layer	24.49
23160 - Electrician Maintenance	32.55
23181 - Electronics Technician Maintenance I	24.49
23182 - Electronics Technician Maintenance II	26.30
23183 - Electronics Technician Maintenance III	28.08
23260 - Fabric Worker	22.85
23290 - Fire Alarm System Mechanic	25.93
23310 - Fire Extinguisher Repairer	21.21
23311 - Fuel Distribution System Mechanic	31.25
23312 - Fuel Distribution System Operator	23.60
23370 - General Maintenance Worker	18.09
23380 - Ground Support Equipment Mechanic	25.14
23381 - Ground Support Equipment Servicer	20.46
23382 - Ground Support Equipment Worker	21.93
23391 - Gunsmith I	21.21
23392 - Gunsmith II	24.49
23393 - Gunsmith III	28.08
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.46
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.92
23430 - Heavy Equipment Mechanic	27.66
23440 - Heavy Equipment Operator	25.76
23460 - Instrument Mechanic	28.08
23465 - Laboratory/Shelter Mechanic	26.30
23470 - Laborer	14.52
23510 - Locksmith	25.06
23530 - Machinery Maintenance Mechanic	28.09
23550 - Machinist Maintenance	22.16
23580 - Maintenance Trades Helper	16.70
23591 - Metrology Technician I	28.08
23592 - Metrology Technician II	29.72
23593 - Metrology Technician III	31.45
23640 - Millwright	28.08
23710 - Office Appliance Repairer	20.51
23760 - Painter Maintenance	19.96
23790 - Pipefitter Maintenance	33.35
23810 - Plumber Maintenance	29.59
23820 - Pneudraulic Systems Mechanic	28.08
23850 - Rigger	28.08
23870 - Scale Mechanic	24.49
23890 - Sheet-Metal Worker Maintenance	27.13
23910 - Small Engine Mechanic	23.42
23931 - Telecommunications Mechanic I	26.62
23932 - Telecommunications Mechanic II	28.18
23950 - Telephone Lineman	24.65
23960 - Welder Combination Maintenance	20.41

23965 - Well Driller		28.46
23970 - Woodcraft Worker		28.08
23980 - Woodworker		21.21
24000 - Personal Needs Occupations		
24550 - Case Manager		15.18
24570 - Child Care Attendant		10.96
24580 - Child Care Center Clerk		13.67
24610 - Chore Aide		11.98
24620 - Family Readiness And Support Services Coordinator		15.18
24630 - Homemaker		15.18
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.08
25040 - Sewage Plant Operator		23.78
25070 - Stationary Engineer		28.08
25190 - Ventilation Equipment Tender		19.50
25210 - Water Treatment Plant Operator		23.78
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.22
27007 - Baggage Inspector		13.49
27008 - Corrections Officer		23.96
27010 - Court Security Officer		25.48
27030 - Detection Dog Handler		15.10
27040 - Detention Officer		23.96
27070 - Firefighter		26.35
27101 - Guard I		13.49
27102 - Guard II		15.10
27131 - Police Officer I		27.01
27132 - Police Officer II		30.01
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.00
28042 - Carnival Equipment Repairer		15.22
28043 - Carnival Worker		10.22
28210 - Gate Attendant/Gate Tender		14.59
28310 - Lifeguard		12.99
28350 - Park Attendant (Aide)		16.32
28510 - Recreation Aide/Health Facility Attendant		11.91
28515 - Recreation Specialist		19.50
28630 - Sports Official		12.99
28690 - Swimming Pool Operator		17.58
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.27
29020 - Hatch Tender		28.27
29030 - Line Handler		28.27
29041 - Stevedore I		26.93
29042 - Stevedore II		31.00
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		16.40
30022 - Archeological Technician II		18.62
30023 - Archeological Technician III		22.72
30030 - Cartographic Technician		22.86
30040 - Civil Engineering Technician		21.24
30051 - Cryogenic Technician I		25.17
30052 - Cryogenic Technician II		27.80
30061 - Drafter/CAD Operator I		16.40
30062 - Drafter/CAD Operator II		18.44
30063 - Drafter/CAD Operator III		20.47
30064 - Drafter/CAD Operator IV		25.17
30081 - Engineering Technician I		14.72
30082 - Engineering Technician II		16.52
30083 - Engineering Technician III		18.49
30084 - Engineering Technician IV		22.90
30085 - Engineering Technician V		28.02
30086 - Engineering Technician VI		33.90
30090 - Environmental Technician		26.38
30095 - Evidence Control Specialist		22.72
30210 - Laboratory Technician		20.45
30221 - Latent Fingerprint Technician I		25.17
30222 - Latent Fingerprint Technician II		27.80
30240 - Mathematical Technician		22.72
30361 - Paralegal/Legal Assistant I		20.04
30362 - Paralegal/Legal Assistant II		24.82
30363 - Paralegal/Legal Assistant III		30.37
30364 - Paralegal/Legal Assistant IV		36.74
30375 - Petroleum Supply Specialist		27.80
30390 - Photo-Optics Technician		22.72
30395 - Radiation Control Technician		27.80
30461 - Technical Writer I		22.72
30462 - Technical Writer II		27.80
30463 - Technical Writer III		33.64
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.17
30502 - Weather Forecaster II		30.62
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.47
30621 - Weather Observer Senior	(see 2)	22.72
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.16
31030 - Bus Driver		20.17
31043 - Driver Courier		14.54
31260 - Parking and Lot Attendant		13.28
31290 - Shuttle Bus Driver		15.81

31310 - Taxi Driver	11.80
31361 - Truckdriver Light	15.81
31362 - Truckdriver Medium	18.56
31363 - Truckdriver Heavy	23.15
31364 - Truckdriver Tractor-Trailer	23.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.06
99050 - Desk Clerk	10.41
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.11
99252 - Laboratory Animal Caretaker II	15.35
99260 - Marketing Analyst	28.97
99310 - Mortician	25.35
99410 - Pest Controller	22.39
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	21.00
99711 - Recycling Specialist	25.43
99730 - Refuse Collector	18.56
99810 - Sales Clerk	13.96
99820 - School Crossing Guard	15.40
99830 - Survey Party Chief	29.85
99831 - Surveying Aide	18.54
99832 - Surveying Technician	25.20
99840 - Vending Machine Attendant	19.51
99841 - Vending Machine Repairer	23.16
99842 - Vending Machine Repairer Helper	19.51

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5390
Revision No.: 11
Date Of Last Revision: 06/30/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Montana

Area: Montana Counties of Carbon Golden Valley Yellowstone

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.44
01012 - Accounting Clerk II		16.21
01013 - Accounting Clerk III		18.14
01020 - Administrative Assistant		26.80
01035 - Court Reporter		17.84
01041 - Customer Service Representative I		13.83
01042 - Customer Service Representative II		15.55
01043 - Customer Service Representative III		16.96
01051 - Data Entry Operator I		13.11
01052 - Data Entry Operator II		14.31
01060 - Dispatcher Motor Vehicle		21.27
01070 - Document Preparation Clerk		14.20

01090 - Duplicating Machine Operator	14.20
01111 - General Clerk I	13.15
01112 - General Clerk II	14.35
01113 - General Clerk III	16.11
01120 - Housing Referral Assistant	19.89
01141 - Messenger Courier	11.65
01191 - Order Clerk I	13.10
01192 - Order Clerk II	14.30
01261 - Personnel Assistant (Employment) I	16.61
01262 - Personnel Assistant (Employment) II	18.59
01263 - Personnel Assistant (Employment) III	20.72
01270 - Production Control Clerk	26.42
01290 - Rental Clerk	16.40
01300 - Scheduler Maintenance	15.94
01311 - Secretary I	15.94
01312 - Secretary II	17.84
01313 - Secretary III	19.89
01320 - Service Order Dispatcher	19.01
01410 - Supply Technician	26.80
01420 - Survey Worker	16.52
01460 - Switchboard Operator/Receptionist	13.99
01531 - Travel Clerk I	13.09
01532 - Travel Clerk II	14.04
01533 - Travel Clerk III	14.95
01611 - Word Processor I	14.20
01612 - Word Processor II	15.94
01613 - Word Processor III	17.84
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.55
05010 - Automotive Electrician	18.77
05040 - Automotive Glass Installer	17.48
05070 - Automotive Worker	17.48
05110 - Mobile Equipment Servicer	15.13
05130 - Motor Equipment Metal Mechanic	20.04
05160 - Motor Equipment Metal Worker	17.48
05190 - Motor Vehicle Mechanic	20.04
05220 - Motor Vehicle Mechanic Helper	13.92
05250 - Motor Vehicle Upholstery Worker	16.31
05280 - Motor Vehicle Wrecker	17.48
05310 - Painter Automotive	18.77
05340 - Radiator Repair Specialist	17.48
05370 - Tire Repairer	13.77
05400 - Transmission Repair Specialist	20.04
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.87
07041 - Cook I	13.19
07042 - Cook II	15.24
07070 - Dishwasher	10.27
07130 - Food Service Worker	10.98
07210 - Meat Cutter	14.43

07260 - Waiter/Waitress 9.56
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.20
09040 - Furniture Handler 13.59
09080 - Furniture Refinisher 20.20
09090 - Furniture Refinisher Helper 15.37
09110 - Furniture Repairer Minor 17.55
09130 - Upholsterer 20.20
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.06
11060 - Elevator Operator 15.13
11090 - Gardener 19.65
11122 - Housekeeping Aide 15.13
11150 - Janitor 15.13
11210 - Laborer Grounds Maintenance 15.31
11240 - Maid or Houseman 11.64
11260 - Pruner 13.70
11270 - Tractor Operator 18.15
11330 - Trail Maintenance Worker 15.31
11360 - Window Cleaner 17.12
12000 - Health Occupations
12010 - Ambulance Driver 19.83
12011 - Breath Alcohol Technician 19.83
12012 - Certified Occupational Therapist Assistant 27.21
12015 - Certified Physical Therapist Assistant 27.21
12020 - Dental Assistant 19.67
12025 - Dental Hygienist 37.08
12030 - EKG Technician 26.94
12035 - Electroneurodiagnostic Technologist 26.94
12040 - Emergency Medical Technician 19.83
12071 - Licensed Practical Nurse I 17.72
12072 - Licensed Practical Nurse II 19.83
12073 - Licensed Practical Nurse III 22.11
12100 - Medical Assistant 16.91
12130 - Medical Laboratory Technician 24.23
12160 - Medical Record Clerk 17.07
12190 - Medical Record Technician 19.83
12195 - Medical Transcriptionist 17.07
12210 - Nuclear Medicine Technologist 43.58
12221 - Nursing Assistant I 11.47
12222 - Nursing Assistant II 12.90
12223 - Nursing Assistant III 14.07
12224 - Nursing Assistant IV 15.79
12235 - Optical Dispenser 18.32
12236 - Optical Technician 17.72
12250 - Pharmacy Technician 18.14
12280 - Phlebotomist 16.04
12305 - Radiologic Technologist 26.41
12311 - Registered Nurse I 22.66
12312 - Registered Nurse II 27.73

12313 - Registered Nurse II Specialist		27.73
12314 - Registered Nurse III		33.54
12315 - Registered Nurse III Anesthetist		33.54
12316 - Registered Nurse IV		40.20
12317 - Scheduler (Drug and Alcohol Testing)		24.56
12320 - Substance Abuse Treatment Counselor		22.07
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.26
13012 - Exhibits Specialist II		25.09
13013 - Exhibits Specialist III		30.70
13041 - Illustrator I		20.26
13042 - Illustrator II		25.09
13043 - Illustrator III		30.70
13047 - Librarian		27.79
13050 - Library Aide/Clerk		16.13
13054 - Library Information Technology Systems Administrator		25.09
13058 - Library Technician		19.86
13061 - Media Specialist I		18.10
13062 - Media Specialist II		20.26
13063 - Media Specialist III		22.58
13071 - Photographer I		18.10
13072 - Photographer II		20.26
13073 - Photographer III		25.09
13074 - Photographer IV		30.70
13075 - Photographer V		37.14
13090 - Technical Order Library Clerk		20.26
13110 - Video Teleconference Technician		16.47
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.57
14042 - Computer Operator II		17.41
14043 - Computer Operator III		19.40
14044 - Computer Operator IV		21.56
14045 - Computer Operator V		23.88
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.57
14160 - Personal Computer Support Technician		21.56
14170 - System Support Specialist		32.29
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.19
15020 - Aircrew Training Devices Instructor (Rated)		35.31
15030 - Air Crew Training Devices Instructor (Pilot)		42.15
15050 - Computer Based Training Specialist / Instructor		29.19
15060 - Educational Technologist		29.07

15070 - Flight Instructor (Pilot) 42.15
15080 - Graphic Artist 19.03
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.15
15086 - Maintenance Test Pilot Rotary Wing 42.15
15088 - Non-Maintenance Test/Co-Pilot 42.15
15090 - Technical Instructor 23.43
15095 - Technical Instructor/Course Developer 28.66
15110 - Test Proctor 18.91
15120 - Tutor 18.91
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.61
16030 - Counter Attendant 9.61
16040 - Dry Cleaner 11.40
16070 - Finisher Flatwork Machine 9.61
16090 - Presser Hand 9.61
16110 - Presser Machine Drycleaning 9.61
16130 - Presser Machine Shirts 9.61
16160 - Presser Machine Wearing Apparel Laundry 9.61
16190 - Sewing Machine Operator 12.16
16220 - Tailor 12.94
16250 - Washer Machine 10.07
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.30
19040 - Tool And Die Maker 32.58
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.08
21030 - Material Coordinator 26.42
21040 - Material Expediter 26.42
21050 - Material Handling Laborer 14.52
21071 - Order Filler 13.39
21080 - Production Line Worker (Food Processing) 19.08
21110 - Shipping Packer 17.25
21130 - Shipping/Receiving Clerk 17.25
21140 - Store Worker I 12.53
21150 - Stock Clerk 17.82
21210 - Tools And Parts Attendant 19.08
21410 - Warehouse Specialist 19.08
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.62
23019 - Aircraft Logs and Records Technician 20.46
23021 - Aircraft Mechanic I 25.14
23022 - Aircraft Mechanic II 26.62
23023 - Aircraft Mechanic III 28.16
23040 - Aircraft Mechanic Helper 17.57
23050 - Aircraft Painter 23.55
23060 - Aircraft Servicer 20.46
23070 - Aircraft Survival Flight Equipment Technician 23.55
23080 - Aircraft Worker 21.93
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.93

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.14
23110 - Appliance Mechanic 25.72
23120 - Bicycle Repairer 20.28
23125 - Cable Splicer 44.23
23130 - Carpenter Maintenance 21.79
23140 - Carpet Layer 24.49
23160 - Electrician Maintenance 32.55
23181 - Electronics Technician Maintenance I 24.49
23182 - Electronics Technician Maintenance II 26.30
23183 - Electronics Technician Maintenance III 28.08
23260 - Fabric Worker 22.85
23290 - Fire Alarm System Mechanic 25.93
23310 - Fire Extinguisher Repairer 21.21
23311 - Fuel Distribution System Mechanic 31.25
23312 - Fuel Distribution System Operator 23.60
23370 - General Maintenance Worker 18.09
23380 - Ground Support Equipment Mechanic 25.14
23381 - Ground Support Equipment Servicer 20.46
23382 - Ground Support Equipment Worker 21.93
23391 - Gunsmith I 21.21
23392 - Gunsmith II 24.49
23393 - Gunsmith III 28.08
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.46
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.92
23430 - Heavy Equipment Mechanic 27.66
23440 - Heavy Equipment Operator 25.76
23460 - Instrument Mechanic 28.08
23465 - Laboratory/Shelter Mechanic 26.30
23470 - Laborer 14.52
23510 - Locksmith 25.06
23530 - Machinery Maintenance Mechanic 28.09
23550 - Machinist Maintenance 22.16
23580 - Maintenance Trades Helper 16.70
23591 - Metrology Technician I 28.08
23592 - Metrology Technician II 29.72
23593 - Metrology Technician III 31.45
23640 - Millwright 28.08
23710 - Office Appliance Repairer 20.51
23760 - Painter Maintenance 19.96
23790 - Pipefitter Maintenance 33.35
23810 - Plumber Maintenance 29.59
23820 - Pneudraulic Systems Mechanic 28.08
23850 - Rigger 28.08
23870 - Scale Mechanic 24.49
23890 - Sheet-Metal Worker Maintenance 27.13
23910 - Small Engine Mechanic 23.42
23931 - Telecommunications Mechanic I 26.62

23932 - Telecommunications Mechanic II 28.18
23950 - Telephone Lineman 24.65
23960 - Welder Combination Maintenance 20.41
23965 - Well Driller 28.46
23970 - Woodcraft Worker 28.08
23980 - Woodworker 21.21
24000 - Personal Needs Occupations
24550 - Case Manager 15.18
24570 - Child Care Attendant 10.96
24580 - Child Care Center Clerk 13.67
24610 - Chore Aide 11.98
24620 - Family Readiness And Support Services Coordinator 15.18
24630 - Homemaker 15.18
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.08
25040 - Sewage Plant Operator 23.78
25070 - Stationary Engineer 28.08
25190 - Ventilation Equipment Tender 19.50
25210 - Water Treatment Plant Operator 23.78
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.22
27007 - Baggage Inspector 13.49
27008 - Corrections Officer 23.96
27010 - Court Security Officer 25.48
27030 - Detection Dog Handler 15.10
27040 - Detention Officer 23.96
27070 - Firefighter 26.35
27101 - Guard I 13.49
27102 - Guard II 15.10
27131 - Police Officer I 27.01
27132 - Police Officer II 30.01
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.00
28042 - Carnival Equipment Repairer 15.22
28043 - Carnival Worker 10.22
28210 - Gate Attendant/Gate Tender 14.59
28310 - Lifeguard 12.99
28350 - Park Attendant (Aide) 16.32
28510 - Recreation Aide/Health Facility Attendant 11.91
28515 - Recreation Specialist 19.50
28630 - Sports Official 12.99
28690 - Swimming Pool Operator 17.58
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.27
29020 - Hatch Tender 28.27
29030 - Line Handler 28.27
29041 - Stevedore I 26.93
29042 - Stevedore II 31.00
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.40
30022 - Archeological Technician II 18.62
30023 - Archeological Technician III 22.72
30030 - Cartographic Technician 22.86
30040 - Civil Engineering Technician 21.24
30051 - Cryogenic Technician I 25.17
30052 - Cryogenic Technician II 27.80
30061 - Drafter/CAD Operator I 16.40
30062 - Drafter/CAD Operator II 18.44
30063 - Drafter/CAD Operator III 20.47
30064 - Drafter/CAD Operator IV 25.17
30081 - Engineering Technician I 14.72
30082 - Engineering Technician II 16.52
30083 - Engineering Technician III 18.49
30084 - Engineering Technician IV 22.90
30085 - Engineering Technician V 28.02
30086 - Engineering Technician VI 33.90
30090 - Environmental Technician 26.38
30095 - Evidence Control Specialist 22.72
30210 - Laboratory Technician 20.45
30221 - Latent Fingerprint Technician I 25.17
30222 - Latent Fingerprint Technician II 27.80
30240 - Mathematical Technician 22.72
30361 - Paralegal/Legal Assistant I 20.04
30362 - Paralegal/Legal Assistant II 24.82
30363 - Paralegal/Legal Assistant III 30.37
30364 - Paralegal/Legal Assistant IV 36.74
30375 - Petroleum Supply Specialist 27.80
30390 - Photo-Optics Technician 22.72
30395 - Radiation Control Technician 27.80
30461 - Technical Writer I 22.72
30462 - Technical Writer II 27.80
30463 - Technical Writer III 33.64
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.17
30502 - Weather Forecaster II 30.62
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.47
30621 - Weather Observer Senior (see 2) 22.72
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.16
31030 - Bus Driver 20.17

31043 - Driver Courier	14.54
31260 - Parking and Lot Attendant	13.28
31290 - Shuttle Bus Driver	15.81
31310 - Taxi Driver	11.80
31361 - Truckdriver Light	15.81
31362 - Truckdriver Medium	18.56
31363 - Truckdriver Heavy	23.15
31364 - Truckdriver Tractor-Trailer	23.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.06
99050 - Desk Clerk	10.41
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.11
99252 - Laboratory Animal Caretaker II	15.35
99260 - Marketing Analyst	28.97
99310 - Mortician	25.35
99410 - Pest Controller	22.39
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	21.00
99711 - Recycling Specialist	25.43
99730 - Refuse Collector	18.56
99810 - Sales Clerk	13.96
99820 - School Crossing Guard	15.40
99830 - Survey Party Chief	29.85
99831 - Surveying Aide	18.54
99832 - Surveying Technician	25.20
99840 - Vending Machine Attendant	19.51
99841 - Vending Machine Repairer	23.16
99842 - Vending Machine Repairer Helper	19.51

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5391
Revision No.: 11
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Montana

Area: Montana County of Cascade

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.25
01012 - Accounting Clerk II		14.88
01013 - Accounting Clerk III		16.65
01020 - Administrative Assistant		20.57
01035 - Court Reporter		16.65
01041 - Customer Service Representative I		12.06
01042 - Customer Service Representative II		13.56
01043 - Customer Service Representative III		14.79
01051 - Data Entry Operator I		13.11
01052 - Data Entry Operator II		14.30
01060 - Dispatcher Motor Vehicle		16.63
01070 - Document Preparation Clerk		15.48
01090 - Duplicating Machine Operator		15.48
01111 - General Clerk I		12.48
01112 - General Clerk II		13.62

01113 - General Clerk III 15.29
01120 - Housing Referral Assistant 17.93
01141 - Messenger Courier 10.55
01191 - Order Clerk I 11.91
01192 - Order Clerk II 13.00
01261 - Personnel Assistant (Employment) I 14.38
01262 - Personnel Assistant (Employment) II 16.09
01263 - Personnel Assistant (Employment) III 17.93
01270 - Production Control Clerk 29.07
01290 - Rental Clerk 13.68
01300 - Scheduler Maintenance 14.38
01311 - Secretary I 14.38
01312 - Secretary II 16.09
01313 - Secretary III 17.93
01320 - Service Order Dispatcher 15.82
01410 - Supply Technician 20.57
01420 - Survey Worker 16.56
01460 - Switchboard Operator/Receptionist 13.14
01531 - Travel Clerk I 12.38
01532 - Travel Clerk II 13.28
01533 - Travel Clerk III 14.15
01611 - Word Processor I 12.81
01612 - Word Processor II 14.38
01613 - Word Processor III 16.09
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.92
05010 - Automotive Electrician 16.92
05040 - Automotive Glass Installer 15.75
05070 - Automotive Worker 15.75
05110 - Mobile Equipment Servicer 13.64
05130 - Motor Equipment Metal Mechanic 18.06
05160 - Motor Equipment Metal Worker 15.75
05190 - Motor Vehicle Mechanic 18.06
05220 - Motor Vehicle Mechanic Helper 12.78
05250 - Motor Vehicle Upholstery Worker 14.70
05280 - Motor Vehicle Wrecker 15.75
05310 - Painter Automotive 16.92
05340 - Radiator Repair Specialist 15.75
05370 - Tire Repairer 16.52
05400 - Transmission Repair Specialist 18.06
07000 - Food Preparation And Service Occupations
07010 - Baker 11.51
07041 - Cook I 11.52
07042 - Cook II 13.30
07070 - Dishwasher 11.24
07130 - Food Service Worker 11.38
07210 - Meat Cutter 14.65
07260 - Waiter/Waitress 9.31
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.25

09040 - Furniture Handler 14.95
09080 - Furniture Refinisher 21.25
09090 - Furniture Refinisher Helper 17.31
09110 - Furniture Repairer Minor 20.27
09130 - Upholsterer 21.25
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.87
11060 - Elevator Operator 12.35
11090 - Gardener 18.75
11122 - Housekeeping Aide 12.35
11150 - Janitor 12.35
11210 - Laborer Grounds Maintenance 14.24
11240 - Maid or Houseman 10.84
11260 - Pruner 12.59
11270 - Tractor Operator 17.25
11330 - Trail Maintenance Worker 14.24
11360 - Window Cleaner 13.97
12000 - Health Occupations
12010 - Ambulance Driver 19.49
12011 - Breath Alcohol Technician 19.49
12012 - Certified Occupational Therapist Assistant 26.74
12015 - Certified Physical Therapist Assistant 24.95
12020 - Dental Assistant 17.77
12025 - Dental Hygienist 36.77
12030 - EKG Technician 29.88
12035 - Electroneurodiagnostic Technologist 29.88
12040 - Emergency Medical Technician 19.49
12071 - Licensed Practical Nurse I 17.42
12072 - Licensed Practical Nurse II 19.49
12073 - Licensed Practical Nurse III 21.73
12100 - Medical Assistant 15.76
12130 - Medical Laboratory Technician 18.75
12160 - Medical Record Clerk 16.08
12190 - Medical Record Technician 18.00
12195 - Medical Transcriptionist 17.63
12210 - Nuclear Medicine Technologist 42.83
12221 - Nursing Assistant I 11.24
12222 - Nursing Assistant II 12.63
12223 - Nursing Assistant III 13.78
12224 - Nursing Assistant IV 15.47
12235 - Optical Dispenser 15.38
12236 - Optical Technician 17.42
12250 - Pharmacy Technician 16.47
12280 - Phlebotomist 15.05
12305 - Radiologic Technologist 27.56
12311 - Registered Nurse I 23.33
12312 - Registered Nurse II 28.55
12313 - Registered Nurse II Specialist 28.55
12314 - Registered Nurse III 34.54
12315 - Registered Nurse III Anesthetist 34.54

12316 - Registered Nurse IV		41.39
12317 - Scheduler (Drug and Alcohol Testing)		24.14
12320 - Substance Abuse Treatment Counselor		22.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.25
13012 - Exhibits Specialist II		23.84
13013 - Exhibits Specialist III		29.17
13041 - Illustrator I		19.25
13042 - Illustrator II		23.84
13043 - Illustrator III		29.17
13047 - Librarian		25.64
13050 - Library Aide/Clerk		14.81
13054 - Library Information Technology Systems Administrator		23.14
13058 - Library Technician		13.81
13061 - Media Specialist I		16.91
13062 - Media Specialist II		18.67
13063 - Media Specialist III		20.85
13071 - Photographer I		17.20
13072 - Photographer II		19.25
13073 - Photographer III		23.84
13074 - Photographer IV		29.17
13075 - Photographer V		35.28
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		17.20
14000 - Information Technology Occupations		
14041 - Computer Operator I		12.91
14042 - Computer Operator II		14.44
14043 - Computer Operator III		16.10
14044 - Computer Operator IV		17.93
14045 - Computer Operator V		19.82
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
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		12.91
14160 - Personal Computer Support Technician		17.93
14170 - System Support Specialist		19.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.19
15020 - Aircrew Training Devices Instructor (Rated)		35.31
15030 - Air Crew Training Devices Instructor (Pilot)		41.49
15050 - Computer Based Training Specialist / Instructor		29.19
15060 - Educational Technologist		20.72
15070 - Flight Instructor (Pilot)		41.49
15080 - Graphic Artist		18.83
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.49

15086 - Maintenance Test Pilot Rotary Wing 41.49
15088 - Non-Maintenance Test/Co-Pilot 41.49
15090 - Technical Instructor 21.10
15095 - Technical Instructor/Course Developer 25.81
15110 - Test Proctor 17.04
15120 - Tutor 17.04
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.61
16030 - Counter Attendant 9.61
16040 - Dry Cleaner 11.40
16070 - Finisher Flatwork Machine 9.61
16090 - Presser Hand 9.61
16110 - Presser Machine Drycleaning 9.61
16130 - Presser Machine Shirts 9.61
16160 - Presser Machine Wearing Apparel Laundry 9.61
16190 - Sewing Machine Operator 12.16
16220 - Tailor 12.94
16250 - Washer Machine 10.07
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.48
19040 - Tool And Die Maker 31.56
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.41
21030 - Material Coordinator 29.07
21040 - Material Expediter 29.07
21050 - Material Handling Laborer 14.36
21071 - Order Filler 13.39
21080 - Production Line Worker (Food Processing) 17.41
21110 - Shipping Packer 17.66
21130 - Shipping/Receiving Clerk 17.66
21140 - Store Worker I 12.53
21150 - Stock Clerk 17.82
21210 - Tools And Parts Attendant 17.41
21410 - Warehouse Specialist 17.41
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.07
23019 - Aircraft Logs and Records Technician 24.65
23021 - Aircraft Mechanic I 30.29
23022 - Aircraft Mechanic II 32.07
23023 - Aircraft Mechanic III 33.92
23040 - Aircraft Mechanic Helper 21.04
23050 - Aircraft Painter 28.37
23060 - Aircraft Servicer 24.65
23070 - Aircraft Survival Flight Equipment Technician 28.37
23080 - Aircraft Worker 26.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.29
23110 - Appliance Mechanic 25.48

23120 - Bicycle Repairer 20.54
23125 - Cable Splicer 35.71
23130 - Carpenter Maintenance 20.20
23140 - Carpet Layer 23.72
23160 - Electrician Maintenance 27.96
23181 - Electronics Technician Maintenance I 23.72
23182 - Electronics Technician Maintenance II 25.48
23183 - Electronics Technician Maintenance III 27.20
23260 - Fabric Worker 22.14
23290 - Fire Alarm System Mechanic 27.20
23310 - Fire Extinguisher Repairer 20.54
23311 - Fuel Distribution System Mechanic 27.20
23312 - Fuel Distribution System Operator 20.54
23370 - General Maintenance Worker 16.83
23380 - Ground Support Equipment Mechanic 30.29
23381 - Ground Support Equipment Servicer 24.65
23382 - Ground Support Equipment Worker 26.42
23391 - Gunsmith I 20.54
23392 - Gunsmith II 23.72
23393 - Gunsmith III 27.20
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.46
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.92
23430 - Heavy Equipment Mechanic 29.38
23440 - Heavy Equipment Operator 27.18
23460 - Instrument Mechanic 27.20
23465 - Laboratory/Shelter Mechanic 25.48
23470 - Laborer 13.58
23510 - Locksmith 25.48
23530 - Machinery Maintenance Mechanic 30.44
23550 - Machinist Maintenance 27.20
23580 - Maintenance Trades Helper 18.89
23591 - Metrology Technician I 27.20
23592 - Metrology Technician II 28.80
23593 - Metrology Technician III 30.46
23640 - Millwright 27.20
23710 - Office Appliance Repairer 24.96
23760 - Painter Maintenance 21.96
23790 - Pipefitter Maintenance 26.51
23810 - Plumber Maintenance 24.83
23820 - Pneudraulic Systems Mechanic 27.20
23850 - Rigger 27.20
23870 - Scale Mechanic 23.72
23890 - Sheet-Metal Worker Maintenance 27.03
23910 - Small Engine Mechanic 23.72
23931 - Telecommunications Mechanic I 26.96
23932 - Telecommunications Mechanic II 28.54
23950 - Telephone Lineman 27.20
23960 - Welder Combination Maintenance 23.64

23965 - Well Driller		27.20
23970 - Woodcraft Worker		27.20
23980 - Woodworker		20.54
24000 - Personal Needs Occupations		
24550 - Case Manager		11.87
24570 - Child Care Attendant		10.79
24580 - Child Care Center Clerk		13.24
24610 - Chore Aide		11.77
24620 - Family Readiness And Support Services Coordinator		11.87
24630 - Homemaker		13.26
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		27.20
25040 - Sewage Plant Operator		20.85
25070 - Stationary Engineer		27.20
25190 - Ventilation Equipment Tender		18.89
25210 - Water Treatment Plant Operator		20.48
27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.67
27007 - Baggage Inspector		14.00
27008 - Corrections Officer		23.14
27010 - Court Security Officer		23.16
27030 - Detection Dog Handler		15.67
27040 - Detention Officer		23.14
27070 - Firefighter		23.14
27101 - Guard I		14.00
27102 - Guard II		15.67
27131 - Police Officer I		29.45
27132 - Police Officer II		32.72
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.36
28042 - Carnival Equipment Repairer		15.61
28043 - Carnival Worker		10.48
28210 - Gate Attendant/Gate Tender		13.98
28310 - Lifeguard		10.82
28350 - Park Attendant (Aide)		15.64
28510 - Recreation Aide/Health Facility Attendant		11.42
28515 - Recreation Specialist		16.68
28630 - Sports Official		12.46
28690 - Swimming Pool Operator		20.70
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.72
29020 - Hatch Tender		23.72
29030 - Line Handler		23.72
29041 - Stevedore I		22.14
29042 - Stevedore II		25.48
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		16.19
30022 - Archeological Technician II		18.62
30023 - Archeological Technician III		22.43
30030 - Cartographic Technician		22.86
30040 - Civil Engineering Technician		21.97
30051 - Cryogenic Technician I		24.44
30052 - Cryogenic Technician II		26.99
30061 - Drafter/CAD Operator I		16.19
30062 - Drafter/CAD Operator II		18.44
30063 - Drafter/CAD Operator III		20.47
30064 - Drafter/CAD Operator IV		24.86
30081 - Engineering Technician I		14.18
30082 - Engineering Technician II		15.92
30083 - Engineering Technician III		17.82
30084 - Engineering Technician IV		22.06
30085 - Engineering Technician V		26.99
30086 - Engineering Technician VI		32.65
30090 - Environmental Technician		21.80
30095 - Evidence Control Specialist		22.06
30210 - Laboratory Technician		19.85
30221 - Latent Fingerprint Technician I		24.44
30222 - Latent Fingerprint Technician II		26.99
30240 - Mathematical Technician		22.06
30361 - Paralegal/Legal Assistant I		18.85
30362 - Paralegal/Legal Assistant II		23.34
30363 - Paralegal/Legal Assistant III		28.55
30364 - Paralegal/Legal Assistant IV		34.54
30375 - Petroleum Supply Specialist		26.99
30390 - Photo-Optics Technician		22.06
30395 - Radiation Control Technician		26.99
30461 - Technical Writer I		22.06
30462 - Technical Writer II		26.99
30463 - Technical Writer III		32.65
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		24.86
30502 - Weather Forecaster II		30.24
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.47
30621 - Weather Observer Senior	(see 2)	22.06
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.47
31030 - Bus Driver		20.52
31043 - Driver Courier		13.70
31260 - Parking and Lot Attendant		12.82
31290 - Shuttle Bus Driver		14.89

31310 - Taxi Driver	13.88
31361 - Truckdriver Light	14.89
31362 - Truckdriver Medium	18.56
31363 - Truckdriver Heavy	21.98
31364 - Truckdriver Tractor-Trailer	21.98
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.58
99050 - Desk Clerk	11.04
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.92
99252 - Laboratory Animal Caretaker II	12.95
99260 - Marketing Analyst	26.41
99310 - Mortician	25.35
99410 - Pest Controller	22.39
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.11
99711 - Recycling Specialist	19.51
99730 - Refuse Collector	14.24
99810 - Sales Clerk	11.90
99820 - School Crossing Guard	14.24
99830 - Survey Party Chief	24.67
99831 - Surveying Aide	15.32
99832 - Surveying Technician	20.83
99840 - Vending Machine Attendant	19.51
99841 - Vending Machine Repairer	23.16
99842 - Vending Machine Repairer Helper	19.51

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5392
Revision No.: 11
Date Of Last Revision: 06/30/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Montana

Area: Montana County of Cascade

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.25
01012 - Accounting Clerk II		14.88
01013 - Accounting Clerk III		16.65
01020 - Administrative Assistant		20.57
01035 - Court Reporter		16.65
01041 - Customer Service Representative I		12.06
01042 - Customer Service Representative II		13.56
01043 - Customer Service Representative III		14.79
01051 - Data Entry Operator I		13.11
01052 - Data Entry Operator II		14.30
01060 - Dispatcher Motor Vehicle		16.63
01070 - Document Preparation Clerk		15.48

01090 - Duplicating Machine Operator 15.48
01111 - General Clerk I 12.48
01112 - General Clerk II 13.62
01113 - General Clerk III 15.29
01120 - Housing Referral Assistant 17.93
01141 - Messenger Courier 10.55
01191 - Order Clerk I 11.91
01192 - Order Clerk II 13.00
01261 - Personnel Assistant (Employment) I 14.38
01262 - Personnel Assistant (Employment) II 16.09
01263 - Personnel Assistant (Employment) III 17.93
01270 - Production Control Clerk 29.07
01290 - Rental Clerk 13.68
01300 - Scheduler Maintenance 14.38
01311 - Secretary I 14.38
01312 - Secretary II 16.09
01313 - Secretary III 17.93
01320 - Service Order Dispatcher 15.82
01410 - Supply Technician 20.57
01420 - Survey Worker 16.56
01460 - Switchboard Operator/Receptionist 13.14
01531 - Travel Clerk I 12.38
01532 - Travel Clerk II 13.28
01533 - Travel Clerk III 14.15
01611 - Word Processor I 12.81
01612 - Word Processor II 14.38
01613 - Word Processor III 16.09
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.92
05010 - Automotive Electrician 16.92
05040 - Automotive Glass Installer 15.75
05070 - Automotive Worker 15.75
05110 - Mobile Equipment Servicer 13.64
05130 - Motor Equipment Metal Mechanic 18.06
05160 - Motor Equipment Metal Worker 15.75
05190 - Motor Vehicle Mechanic 18.06
05220 - Motor Vehicle Mechanic Helper 12.78
05250 - Motor Vehicle Upholstery Worker 14.70
05280 - Motor Vehicle Wrecker 15.75
05310 - Painter Automotive 16.92
05340 - Radiator Repair Specialist 15.75
05370 - Tire Repairer 16.52
05400 - Transmission Repair Specialist 18.06
07000 - Food Preparation And Service Occupations
07010 - Baker 11.51
07041 - Cook I 11.52
07042 - Cook II 13.30
07070 - Dishwasher 11.24
07130 - Food Service Worker 11.38
07210 - Meat Cutter 14.65

07260 - Waiter/Waitress	9.31
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.25
09040 - Furniture Handler	14.95
09080 - Furniture Refinisher	21.25
09090 - Furniture Refinisher Helper	17.31
09110 - Furniture Repairer Minor	20.27
09130 - Upholsterer	21.25
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.87
11060 - Elevator Operator	12.35
11090 - Gardener	18.75
11122 - Housekeeping Aide	12.35
11150 - Janitor	12.35
11210 - Laborer Grounds Maintenance	14.24
11240 - Maid or Houseman	10.84
11260 - Pruner	12.59
11270 - Tractor Operator	17.25
11330 - Trail Maintenance Worker	14.24
11360 - Window Cleaner	13.97
12000 - Health Occupations	
12010 - Ambulance Driver	19.49
12011 - Breath Alcohol Technician	19.49
12012 - Certified Occupational Therapist Assistant	26.74
12015 - Certified Physical Therapist Assistant	24.95
12020 - Dental Assistant	17.77
12025 - Dental Hygienist	36.77
12030 - EKG Technician	29.88
12035 - Electroneurodiagnostic Technologist	29.88
12040 - Emergency Medical Technician	19.49
12071 - Licensed Practical Nurse I	17.42
12072 - Licensed Practical Nurse II	19.49
12073 - Licensed Practical Nurse III	21.73
12100 - Medical Assistant	15.76
12130 - Medical Laboratory Technician	18.75
12160 - Medical Record Clerk	16.08
12190 - Medical Record Technician	18.00
12195 - Medical Transcriptionist	17.63
12210 - Nuclear Medicine Technologist	42.83
12221 - Nursing Assistant I	11.24
12222 - Nursing Assistant II	12.63
12223 - Nursing Assistant III	13.78
12224 - Nursing Assistant IV	15.47
12235 - Optical Dispenser	15.38
12236 - Optical Technician	17.42
12250 - Pharmacy Technician	16.47
12280 - Phlebotomist	15.05
12305 - Radiologic Technologist	27.56
12311 - Registered Nurse I	23.33
12312 - Registered Nurse II	28.55

12313 - Registered Nurse II Specialist		28.55
12314 - Registered Nurse III		34.54
12315 - Registered Nurse III Anesthetist		34.54
12316 - Registered Nurse IV		41.39
12317 - Scheduler (Drug and Alcohol Testing)		24.14
12320 - Substance Abuse Treatment Counselor		22.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.25
13012 - Exhibits Specialist II		23.84
13013 - Exhibits Specialist III		29.17
13041 - Illustrator I		19.25
13042 - Illustrator II		23.84
13043 - Illustrator III		29.17
13047 - Librarian		25.64
13050 - Library Aide/Clerk		14.81
13054 - Library Information Technology Systems Administrator		23.14
13058 - Library Technician		13.81
13061 - Media Specialist I		16.91
13062 - Media Specialist II		18.67
13063 - Media Specialist III		20.85
13071 - Photographer I		17.20
13072 - Photographer II		19.25
13073 - Photographer III		23.84
13074 - Photographer IV		29.17
13075 - Photographer V		35.28
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		17.20
14000 - Information Technology Occupations		
14041 - Computer Operator I		12.91
14042 - Computer Operator II		14.44
14043 - Computer Operator III		16.10
14044 - Computer Operator IV		17.93
14045 - Computer Operator V		19.82
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
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		12.91
14160 - Personal Computer Support Technician		17.93
14170 - System Support Specialist		19.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.19
15020 - Aircrew Training Devices Instructor (Rated)		35.31
15030 - Air Crew Training Devices Instructor (Pilot)		41.49
15050 - Computer Based Training Specialist / Instructor		29.19
15060 - Educational Technologist		20.72

15070 - Flight Instructor (Pilot) 41.49
15080 - Graphic Artist 18.83
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.49
15086 - Maintenance Test Pilot Rotary Wing 41.49
15088 - Non-Maintenance Test/Co-Pilot 41.49
15090 - Technical Instructor 21.10
15095 - Technical Instructor/Course Developer 25.81
15110 - Test Proctor 17.04
15120 - Tutor 17.04
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.61
16030 - Counter Attendant 9.61
16040 - Dry Cleaner 11.40
16070 - Finisher Flatwork Machine 9.61
16090 - Presser Hand 9.61
16110 - Presser Machine Drycleaning 9.61
16130 - Presser Machine Shirts 9.61
16160 - Presser Machine Wearing Apparel Laundry 9.61
16190 - Sewing Machine Operator 12.16
16220 - Tailor 12.94
16250 - Washer Machine 10.07
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.48
19040 - Tool And Die Maker 31.56
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.41
21030 - Material Coordinator 29.07
21040 - Material Expediter 29.07
21050 - Material Handling Laborer 14.36
21071 - Order Filler 13.39
21080 - Production Line Worker (Food Processing) 17.41
21110 - Shipping Packer 17.66
21130 - Shipping/Receiving Clerk 17.66
21140 - Store Worker I 12.53
21150 - Stock Clerk 17.82
21210 - Tools And Parts Attendant 17.41
21410 - Warehouse Specialist 17.41
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.07
23019 - Aircraft Logs and Records Technician 24.65
23021 - Aircraft Mechanic I 30.29
23022 - Aircraft Mechanic II 32.07
23023 - Aircraft Mechanic III 33.92
23040 - Aircraft Mechanic Helper 21.04
23050 - Aircraft Painter 28.37
23060 - Aircraft Servicer 24.65
23070 - Aircraft Survival Flight Equipment Technician 28.37
23080 - Aircraft Worker 26.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.42

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.29
23110 - Appliance Mechanic 25.48
23120 - Bicycle Repairer 20.54
23125 - Cable Splicer 35.71
23130 - Carpenter Maintenance 20.20
23140 - Carpet Layer 23.72
23160 - Electrician Maintenance 27.96
23181 - Electronics Technician Maintenance I 23.72
23182 - Electronics Technician Maintenance II 25.48
23183 - Electronics Technician Maintenance III 27.20
23260 - Fabric Worker 22.14
23290 - Fire Alarm System Mechanic 27.20
23310 - Fire Extinguisher Repairer 20.54
23311 - Fuel Distribution System Mechanic 27.20
23312 - Fuel Distribution System Operator 20.54
23370 - General Maintenance Worker 16.83
23380 - Ground Support Equipment Mechanic 30.29
23381 - Ground Support Equipment Servicer 24.65
23382 - Ground Support Equipment Worker 26.42
23391 - Gunsmith I 20.54
23392 - Gunsmith II 23.72
23393 - Gunsmith III 27.20
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.46
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.92
23430 - Heavy Equipment Mechanic 29.38
23440 - Heavy Equipment Operator 27.18
23460 - Instrument Mechanic 27.20
23465 - Laboratory/Shelter Mechanic 25.48
23470 - Laborer 13.58
23510 - Locksmith 25.48
23530 - Machinery Maintenance Mechanic 30.44
23550 - Machinist Maintenance 27.20
23580 - Maintenance Trades Helper 18.89
23591 - Metrology Technician I 27.20
23592 - Metrology Technician II 28.80
23593 - Metrology Technician III 30.46
23640 - Millwright 27.20
23710 - Office Appliance Repairer 24.96
23760 - Painter Maintenance 21.96
23790 - Pipefitter Maintenance 26.51
23810 - Plumber Maintenance 24.83
23820 - Pneudraulic Systems Mechanic 27.20
23850 - Rigger 27.20
23870 - Scale Mechanic 23.72
23890 - Sheet-Metal Worker Maintenance 27.03
23910 - Small Engine Mechanic 23.72
23931 - Telecommunications Mechanic I 26.96

23932 - Telecommunications Mechanic II 28.54
23950 - Telephone Lineman 27.20
23960 - Welder Combination Maintenance 23.64
23965 - Well Driller 27.20
23970 - Woodcraft Worker 27.20
23980 - Woodworker 20.54
24000 - Personal Needs Occupations
24550 - Case Manager 11.87
24570 - Child Care Attendant 10.79
24580 - Child Care Center Clerk 13.24
24610 - Chore Aide 11.77
24620 - Family Readiness And Support Services Coordinator 11.87
24630 - Homemaker 13.26
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.20
25040 - Sewage Plant Operator 20.85
25070 - Stationary Engineer 27.20
25190 - Ventilation Equipment Tender 18.89
25210 - Water Treatment Plant Operator 20.48
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.67
27007 - Baggage Inspector 14.00
27008 - Corrections Officer 23.14
27010 - Court Security Officer 23.16
27030 - Detection Dog Handler 15.67
27040 - Detention Officer 23.14
27070 - Firefighter 23.14
27101 - Guard I 14.00
27102 - Guard II 15.67
27131 - Police Officer I 29.45
27132 - Police Officer II 32.72
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.36
28042 - Carnival Equipment Repairer 15.61
28043 - Carnival Worker 10.48
28210 - Gate Attendant/Gate Tender 13.98
28310 - Lifeguard 10.82
28350 - Park Attendant (Aide) 15.64
28510 - Recreation Aide/Health Facility Attendant 11.42
28515 - Recreation Specialist 16.68
28630 - Sports Official 12.46
28690 - Swimming Pool Operator 20.70
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.72
29020 - Hatch Tender 23.72
29030 - Line Handler 23.72
29041 - Stevedore I 22.14
29042 - Stevedore II 25.48
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.19
30022 - Archeological Technician II 18.62
30023 - Archeological Technician III 22.43
30030 - Cartographic Technician 22.86
30040 - Civil Engineering Technician 21.97
30051 - Cryogenic Technician I 24.44
30052 - Cryogenic Technician II 26.99
30061 - Drafter/CAD Operator I 16.19
30062 - Drafter/CAD Operator II 18.44
30063 - Drafter/CAD Operator III 20.47
30064 - Drafter/CAD Operator IV 24.86
30081 - Engineering Technician I 14.18
30082 - Engineering Technician II 15.92
30083 - Engineering Technician III 17.82
30084 - Engineering Technician IV 22.06
30085 - Engineering Technician V 26.99
30086 - Engineering Technician VI 32.65
30090 - Environmental Technician 21.80
30095 - Evidence Control Specialist 22.06
30210 - Laboratory Technician 19.85
30221 - Latent Fingerprint Technician I 24.44
30222 - Latent Fingerprint Technician II 26.99
30240 - Mathematical Technician 22.06
30361 - Paralegal/Legal Assistant I 18.85
30362 - Paralegal/Legal Assistant II 23.34
30363 - Paralegal/Legal Assistant III 28.55
30364 - Paralegal/Legal Assistant IV 34.54
30375 - Petroleum Supply Specialist 26.99
30390 - Photo-Optics Technician 22.06
30395 - Radiation Control Technician 26.99
30461 - Technical Writer I 22.06
30462 - Technical Writer II 26.99
30463 - Technical Writer III 32.65
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 24.86
30502 - Weather Forecaster II 30.24
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.47
30621 - Weather Observer Senior (see 2) 22.06
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.47
31030 - Bus Driver 20.52

31043 - Driver Courier	13.70
31260 - Parking and Lot Attendant	12.82
31290 - Shuttle Bus Driver	14.89
31310 - Taxi Driver	13.88
31361 - Truckdriver Light	14.89
31362 - Truckdriver Medium	18.56
31363 - Truckdriver Heavy	21.98
31364 - Truckdriver Tractor-Trailer	21.98
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.58
99050 - Desk Clerk	11.04
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.92
99252 - Laboratory Animal Caretaker II	12.95
99260 - Marketing Analyst	26.41
99310 - Mortician	25.35
99410 - Pest Controller	22.39
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.11
99711 - Recycling Specialist	19.51
99730 - Refuse Collector	14.24
99810 - Sales Clerk	11.90
99820 - School Crossing Guard	14.24
99830 - Survey Party Chief	24.67
99831 - Surveying Aide	15.32
99832 - Surveying Technician	20.83
99840 - Vending Machine Attendant	19.51
99841 - Vending Machine Repairer	23.16
99842 - Vending Machine Repairer Helper	19.51

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5393
Revision No.: 11
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Montana

Area: Montana County of Missoula

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.20
01012 - Accounting Clerk II		15.94
01013 - Accounting Clerk III		17.84
01020 - Administrative Assistant		26.99
01035 - Court Reporter		18.55
01041 - Customer Service Representative I		13.30
01042 - Customer Service Representative II		14.95
01043 - Customer Service Representative III		16.31
01051 - Data Entry Operator I		12.89
01052 - Data Entry Operator II		14.06
01060 - Dispatcher Motor Vehicle		18.29
01070 - Document Preparation Clerk		14.77
01090 - Duplicating Machine Operator		14.77
01111 - General Clerk I		12.70
01112 - General Clerk II		13.85

01113 - General Clerk III 15.55
01120 - Housing Referral Assistant 20.68
01141 - Messenger Courier 12.04
01191 - Order Clerk I 13.54
01192 - Order Clerk II 14.77
01261 - Personnel Assistant (Employment) I 16.58
01262 - Personnel Assistant (Employment) II 18.55
01263 - Personnel Assistant (Employment) III 20.68
01270 - Production Control Clerk 24.21
01290 - Rental Clerk 14.07
01300 - Scheduler Maintenance 16.58
01311 - Secretary I 16.58
01312 - Secretary II 18.55
01313 - Secretary III 20.68
01320 - Service Order Dispatcher 16.53
01410 - Supply Technician 26.99
01420 - Survey Worker 15.52
01460 - Switchboard Operator/Receptionist 13.27
01531 - Travel Clerk I 12.38
01532 - Travel Clerk II 13.28
01533 - Travel Clerk III 14.15
01611 - Word Processor I 14.77
01612 - Word Processor II 16.58
01613 - Word Processor III 18.55
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.19
05010 - Automotive Electrician 17.09
05040 - Automotive Glass Installer 15.92
05070 - Automotive Worker 15.92
05110 - Mobile Equipment Servicer 13.78
05130 - Motor Equipment Metal Mechanic 18.25
05160 - Motor Equipment Metal Worker 15.92
05190 - Motor Vehicle Mechanic 18.25
05220 - Motor Vehicle Mechanic Helper 12.78
05250 - Motor Vehicle Upholstery Worker 14.85
05280 - Motor Vehicle Wrecker 15.92
05310 - Painter Automotive 17.09
05340 - Radiator Repair Specialist 15.92
05370 - Tire Repairer 15.11
05400 - Transmission Repair Specialist 18.25
07000 - Food Preparation And Service Occupations
07010 - Baker 13.36
07041 - Cook I 13.09
07042 - Cook II 15.12
07070 - Dishwasher 10.47
07130 - Food Service Worker 9.95
07210 - Meat Cutter 14.74
07260 - Waiter/Waitress 9.40
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.32

09040 - Furniture Handler 14.38
09080 - Furniture Refinisher 19.32
09090 - Furniture Refinisher Helper 16.91
09110 - Furniture Repairer Minor 18.91
09130 - Upholsterer 19.32
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.14
11060 - Elevator Operator 12.93
11090 - Gardener 16.42
11122 - Housekeeping Aide 12.93
11150 - Janitor 12.93
11210 - Laborer Grounds Maintenance 12.47
11240 - Maid or Houseman 10.68
11260 - Pruner 11.02
11270 - Tractor Operator 15.10
11330 - Trail Maintenance Worker 12.47
11360 - Window Cleaner 14.58
12000 - Health Occupations
12010 - Ambulance Driver 15.19
12011 - Breath Alcohol Technician 20.56
12012 - Certified Occupational Therapist Assistant 27.31
12015 - Certified Physical Therapist Assistant 27.85
12020 - Dental Assistant 18.04
12025 - Dental Hygienist 38.01
12030 - EKG Technician 31.61
12035 - Electroneurodiagnostic Technologist 31.61
12040 - Emergency Medical Technician 15.19
12071 - Licensed Practical Nurse I 18.37
12072 - Licensed Practical Nurse II 20.56
12073 - Licensed Practical Nurse III 22.92
12100 - Medical Assistant 18.74
12130 - Medical Laboratory Technician 28.04
12160 - Medical Record Clerk 15.23
12190 - Medical Record Technician 17.04
12195 - Medical Transcriptionist 18.37
12210 - Nuclear Medicine Technologist 45.18
12221 - Nursing Assistant I 11.55
12222 - Nursing Assistant II 12.99
12223 - Nursing Assistant III 14.17
12224 - Nursing Assistant IV 15.91
12235 - Optical Dispenser 16.52
12236 - Optical Technician 18.37
12250 - Pharmacy Technician 17.13
12280 - Phlebotomist 16.79
12305 - Radiologic Technologist 26.69
12311 - Registered Nurse I 23.10
12312 - Registered Nurse II 28.27
12313 - Registered Nurse II Specialist 28.27
12314 - Registered Nurse III 34.20
12315 - Registered Nurse III Anesthetist 34.20

12316 - Registered Nurse IV		40.99
12317 - Scheduler (Drug and Alcohol Testing)		25.46
12320 - Substance Abuse Treatment Counselor		20.43
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.15
13012 - Exhibits Specialist II		23.72
13013 - Exhibits Specialist III		29.02
13041 - Illustrator I		19.15
13042 - Illustrator II		23.72
13043 - Illustrator III		29.02
13047 - Librarian		26.27
13050 - Library Aide/Clerk		15.09
13054 - Library Information Technology Systems Administrator		23.72
13058 - Library Technician		14.61
13061 - Media Specialist I		17.11
13062 - Media Specialist II		19.15
13063 - Media Specialist III		21.35
13071 - Photographer I		17.11
13072 - Photographer II		19.15
13073 - Photographer III		23.72
13074 - Photographer IV		29.02
13075 - Photographer V		35.11
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		18.68
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.94
14042 - Computer Operator II		15.60
14043 - Computer Operator III		17.39
14044 - Computer Operator IV		19.32
14045 - Computer Operator V		21.40
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
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		13.94
14160 - Personal Computer Support Technician		19.32
14170 - System Support Specialist		27.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.19
15020 - Aircrew Training Devices Instructor (Rated)		35.31
15030 - Air Crew Training Devices Instructor (Pilot)		42.15
15050 - Computer Based Training Specialist / Instructor		29.19
15060 - Educational Technologist		29.07
15070 - Flight Instructor (Pilot)		42.15
15080 - Graphic Artist		19.77
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.15

15086 - Maintenance Test Pilot Rotary Wing 42.15
15088 - Non-Maintenance Test/Co-Pilot 42.15
15090 - Technical Instructor 22.85
15095 - Technical Instructor/Course Developer 27.96
15110 - Test Proctor 18.45
15120 - Tutor 18.45
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.61
16030 - Counter Attendant 9.61
16040 - Dry Cleaner 11.40
16070 - Finisher Flatwork Machine 9.61
16090 - Presser Hand 9.61
16110 - Presser Machine Drycleaning 9.61
16130 - Presser Machine Shirts 9.61
16160 - Presser Machine Wearing Apparel Laundry 9.61
16190 - Sewing Machine Operator 12.16
16220 - Tailor 12.94
16250 - Washer Machine 10.07
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.47
19040 - Tool And Die Maker 29.08
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.04
21030 - Material Coordinator 24.21
21040 - Material Expediter 24.21
21050 - Material Handling Laborer 14.36
21071 - Order Filler 13.39
21080 - Production Line Worker (Food Processing) 18.04
21110 - Shipping Packer 15.44
21130 - Shipping/Receiving Clerk 15.44
21140 - Store Worker I 12.53
21150 - Stock Clerk 17.82
21210 - Tools And Parts Attendant 18.04
21410 - Warehouse Specialist 18.04
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.53
23019 - Aircraft Logs and Records Technician 20.72
23021 - Aircraft Mechanic I 25.06
23022 - Aircraft Mechanic II 26.53
23023 - Aircraft Mechanic III 28.07
23040 - Aircraft Mechanic Helper 17.69
23050 - Aircraft Painter 23.85
23060 - Aircraft Servicer 20.72
23070 - Aircraft Survival Flight Equipment Technician 23.85
23080 - Aircraft Worker 22.13
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.13
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.06
23110 - Appliance Mechanic 23.47

23120 - Bicycle Repairer	18.93
23125 - Cable Splicer	35.71
23130 - Carpenter Maintenance	22.31
23140 - Carpet Layer	23.17
23160 - Electrician Maintenance	29.24
23181 - Electronics Technician Maintenance I	22.11
23182 - Electronics Technician Maintenance II	23.85
23183 - Electronics Technician Maintenance III	25.46
23260 - Fabric Worker	20.39
23290 - Fire Alarm System Mechanic	23.84
23310 - Fire Extinguisher Repairer	18.93
23311 - Fuel Distribution System Mechanic	25.06
23312 - Fuel Distribution System Operator	19.23
23370 - General Maintenance Worker	16.68
23380 - Ground Support Equipment Mechanic	25.06
23381 - Ground Support Equipment Servicer	20.72
23382 - Ground Support Equipment Worker	22.13
23391 - Gunsmith I	18.93
23392 - Gunsmith II	21.86
23393 - Gunsmith III	25.06
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.20
23430 - Heavy Equipment Mechanic	24.62
23440 - Heavy Equipment Operator	24.76
23460 - Instrument Mechanic	25.06
23465 - Laboratory/Shelter Mechanic	23.47
23470 - Laborer	13.86
23510 - Locksmith	23.47
23530 - Machinery Maintenance Mechanic	24.78
23550 - Machinist Maintenance	21.33
23580 - Maintenance Trades Helper	17.46
23591 - Metrology Technician I	25.06
23592 - Metrology Technician II	26.53
23593 - Metrology Technician III	28.07
23640 - Millwright	27.15
23710 - Office Appliance Repairer	19.84
23760 - Painter Maintenance	20.81
23790 - Pipefitter Maintenance	28.84
23810 - Plumber Maintenance	26.90
23820 - Pneudraulic Systems Mechanic	25.06
23850 - Rigger	25.06
23870 - Scale Mechanic	21.86
23890 - Sheet-Metal Worker Maintenance	27.80
23910 - Small Engine Mechanic	21.86
23931 - Telecommunications Mechanic I	29.16
23932 - Telecommunications Mechanic II	30.87
23950 - Telephone Lineman	25.70
23960 - Welder Combination Maintenance	21.02

23965 - Well Driller	25.06
23970 - Woodcraft Worker	25.06
23980 - Woodworker	18.93
24000 - Personal Needs Occupations	
24550 - Case Manager	12.77
24570 - Child Care Attendant	9.92
24580 - Child Care Center Clerk	12.37
24610 - Chore Aide	11.97
24620 - Family Readiness And Support Services Coordinator	12.77
24630 - Homemaker	13.26
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.70
25040 - Sewage Plant Operator	22.94
25070 - Stationary Engineer	24.70
25190 - Ventilation Equipment Tender	17.16
25210 - Water Treatment Plant Operator	22.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.71
27007 - Baggage Inspector	13.15
27008 - Corrections Officer	23.96
27010 - Court Security Officer	25.48
27030 - Detection Dog Handler	14.71
27040 - Detention Officer	23.96
27070 - Firefighter	26.35
27101 - Guard I	13.15
27102 - Guard II	14.71
27131 - Police Officer I	28.37
27132 - Police Officer II	31.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.92
28042 - Carnival Equipment Repairer	14.05
28043 - Carnival Worker	9.46
28210 - Gate Attendant/Gate Tender	14.66
28310 - Lifeguard	12.57
28350 - Park Attendant (Aide)	16.41
28510 - Recreation Aide/Health Facility Attendant	11.97
28515 - Recreation Specialist	19.55
28630 - Sports Official	13.06
28690 - Swimming Pool Operator	16.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.86
29020 - Hatch Tender	21.86
29030 - Line Handler	21.86
29041 - Stevedore I	20.72
29042 - Stevedore II	23.47
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.13
30022 - Archeological Technician II		19.17
30023 - Archeological Technician III		23.73
30030 - Cartographic Technician		23.73
30040 - Civil Engineering Technician		25.99
30051 - Cryogenic Technician I		26.29
30052 - Cryogenic Technician II		29.04
30061 - Drafter/CAD Operator I		17.13
30062 - Drafter/CAD Operator II		19.17
30063 - Drafter/CAD Operator III		21.36
30064 - Drafter/CAD Operator IV		26.29
30081 - Engineering Technician I		15.26
30082 - Engineering Technician II		17.13
30083 - Engineering Technician III		19.17
30084 - Engineering Technician IV		23.73
30085 - Engineering Technician V		29.04
30086 - Engineering Technician VI		35.13
30090 - Environmental Technician		21.78
30095 - Evidence Control Specialist		23.73
30210 - Laboratory Technician		19.60
30221 - Latent Fingerprint Technician I		26.95
30222 - Latent Fingerprint Technician II		29.77
30240 - Mathematical Technician		23.73
30361 - Paralegal/Legal Assistant I		19.10
30362 - Paralegal/Legal Assistant II		23.65
30363 - Paralegal/Legal Assistant III		28.93
30364 - Paralegal/Legal Assistant IV		35.01
30375 - Petroleum Supply Specialist		29.04
30390 - Photo-Optics Technician		21.89
30395 - Radiation Control Technician		29.04
30461 - Technical Writer I		22.23
30462 - Technical Writer II		27.18
30463 - Technical Writer III		32.89
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.29
30502 - Weather Forecaster II		31.98
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.36
30621 - Weather Observer Senior	(see 2)	23.73
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.94
31030 - Bus Driver		19.78
31043 - Driver Courier		15.82
31260 - Parking and Lot Attendant		12.32
31290 - Shuttle Bus Driver		17.20

31310 - Taxi Driver	14.28
31361 - Truckdriver Light	17.20
31362 - Truckdriver Medium	18.56
31363 - Truckdriver Heavy	21.20
31364 - Truckdriver Tractor-Trailer	21.20
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.84
99050 - Desk Clerk	10.65
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.10
99252 - Laboratory Animal Caretaker II	13.15
99260 - Marketing Analyst	25.48
99310 - Mortician	25.35
99410 - Pest Controller	22.39
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.11
99711 - Recycling Specialist	19.51
99730 - Refuse Collector	14.24
99810 - Sales Clerk	11.90
99820 - School Crossing Guard	14.24
99830 - Survey Party Chief	23.95
99831 - Surveying Aide	14.87
99832 - Surveying Technician	20.22
99840 - Vending Machine Attendant	19.51
99841 - Vending Machine Repairer	23.16
99842 - Vending Machine Repairer Helper	19.51

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5394
Revision No.: 11
Date Of Last Revision: 06/30/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Montana

Area: Montana County of Missoula

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.20
01012 - Accounting Clerk II		15.94
01013 - Accounting Clerk III		17.84
01020 - Administrative Assistant		26.99
01035 - Court Reporter		18.55
01041 - Customer Service Representative I		13.30
01042 - Customer Service Representative II		14.95
01043 - Customer Service Representative III		16.31
01051 - Data Entry Operator I		12.89
01052 - Data Entry Operator II		14.06
01060 - Dispatcher Motor Vehicle		18.29
01070 - Document Preparation Clerk		14.77

01090 - Duplicating Machine Operator 14.77
01111 - General Clerk I 12.70
01112 - General Clerk II 13.85
01113 - General Clerk III 15.55
01120 - Housing Referral Assistant 20.68
01141 - Messenger Courier 12.04
01191 - Order Clerk I 13.54
01192 - Order Clerk II 14.77
01261 - Personnel Assistant (Employment) I 16.58
01262 - Personnel Assistant (Employment) II 18.55
01263 - Personnel Assistant (Employment) III 20.68
01270 - Production Control Clerk 24.21
01290 - Rental Clerk 14.07
01300 - Scheduler Maintenance 16.58
01311 - Secretary I 16.58
01312 - Secretary II 18.55
01313 - Secretary III 20.68
01320 - Service Order Dispatcher 16.53
01410 - Supply Technician 26.99
01420 - Survey Worker 15.52
01460 - Switchboard Operator/Receptionist 13.27
01531 - Travel Clerk I 12.38
01532 - Travel Clerk II 13.28
01533 - Travel Clerk III 14.15
01611 - Word Processor I 14.77
01612 - Word Processor II 16.58
01613 - Word Processor III 18.55
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.19
05010 - Automotive Electrician 17.09
05040 - Automotive Glass Installer 15.92
05070 - Automotive Worker 15.92
05110 - Mobile Equipment Servicer 13.78
05130 - Motor Equipment Metal Mechanic 18.25
05160 - Motor Equipment Metal Worker 15.92
05190 - Motor Vehicle Mechanic 18.25
05220 - Motor Vehicle Mechanic Helper 12.78
05250 - Motor Vehicle Upholstery Worker 14.85
05280 - Motor Vehicle Wrecker 15.92
05310 - Painter Automotive 17.09
05340 - Radiator Repair Specialist 15.92
05370 - Tire Repairer 15.11
05400 - Transmission Repair Specialist 18.25
07000 - Food Preparation And Service Occupations
07010 - Baker 13.36
07041 - Cook I 13.09
07042 - Cook II 15.12
07070 - Dishwasher 10.47
07130 - Food Service Worker 9.95
07210 - Meat Cutter 14.74

07260 - Waiter/Waitress	9.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.32
09040 - Furniture Handler	14.38
09080 - Furniture Refinisher	19.32
09090 - Furniture Refinisher Helper	16.91
09110 - Furniture Repairer Minor	18.91
09130 - Upholsterer	19.32
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.14
11060 - Elevator Operator	12.93
11090 - Gardener	16.42
11122 - Housekeeping Aide	12.93
11150 - Janitor	12.93
11210 - Laborer Grounds Maintenance	12.47
11240 - Maid or Houseman	10.68
11260 - Pruner	11.02
11270 - Tractor Operator	15.10
11330 - Trail Maintenance Worker	12.47
11360 - Window Cleaner	14.58
12000 - Health Occupations	
12010 - Ambulance Driver	15.19
12011 - Breath Alcohol Technician	20.56
12012 - Certified Occupational Therapist Assistant	27.31
12015 - Certified Physical Therapist Assistant	27.85
12020 - Dental Assistant	18.04
12025 - Dental Hygienist	38.01
12030 - EKG Technician	31.61
12035 - Electroneurodiagnostic Technologist	31.61
12040 - Emergency Medical Technician	15.19
12071 - Licensed Practical Nurse I	18.37
12072 - Licensed Practical Nurse II	20.56
12073 - Licensed Practical Nurse III	22.92
12100 - Medical Assistant	18.74
12130 - Medical Laboratory Technician	28.04
12160 - Medical Record Clerk	15.23
12190 - Medical Record Technician	17.04
12195 - Medical Transcriptionist	18.37
12210 - Nuclear Medicine Technologist	45.18
12221 - Nursing Assistant I	11.55
12222 - Nursing Assistant II	12.99
12223 - Nursing Assistant III	14.17
12224 - Nursing Assistant IV	15.91
12235 - Optical Dispenser	16.52
12236 - Optical Technician	18.37
12250 - Pharmacy Technician	17.13
12280 - Phlebotomist	16.79
12305 - Radiologic Technologist	26.69
12311 - Registered Nurse I	23.10
12312 - Registered Nurse II	28.27

12313 - Registered Nurse II Specialist		28.27
12314 - Registered Nurse III		34.20
12315 - Registered Nurse III Anesthetist		34.20
12316 - Registered Nurse IV		40.99
12317 - Scheduler (Drug and Alcohol Testing)		25.46
12320 - Substance Abuse Treatment Counselor		20.43
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.15
13012 - Exhibits Specialist II		23.72
13013 - Exhibits Specialist III		29.02
13041 - Illustrator I		19.15
13042 - Illustrator II		23.72
13043 - Illustrator III		29.02
13047 - Librarian		26.27
13050 - Library Aide/Clerk		15.09
13054 - Library Information Technology Systems Administrator		23.72
13058 - Library Technician		14.61
13061 - Media Specialist I		17.11
13062 - Media Specialist II		19.15
13063 - Media Specialist III		21.35
13071 - Photographer I		17.11
13072 - Photographer II		19.15
13073 - Photographer III		23.72
13074 - Photographer IV		29.02
13075 - Photographer V		35.11
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		18.68
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.94
14042 - Computer Operator II		15.60
14043 - Computer Operator III		17.39
14044 - Computer Operator IV		19.32
14045 - Computer Operator V		21.40
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
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		13.94
14160 - Personal Computer Support Technician		19.32
14170 - System Support Specialist		27.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.19
15020 - Aircrew Training Devices Instructor (Rated)		35.31
15030 - Air Crew Training Devices Instructor (Pilot)		42.15
15050 - Computer Based Training Specialist / Instructor		29.19
15060 - Educational Technologist		29.07

15070 - Flight Instructor (Pilot) 42.15
15080 - Graphic Artist 19.77
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.15
15086 - Maintenance Test Pilot Rotary Wing 42.15
15088 - Non-Maintenance Test/Co-Pilot 42.15
15090 - Technical Instructor 22.85
15095 - Technical Instructor/Course Developer 27.96
15110 - Test Proctor 18.45
15120 - Tutor 18.45
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.61
16030 - Counter Attendant 9.61
16040 - Dry Cleaner 11.40
16070 - Finisher Flatwork Machine 9.61
16090 - Presser Hand 9.61
16110 - Presser Machine Drycleaning 9.61
16130 - Presser Machine Shirts 9.61
16160 - Presser Machine Wearing Apparel Laundry 9.61
16190 - Sewing Machine Operator 12.16
16220 - Tailor 12.94
16250 - Washer Machine 10.07
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.47
19040 - Tool And Die Maker 29.08
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.04
21030 - Material Coordinator 24.21
21040 - Material Expediter 24.21
21050 - Material Handling Laborer 14.36
21071 - Order Filler 13.39
21080 - Production Line Worker (Food Processing) 18.04
21110 - Shipping Packer 15.44
21130 - Shipping/Receiving Clerk 15.44
21140 - Store Worker I 12.53
21150 - Stock Clerk 17.82
21210 - Tools And Parts Attendant 18.04
21410 - Warehouse Specialist 18.04
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.53
23019 - Aircraft Logs and Records Technician 20.72
23021 - Aircraft Mechanic I 25.06
23022 - Aircraft Mechanic II 26.53
23023 - Aircraft Mechanic III 28.07
23040 - Aircraft Mechanic Helper 17.69
23050 - Aircraft Painter 23.85
23060 - Aircraft Servicer 20.72
23070 - Aircraft Survival Flight Equipment Technician 23.85
23080 - Aircraft Worker 22.13
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.13

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.06
23110 - Appliance Mechanic 23.47
23120 - Bicycle Repairer 18.93
23125 - Cable Splicer 35.71
23130 - Carpenter Maintenance 22.31
23140 - Carpet Layer 23.17
23160 - Electrician Maintenance 29.24
23181 - Electronics Technician Maintenance I 22.11
23182 - Electronics Technician Maintenance II 23.85
23183 - Electronics Technician Maintenance III 25.46
23260 - Fabric Worker 20.39
23290 - Fire Alarm System Mechanic 23.84
23310 - Fire Extinguisher Repairer 18.93
23311 - Fuel Distribution System Mechanic 25.06
23312 - Fuel Distribution System Operator 19.23
23370 - General Maintenance Worker 16.68
23380 - Ground Support Equipment Mechanic 25.06
23381 - Ground Support Equipment Servicer 20.72
23382 - Ground Support Equipment Worker 22.13
23391 - Gunsmith I 18.93
23392 - Gunsmith II 21.86
23393 - Gunsmith III 25.06
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.20
23430 - Heavy Equipment Mechanic 24.62
23440 - Heavy Equipment Operator 24.76
23460 - Instrument Mechanic 25.06
23465 - Laboratory/Shelter Mechanic 23.47
23470 - Laborer 13.86
23510 - Locksmith 23.47
23530 - Machinery Maintenance Mechanic 24.78
23550 - Machinist Maintenance 21.33
23580 - Maintenance Trades Helper 17.46
23591 - Metrology Technician I 25.06
23592 - Metrology Technician II 26.53
23593 - Metrology Technician III 28.07
23640 - Millwright 27.15
23710 - Office Appliance Repairer 19.84
23760 - Painter Maintenance 20.81
23790 - Pipefitter Maintenance 28.84
23810 - Plumber Maintenance 26.90
23820 - Pneudraulic Systems Mechanic 25.06
23850 - Rigger 25.06
23870 - Scale Mechanic 21.86
23890 - Sheet-Metal Worker Maintenance 27.80
23910 - Small Engine Mechanic 21.86
23931 - Telecommunications Mechanic I 29.16

23932 - Telecommunications Mechanic II 30.87
23950 - Telephone Lineman 25.70
23960 - Welder Combination Maintenance 21.02
23965 - Well Driller 25.06
23970 - Woodcraft Worker 25.06
23980 - Woodworker 18.93
24000 - Personal Needs Occupations
24550 - Case Manager 12.77
24570 - Child Care Attendant 9.92
24580 - Child Care Center Clerk 12.37
24610 - Chore Aide 11.97
24620 - Family Readiness And Support Services Coordinator 12.77
24630 - Homemaker 13.26
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.70
25040 - Sewage Plant Operator 22.94
25070 - Stationary Engineer 24.70
25190 - Ventilation Equipment Tender 17.16
25210 - Water Treatment Plant Operator 22.53
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.71
27007 - Baggage Inspector 13.15
27008 - Corrections Officer 23.96
27010 - Court Security Officer 25.48
27030 - Detection Dog Handler 14.71
27040 - Detention Officer 23.96
27070 - Firefighter 26.35
27101 - Guard I 13.15
27102 - Guard II 14.71
27131 - Police Officer I 28.37
27132 - Police Officer II 31.52
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.92
28042 - Carnival Equipment Repairer 14.05
28043 - Carnival Worker 9.46
28210 - Gate Attendant/Gate Tender 14.66
28310 - Lifeguard 12.57
28350 - Park Attendant (Aide) 16.41
28510 - Recreation Aide/Health Facility Attendant 11.97
28515 - Recreation Specialist 19.55
28630 - Sports Official 13.06
28690 - Swimming Pool Operator 16.22
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.86
29020 - Hatch Tender 21.86
29030 - Line Handler 21.86
29041 - Stevedore I 20.72
29042 - Stevedore II 23.47
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.13
30022 - Archeological Technician II 19.17
30023 - Archeological Technician III 23.73
30030 - Cartographic Technician 23.73
30040 - Civil Engineering Technician 25.99
30051 - Cryogenic Technician I 26.29
30052 - Cryogenic Technician II 29.04
30061 - Drafter/CAD Operator I 17.13
30062 - Drafter/CAD Operator II 19.17
30063 - Drafter/CAD Operator III 21.36
30064 - Drafter/CAD Operator IV 26.29
30081 - Engineering Technician I 15.26
30082 - Engineering Technician II 17.13
30083 - Engineering Technician III 19.17
30084 - Engineering Technician IV 23.73
30085 - Engineering Technician V 29.04
30086 - Engineering Technician VI 35.13
30090 - Environmental Technician 21.78
30095 - Evidence Control Specialist 23.73
30210 - Laboratory Technician 19.60
30221 - Latent Fingerprint Technician I 26.95
30222 - Latent Fingerprint Technician II 29.77
30240 - Mathematical Technician 23.73
30361 - Paralegal/Legal Assistant I 19.10
30362 - Paralegal/Legal Assistant II 23.65
30363 - Paralegal/Legal Assistant III 28.93
30364 - Paralegal/Legal Assistant IV 35.01
30375 - Petroleum Supply Specialist 29.04
30390 - Photo-Optics Technician 21.89
30395 - Radiation Control Technician 29.04
30461 - Technical Writer I 22.23
30462 - Technical Writer II 27.18
30463 - Technical Writer III 32.89
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.29
30502 - Weather Forecaster II 31.98
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.36
30621 - Weather Observer Senior (see 2) 23.73
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.94
31030 - Bus Driver 19.78

31043 - Driver Courier	15.82
31260 - Parking and Lot Attendant	12.32
31290 - Shuttle Bus Driver	17.20
31310 - Taxi Driver	14.28
31361 - Truckdriver Light	17.20
31362 - Truckdriver Medium	18.56
31363 - Truckdriver Heavy	21.20
31364 - Truckdriver Tractor-Trailer	21.20
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.84
99050 - Desk Clerk	10.65
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.10
99252 - Laboratory Animal Caretaker II	13.15
99260 - Marketing Analyst	25.48
99310 - Mortician	25.35
99410 - Pest Controller	22.39
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.11
99711 - Recycling Specialist	19.51
99730 - Refuse Collector	14.24
99810 - Sales Clerk	11.90
99820 - School Crossing Guard	14.24
99830 - Survey Party Chief	23.95
99831 - Surveying Aide	14.87
99832 - Surveying Technician	20.22
99840 - Vending Machine Attendant	19.51
99841 - Vending Machine Repairer	23.16
99842 - Vending Machine Repairer Helper	19.51

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5395
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Montana

Area: Montana Counties of Carter Custer Daniels Dawson Fallon Garfield McCone Phillips Powder River Prairie Richland Roosevelt Rosebud Sheridan Treasure Valley Wibaux

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.69
01012 - Accounting Clerk II		16.49
01013 - Accounting Clerk III		18.45
01020 - Administrative Assistant		22.81
01035 - Court Reporter		18.23
01041 - Customer Service Representative I		13.39
01042 - Customer Service Representative II		15.06
01043 - Customer Service Representative III		16.43
01051 - Data Entry Operator I		13.24
01052 - Data Entry Operator II		14.44
01060 - Dispatcher Motor Vehicle		22.13
01070 - Document Preparation Clerk		14.51
01090 - Duplicating Machine Operator		14.51

01111 - General Clerk I	13.30
01112 - General Clerk II	14.51
01113 - General Clerk III	16.29
01120 - Housing Referral Assistant	20.32
01141 - Messenger Courier	11.83
01191 - Order Clerk I	13.30
01192 - Order Clerk II	14.51
01261 - Personnel Assistant (Employment) I	16.29
01262 - Personnel Assistant (Employment) II	18.23
01263 - Personnel Assistant (Employment) III	20.32
01270 - Production Control Clerk	20.94
01290 - Rental Clerk	14.29
01300 - Scheduler Maintenance	16.29
01311 - Secretary I	16.29
01312 - Secretary II	18.23
01313 - Secretary III	20.32
01320 - Service Order Dispatcher	21.05
01410 - Supply Technician	22.81
01420 - Survey Worker	17.06
01460 - Switchboard Operator/Receptionist	14.13
01531 - Travel Clerk I	11.95
01532 - Travel Clerk II	12.71
01533 - Travel Clerk III	13.41
01611 - Word Processor I	14.51
01612 - Word Processor II	16.29
01613 - Word Processor III	18.23
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.17
05010 - Automotive Electrician	17.18
05040 - Automotive Glass Installer	15.99
05070 - Automotive Worker	15.99
05110 - Mobile Equipment Servicer	13.85
05130 - Motor Equipment Metal Mechanic	18.34
05160 - Motor Equipment Metal Worker	15.99
05190 - Motor Vehicle Mechanic	18.34
05220 - Motor Vehicle Mechanic Helper	12.78
05250 - Motor Vehicle Upholstery Worker	14.92
05280 - Motor Vehicle Wrecker	15.99
05310 - Painter Automotive	17.18
05340 - Radiator Repair Specialist	15.99
05370 - Tire Repairer	14.01
05400 - Transmission Repair Specialist	18.34
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.85
07041 - Cook I	13.43
07042 - Cook II	15.51
07070 - Dishwasher	9.92
07130 - Food Service Worker	11.15
07210 - Meat Cutter	15.99
07260 - Waiter/Waitress	9.40

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.38
09040 - Furniture Handler	17.43
09080 - Furniture Refinisher	23.38
09090 - Furniture Refinisher Helper	20.46
09110 - Furniture Repairer Minor	22.88
09130 - Upholsterer	23.38
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.19
11060 - Elevator Operator	14.50
11090 - Gardener	18.28
11122 - Housekeeping Aide	14.50
11150 - Janitor	14.50
11210 - Laborer Grounds Maintenance	14.23
11240 - Maid or Houseman	11.34
11260 - Pruner	12.58
11270 - Tractor Operator	17.23
11330 - Trail Maintenance Worker	14.23
11360 - Window Cleaner	16.35
12000 - Health Occupations	
12010 - Ambulance Driver	16.05
12011 - Breath Alcohol Technician	19.50
12012 - Certified Occupational Therapist Assistant	26.58
12015 - Certified Physical Therapist Assistant	24.18
12020 - Dental Assistant	16.51
12025 - Dental Hygienist	35.76
12030 - EKG Technician	29.55
12035 - Electroneurodiagnostic Technologist	29.55
12040 - Emergency Medical Technician	16.05
12071 - Licensed Practical Nurse I	17.43
12072 - Licensed Practical Nurse II	19.50
12073 - Licensed Practical Nurse III	21.73
12100 - Medical Assistant	16.84
12130 - Medical Laboratory Technician	26.65
12160 - Medical Record Clerk	17.21
12190 - Medical Record Technician	19.26
12195 - Medical Transcriptionist	17.43
12210 - Nuclear Medicine Technologist	42.84
12221 - Nursing Assistant I	12.12
12222 - Nursing Assistant II	13.63
12223 - Nursing Assistant III	14.87
12224 - Nursing Assistant IV	16.69
12235 - Optical Dispenser	19.38
12236 - Optical Technician	17.43
12250 - Pharmacy Technician	16.85
12280 - Phlebotomist	17.31
12305 - Radiologic Technologist	27.94
12311 - Registered Nurse I	21.64
12312 - Registered Nurse II	26.47
12313 - Registered Nurse II Specialist	26.47

12314 - Registered Nurse III		32.02
12315 - Registered Nurse III Anesthetist		32.02
12316 - Registered Nurse IV		38.38
12317 - Scheduler (Drug and Alcohol Testing)		24.15
12320 - Substance Abuse Treatment Counselor		25.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.89
13012 - Exhibits Specialist II		20.92
13013 - Exhibits Specialist III		25.60
13041 - Illustrator I		16.93
13042 - Illustrator II		20.98
13043 - Illustrator III		25.60
13047 - Librarian		22.94
13050 - Library Aide/Clerk		12.47
13054 - Library Information Technology Systems Administrator		20.71
13058 - Library Technician		14.21
13061 - Media Specialist I		14.94
13062 - Media Specialist II		16.72
13063 - Media Specialist III		18.64
13071 - Photographer I		15.46
13072 - Photographer II		17.98
13073 - Photographer III		22.28
13074 - Photographer IV		26.63
13075 - Photographer V		32.98
13090 - Technical Order Library Clerk		17.31
13110 - Video Teleconference Technician		14.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.88
14043 - Computer Operator III		17.71
14044 - Computer Operator IV		19.72
14045 - Computer Operator V		21.80
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
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		14.20
14160 - Personal Computer Support Technician		19.72
14170 - System Support Specialist		26.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.52
15020 - Aircrew Training Devices Instructor (Rated)		36.92
15030 - Air Crew Training Devices Instructor (Pilot)		44.26
15050 - Computer Based Training Specialist / Instructor		30.52
15060 - Educational Technologist		25.07
15070 - Flight Instructor (Pilot)		44.26

15080 - Graphic Artist 20.12
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.26
15086 - Maintenance Test Pilot Rotary Wing 44.26
15088 - Non-Maintenance Test/Co-Pilot 44.26
15090 - Technical Instructor 19.91
15095 - Technical Instructor/Course Developer 24.34
15110 - Test Proctor 16.06
15120 - Tutor 16.06
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.17
16030 - Counter Attendant 10.17
16040 - Dry Cleaner 11.61
16070 - Finisher Flatwork Machine 10.17
16090 - Presser Hand 10.17
16110 - Presser Machine Drycleaning 10.17
16130 - Presser Machine Shirts 10.17
16160 - Presser Machine Wearing Apparel Laundry 10.17
16190 - Sewing Machine Operator 12.20
16220 - Tailor 12.84
16250 - Washer Machine 10.65
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.46
19040 - Tool And Die Maker 35.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.84
21030 - Material Coordinator 24.12
21040 - Material Expediter 24.12
21050 - Material Handling Laborer 16.87
21071 - Order Filler 13.39
21080 - Production Line Worker (Food Processing) 19.84
21110 - Shipping Packer 17.66
21130 - Shipping/Receiving Clerk 17.66
21140 - Store Worker I 12.53
21150 - Stock Clerk 17.82
21210 - Tools And Parts Attendant 19.84
21410 - Warehouse Specialist 19.84
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.49
23019 - Aircraft Logs and Records Technician 24.20
23021 - Aircraft Mechanic I 29.74
23022 - Aircraft Mechanic II 31.49
23023 - Aircraft Mechanic III 33.31
23040 - Aircraft Mechanic Helper 20.66
23050 - Aircraft Painter 27.86
23060 - Aircraft Servicer 24.20
23070 - Aircraft Survival Flight Equipment Technician 27.86
23080 - Aircraft Worker 25.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 29.74

II
23110 - Appliance Mechanic 28.29
23120 - Bicycle Repairer 20.92
23125 - Cable Splicer 41.88
23130 - Carpenter Maintenance 22.02
23140 - Carpet Layer 26.50
23160 - Electrician Maintenance 33.22
23181 - Electronics Technician Maintenance I 26.50
23182 - Electronics Technician Maintenance II 28.46
23183 - Electronics Technician Maintenance III 30.39
23260 - Fabric Worker 24.73
23290 - Fire Alarm System Mechanic 30.39
23310 - Fire Extinguisher Repairer 22.94
23311 - Fuel Distribution System Mechanic 32.88
23312 - Fuel Distribution System Operator 25.27
23370 - General Maintenance Worker 18.42
23380 - Ground Support Equipment Mechanic 29.74
23381 - Ground Support Equipment Servicer 24.20
23382 - Ground Support Equipment Worker 25.94
23391 - Gunsmith I 22.94
23392 - Gunsmith II 26.50
23393 - Gunsmith III 30.39
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.60
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.04
23430 - Heavy Equipment Mechanic 29.28
23440 - Heavy Equipment Operator 25.45
23460 - Instrument Mechanic 30.39
23465 - Laboratory/Shelter Mechanic 28.46
23470 - Laborer 16.87
23510 - Locksmith 27.57
23530 - Machinery Maintenance Mechanic 32.99
23550 - Machinist Maintenance 23.45
23580 - Maintenance Trades Helper 20.21
23591 - Metrology Technician I 30.39
23592 - Metrology Technician II 32.17
23593 - Metrology Technician III 34.03
23640 - Millwright 30.39
23710 - Office Appliance Repairer 28.46
23760 - Painter Maintenance 21.96
23790 - Pipefitter Maintenance 34.05
23810 - Plumber Maintenance 29.59
23820 - Pneudraulic Systems Mechanic 30.39
23850 - Rigger 30.39
23870 - Scale Mechanic 26.50
23890 - Sheet-Metal Worker Maintenance 29.84
23910 - Small Engine Mechanic 25.48
23931 - Telecommunications Mechanic I 31.98
23932 - Telecommunications Mechanic II 33.86

23950 - Telephone Lineman		29.71
23960 - Welder Combination Maintenance		25.72
23965 - Well Driller		31.01
23970 - Woodcraft Worker		30.39
23980 - Woodworker		22.94
24000 - Personal Needs Occupations		
24550 - Case Manager		14.44
24570 - Child Care Attendant		11.16
24580 - Child Care Center Clerk		13.92
24610 - Chore Aide		11.53
24620 - Family Readiness And Support Services Coordinator		14.44
24630 - Homemaker		14.44
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		30.39
25040 - Sewage Plant Operator		25.36
25070 - Stationary Engineer		30.39
25190 - Ventilation Equipment Tender		21.11
25210 - Water Treatment Plant Operator		25.36
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.84
27007 - Baggage Inspector		13.73
27008 - Corrections Officer		20.17
27010 - Court Security Officer		20.94
27030 - Detection Dog Handler		15.36
27040 - Detention Officer		20.17
27070 - Firefighter		22.38
27101 - Guard I		13.73
27102 - Guard II		15.36
27131 - Police Officer I		21.49
27132 - Police Officer II		23.87
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.95
28042 - Carnival Equipment Repairer		17.34
28043 - Carnival Worker		11.68
28210 - Gate Attendant/Gate Tender		17.70
28310 - Lifeguard		15.16
28350 - Park Attendant (Aide)		19.81
28510 - Recreation Aide/Health Facility Attendant		14.47
28515 - Recreation Specialist		20.45
28630 - Sports Official		15.76
28690 - Swimming Pool Operator		20.03
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.27
29020 - Hatch Tender		28.27
29030 - Line Handler		28.27
29041 - Stevedore I		26.62
29042 - Stevedore II		30.65
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.81
30022 - Archeological Technician II 20.28
30023 - Archeological Technician III 24.67
30030 - Cartographic Technician 25.15
30040 - Civil Engineering Technician 21.97
30051 - Cryogenic Technician I 30.28
30052 - Cryogenic Technician II 33.45
30061 - Drafter/CAD Operator I 17.81
30062 - Drafter/CAD Operator II 20.28
30063 - Drafter/CAD Operator III 22.52
30064 - Drafter/CAD Operator IV 27.35
30081 - Engineering Technician I 14.19
30082 - Engineering Technician II 16.98
30083 - Engineering Technician III 19.00
30084 - Engineering Technician IV 23.55
30085 - Engineering Technician V 28.81
30086 - Engineering Technician VI 34.85
30090 - Environmental Technician 18.02
30095 - Evidence Control Specialist 27.33
30210 - Laboratory Technician 21.13
30221 - Latent Fingerprint Technician I 30.28
30222 - Latent Fingerprint Technician II 33.45
30240 - Mathematical Technician 23.76
30361 - Paralegal/Legal Assistant I 20.15
30362 - Paralegal/Legal Assistant II 24.96
30363 - Paralegal/Legal Assistant III 30.54
30364 - Paralegal/Legal Assistant IV 36.94
30375 - Petroleum Supply Specialist 33.45
30390 - Photo-Optics Technician 24.08
30395 - Radiation Control Technician 33.45
30461 - Technical Writer I 20.21
30462 - Technical Writer II 24.71
30463 - Technical Writer III 29.90
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 30.28
30502 - Weather Forecaster II 36.83
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.52
30621 - Weather Observer Senior (see 2) 23.76
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.39
31030 - Bus Driver 17.92
31043 - Driver Courier 16.63

31260 - Parking and Lot Attendant	14.61
31290 - Shuttle Bus Driver	18.08
31310 - Taxi Driver	12.98
31361 - Truckdriver Light	18.08
31362 - Truckdriver Medium	20.53
31363 - Truckdriver Heavy	25.56
31364 - Truckdriver Tractor-Trailer	25.56
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.82
99050 - Desk Clerk	11.02
99095 - Embalmer	29.33
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.98
99252 - Laboratory Animal Caretaker II	15.19
99260 - Marketing Analyst	24.85
99310 - Mortician	29.33
99410 - Pest Controller	22.39
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.07
99711 - Recycling Specialist	24.31
99730 - Refuse Collector	17.74
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	14.24
99830 - Survey Party Chief	24.67
99831 - Surveying Aide	15.32
99832 - Surveying Technician	20.83
99840 - Vending Machine Attendant	19.51
99841 - Vending Machine Repairer	23.16
99842 - Vending Machine Repairer Helper	19.51

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5396
Revision No.: 12
Date Of Last Revision: 06/05/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Montana

Area: Montana Counties of Carter Custer Daniels Dawson Fallon Garfield McCone Phillips Powder River Prairie Richland Roosevelt Rosebud Sheridan Treasure Valley Wibaux

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.69
01012 - Accounting Clerk II		16.49
01013 - Accounting Clerk III		18.45
01020 - Administrative Assistant		22.81
01035 - Court Reporter		18.23
01041 - Customer Service Representative I		13.39
01042 - Customer Service Representative II		15.06
01043 - Customer Service Representative III		16.43
01051 - Data Entry Operator I		13.24
01052 - Data Entry Operator II		14.44

01060 - Dispatcher Motor Vehicle 22.13
01070 - Document Preparation Clerk 14.51
01090 - Duplicating Machine Operator 14.51
01111 - General Clerk I 13.30
01112 - General Clerk II 14.51
01113 - General Clerk III 16.29
01120 - Housing Referral Assistant 20.32
01141 - Messenger Courier 11.83
01191 - Order Clerk I 13.30
01192 - Order Clerk II 14.51
01261 - Personnel Assistant (Employment) I 16.29
01262 - Personnel Assistant (Employment) II 18.23
01263 - Personnel Assistant (Employment) III 20.32
01270 - Production Control Clerk 20.94
01290 - Rental Clerk 14.29
01300 - Scheduler Maintenance 16.29
01311 - Secretary I 16.29
01312 - Secretary II 18.23
01313 - Secretary III 20.32
01320 - Service Order Dispatcher 21.05
01410 - Supply Technician 22.81
01420 - Survey Worker 17.06
01460 - Switchboard Operator/Receptionist 14.13
01531 - Travel Clerk I 11.95
01532 - Travel Clerk II 12.71
01533 - Travel Clerk III 13.41
01611 - Word Processor I 14.51
01612 - Word Processor II 16.29
01613 - Word Processor III 18.23
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.17
05010 - Automotive Electrician 17.18
05040 - Automotive Glass Installer 15.99
05070 - Automotive Worker 15.99
05110 - Mobile Equipment Servicer 13.85
05130 - Motor Equipment Metal Mechanic 18.34
05160 - Motor Equipment Metal Worker 15.99
05190 - Motor Vehicle Mechanic 18.34
05220 - Motor Vehicle Mechanic Helper 12.78
05250 - Motor Vehicle Upholstery Worker 14.92
05280 - Motor Vehicle Wrecker 15.99
05310 - Painter Automotive 17.18
05340 - Radiator Repair Specialist 15.99
05370 - Tire Repairer 14.01
05400 - Transmission Repair Specialist 18.34
07000 - Food Preparation And Service Occupations
07010 - Baker 14.85
07041 - Cook I 13.43
07042 - Cook II 15.51
07070 - Dishwasher 9.92

07130 - Food Service Worker	11.15
07210 - Meat Cutter	15.99
07260 - Waiter/Waitress	9.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.38
09040 - Furniture Handler	17.43
09080 - Furniture Refinisher	23.38
09090 - Furniture Refinisher Helper	20.46
09110 - Furniture Repairer Minor	22.88
09130 - Upholsterer	23.38
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.19
11060 - Elevator Operator	14.50
11090 - Gardener	18.28
11122 - Housekeeping Aide	14.50
11150 - Janitor	14.50
11210 - Laborer Grounds Maintenance	14.23
11240 - Maid or Houseman	11.34
11260 - Pruner	12.58
11270 - Tractor Operator	17.23
11330 - Trail Maintenance Worker	14.23
11360 - Window Cleaner	16.35
12000 - Health Occupations	
12010 - Ambulance Driver	16.05
12011 - Breath Alcohol Technician	19.50
12012 - Certified Occupational Therapist Assistant	26.58
12015 - Certified Physical Therapist Assistant	24.18
12020 - Dental Assistant	16.51
12025 - Dental Hygienist	35.76
12030 - EKG Technician	29.55
12035 - Electroneurodiagnostic Technologist	29.55
12040 - Emergency Medical Technician	16.05
12071 - Licensed Practical Nurse I	17.43
12072 - Licensed Practical Nurse II	19.50
12073 - Licensed Practical Nurse III	21.73
12100 - Medical Assistant	16.84
12130 - Medical Laboratory Technician	26.65
12160 - Medical Record Clerk	17.21
12190 - Medical Record Technician	19.26
12195 - Medical Transcriptionist	17.43
12210 - Nuclear Medicine Technologist	42.84
12221 - Nursing Assistant I	12.12
12222 - Nursing Assistant II	13.63
12223 - Nursing Assistant III	14.87
12224 - Nursing Assistant IV	16.69
12235 - Optical Dispenser	19.38
12236 - Optical Technician	17.43
12250 - Pharmacy Technician	16.85
12280 - Phlebotomist	17.31
12305 - Radiologic Technologist	27.94

12311 - Registered Nurse I		21.64
12312 - Registered Nurse II		26.47
12313 - Registered Nurse II Specialist		26.47
12314 - Registered Nurse III		32.02
12315 - Registered Nurse III Anesthetist		32.02
12316 - Registered Nurse IV		38.38
12317 - Scheduler (Drug and Alcohol Testing)		24.15
12320 - Substance Abuse Treatment Counselor		25.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.89
13012 - Exhibits Specialist II		20.92
13013 - Exhibits Specialist III		25.60
13041 - Illustrator I		16.93
13042 - Illustrator II		20.98
13043 - Illustrator III		25.60
13047 - Librarian		22.94
13050 - Library Aide/Clerk		12.47
13054 - Library Information Technology Systems Administrator		20.71
13058 - Library Technician		14.21
13061 - Media Specialist I		14.94
13062 - Media Specialist II		16.72
13063 - Media Specialist III		18.64
13071 - Photographer I		15.46
13072 - Photographer II		17.98
13073 - Photographer III		22.28
13074 - Photographer IV		26.63
13075 - Photographer V		32.98
13090 - Technical Order Library Clerk		17.31
13110 - Video Teleconference Technician		14.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.88
14043 - Computer Operator III		17.71
14044 - Computer Operator IV		19.72
14045 - Computer Operator V		21.80
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
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		14.20
14160 - Personal Computer Support Technician		19.72
14170 - System Support Specialist		26.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.52
15020 - Aircrew Training Devices Instructor (Rated)		36.92
15030 - Air Crew Training Devices Instructor (Pilot)		44.26

15050 - Computer Based Training Specialist / Instructor	30.52
15060 - Educational Technologist	25.07
15070 - Flight Instructor (Pilot)	44.26
15080 - Graphic Artist	20.12
15085 - Maintenance Test Pilot Fixed Jet/Prop	44.26
15086 - Maintenance Test Pilot Rotary Wing	44.26
15088 - Non-Maintenance Test/Co-Pilot	44.26
15090 - Technical Instructor	19.91
15095 - Technical Instructor/Course Developer	24.34
15110 - Test Proctor	16.06
15120 - Tutor	16.06
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.17
16030 - Counter Attendant	10.17
16040 - Dry Cleaner	11.61
16070 - Finisher Flatwork Machine	10.17
16090 - Presser Hand	10.17
16110 - Presser Machine Drycleaning	10.17
16130 - Presser Machine Shirts	10.17
16160 - Presser Machine Wearing Apparel Laundry	10.17
16190 - Sewing Machine Operator	12.20
16220 - Tailor	12.84
16250 - Washer Machine	10.65
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	28.46
19040 - Tool And Die Maker	35.26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.84
21030 - Material Coordinator	24.12
21040 - Material Expediter	24.12
21050 - Material Handling Laborer	16.87
21071 - Order Filler	13.39
21080 - Production Line Worker (Food Processing)	19.84
21110 - Shipping Packer	17.66
21130 - Shipping/Receiving Clerk	17.66
21140 - Store Worker I	12.53
21150 - Stock Clerk	17.82
21210 - Tools And Parts Attendant	19.84
21410 - Warehouse Specialist	19.84
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.49
23019 - Aircraft Logs and Records Technician	24.20
23021 - Aircraft Mechanic I	29.74
23022 - Aircraft Mechanic II	31.49
23023 - Aircraft Mechanic III	33.31
23040 - Aircraft Mechanic Helper	20.66
23050 - Aircraft Painter	27.86
23060 - Aircraft Servicer	24.20
23070 - Aircraft Survival Flight Equipment Technician	27.86
23080 - Aircraft Worker	25.94

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.74
23110 - Appliance Mechanic 28.29
23120 - Bicycle Repairer 20.92
23125 - Cable Splicer 41.88
23130 - Carpenter Maintenance 22.02
23140 - Carpet Layer 26.50
23160 - Electrician Maintenance 33.22
23181 - Electronics Technician Maintenance I 26.50
23182 - Electronics Technician Maintenance II 28.46
23183 - Electronics Technician Maintenance III 30.39
23260 - Fabric Worker 24.73
23290 - Fire Alarm System Mechanic 30.39
23310 - Fire Extinguisher Repairer 22.94
23311 - Fuel Distribution System Mechanic 32.88
23312 - Fuel Distribution System Operator 25.27
23370 - General Maintenance Worker 18.42
23380 - Ground Support Equipment Mechanic 29.74
23381 - Ground Support Equipment Servicer 24.20
23382 - Ground Support Equipment Worker 25.94
23391 - Gunsmith I 22.94
23392 - Gunsmith II 26.50
23393 - Gunsmith III 30.39
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.60
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.04
23430 - Heavy Equipment Mechanic 29.28
23440 - Heavy Equipment Operator 25.45
23460 - Instrument Mechanic 30.39
23465 - Laboratory/Shelter Mechanic 28.46
23470 - Laborer 16.87
23510 - Locksmith 27.57
23530 - Machinery Maintenance Mechanic 32.99
23550 - Machinist Maintenance 23.45
23580 - Maintenance Trades Helper 20.21
23591 - Metrology Technician I 30.39
23592 - Metrology Technician II 32.17
23593 - Metrology Technician III 34.03
23640 - Millwright 30.39
23710 - Office Appliance Repairer 28.46
23760 - Painter Maintenance 21.96
23790 - Pipefitter Maintenance 34.05
23810 - Plumber Maintenance 29.59
23820 - Pneudraulic Systems Mechanic 30.39
23850 - Rigger 30.39
23870 - Scale Mechanic 26.50
23890 - Sheet-Metal Worker Maintenance 29.84

23910 - Small Engine Mechanic 25.48
23931 - Telecommunications Mechanic I 31.98
23932 - Telecommunications Mechanic II 33.86
23950 - Telephone Lineman 29.71
23960 - Welder Combination Maintenance 25.72
23965 - Well Driller 31.01
23970 - Woodcraft Worker 30.39
23980 - Woodworker 22.94
24000 - Personal Needs Occupations
24550 - Case Manager 14.44
24570 - Child Care Attendant 11.16
24580 - Child Care Center Clerk 13.92
24610 - Chore Aide 11.53
24620 - Family Readiness And Support Services Coordinator 14.44
24630 - Homemaker 14.44
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.39
25040 - Sewage Plant Operator 25.36
25070 - Stationary Engineer 30.39
25190 - Ventilation Equipment Tender 21.11
25210 - Water Treatment Plant Operator 25.36
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.84
27007 - Baggage Inspector 13.73
27008 - Corrections Officer 20.17
27010 - Court Security Officer 20.94
27030 - Detection Dog Handler 15.36
27040 - Detention Officer 20.17
27070 - Firefighter 22.38
27101 - Guard I 13.73
27102 - Guard II 15.36
27131 - Police Officer I 21.49
27132 - Police Officer II 23.87
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.95
28042 - Carnival Equipment Repairer 17.34
28043 - Carnival Worker 11.68
28210 - Gate Attendant/Gate Tender 17.70
28310 - Lifeguard 15.16
28350 - Park Attendant (Aide) 19.81
28510 - Recreation Aide/Health Facility Attendant 14.47
28515 - Recreation Specialist 20.45
28630 - Sports Official 15.76
28690 - Swimming Pool Operator 20.03
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.27
29020 - Hatch Tender 28.27
29030 - Line Handler 28.27
29041 - Stevedore I 26.62

29042 - Stevedore II		30.65
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		17.81
30022 - Archeological Technician II		20.28
30023 - Archeological Technician III		24.67
30030 - Cartographic Technician		25.15
30040 - Civil Engineering Technician		21.97
30051 - Cryogenic Technician I		30.28
30052 - Cryogenic Technician II		33.45
30061 - Drafter/CAD Operator I		17.81
30062 - Drafter/CAD Operator II		20.28
30063 - Drafter/CAD Operator III		22.52
30064 - Drafter/CAD Operator IV		27.35
30081 - Engineering Technician I		14.19
30082 - Engineering Technician II		16.98
30083 - Engineering Technician III		19.00
30084 - Engineering Technician IV		23.55
30085 - Engineering Technician V		28.81
30086 - Engineering Technician VI		34.85
30090 - Environmental Technician		18.02
30095 - Evidence Control Specialist		27.33
30210 - Laboratory Technician		21.13
30221 - Latent Fingerprint Technician I		30.28
30222 - Latent Fingerprint Technician II		33.45
30240 - Mathematical Technician		23.76
30361 - Paralegal/Legal Assistant I		20.15
30362 - Paralegal/Legal Assistant II		24.96
30363 - Paralegal/Legal Assistant III		30.54
30364 - Paralegal/Legal Assistant IV		36.94
30375 - Petroleum Supply Specialist		33.45
30390 - Photo-Optics Technician		24.08
30395 - Radiation Control Technician		33.45
30461 - Technical Writer I		20.21
30462 - Technical Writer II		24.71
30463 - Technical Writer III		29.90
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		30.28
30502 - Weather Forecaster II		36.83
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.52
30621 - Weather Observer Senior	(see 2)	23.76
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67

31020 - Bus Aide	12.39
31030 - Bus Driver	17.92
31043 - Driver Courier	16.63
31260 - Parking and Lot Attendant	14.61
31290 - Shuttle Bus Driver	18.08
31310 - Taxi Driver	12.98
31361 - Truckdriver Light	18.08
31362 - Truckdriver Medium	20.53
31363 - Truckdriver Heavy	25.56
31364 - Truckdriver Tractor-Trailer	25.56
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.82
99050 - Desk Clerk	11.02
99095 - Embalmer	29.33
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.98
99252 - Laboratory Animal Caretaker II	15.19
99260 - Marketing Analyst	24.85
99310 - Mortician	29.33
99410 - Pest Controller	22.39
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.07
99711 - Recycling Specialist	24.31
99730 - Refuse Collector	17.74
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	14.24
99830 - Survey Party Chief	24.67
99831 - Surveying Aide	15.32
99832 - Surveying Technician	20.83
99840 - Vending Machine Attendant	19.51
99841 - Vending Machine Repairer	23.16
99842 - Vending Machine Repairer Helper	19.51

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5397
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Montana

Area: Montana Counties of Big Horn Blaine Chouteau Fergus Glacier Hill Judith Basin Liberty Musselshell Petroleum Pondera Stillwater Teton Toole Wheatland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.69
01012 - Accounting Clerk II		16.49
01013 - Accounting Clerk III		18.45
01020 - Administrative Assistant		23.62
01035 - Court Reporter		18.23
01041 - Customer Service Representative I		13.33
01042 - Customer Service Representative II		15.00
01043 - Customer Service Representative III		16.37
01051 - Data Entry Operator I		13.24
01052 - Data Entry Operator II		14.44
01060 - Dispatcher Motor Vehicle		19.72
01070 - Document Preparation Clerk		14.51
01090 - Duplicating Machine Operator		14.51

01111 - General Clerk I	13.30
01112 - General Clerk II	14.51
01113 - General Clerk III	16.29
01120 - Housing Referral Assistant	20.32
01141 - Messenger Courier	11.83
01191 - Order Clerk I	13.30
01192 - Order Clerk II	14.51
01261 - Personnel Assistant (Employment) I	16.29
01262 - Personnel Assistant (Employment) II	18.23
01263 - Personnel Assistant (Employment) III	20.32
01270 - Production Control Clerk	20.94
01290 - Rental Clerk	14.29
01300 - Scheduler Maintenance	16.29
01311 - Secretary I	16.29
01312 - Secretary II	18.23
01313 - Secretary III	20.32
01320 - Service Order Dispatcher	17.62
01410 - Supply Technician	23.62
01420 - Survey Worker	15.96
01460 - Switchboard Operator/Receptionist	14.13
01531 - Travel Clerk I	11.95
01532 - Travel Clerk II	12.76
01533 - Travel Clerk III	13.59
01611 - Word Processor I	14.51
01612 - Word Processor II	16.29
01613 - Word Processor III	18.23
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.17
05010 - Automotive Electrician	17.16
05040 - Automotive Glass Installer	15.98
05070 - Automotive Worker	15.98
05110 - Mobile Equipment Servicer	13.83
05130 - Motor Equipment Metal Mechanic	18.32
05160 - Motor Equipment Metal Worker	15.98
05190 - Motor Vehicle Mechanic	18.32
05220 - Motor Vehicle Mechanic Helper	12.78
05250 - Motor Vehicle Upholstery Worker	14.90
05280 - Motor Vehicle Wrecker	15.98
05310 - Painter Automotive	17.16
05340 - Radiator Repair Specialist	15.98
05370 - Tire Repairer	14.01
05400 - Transmission Repair Specialist	18.32
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.40
07041 - Cook I	12.70
07042 - Cook II	14.67
07070 - Dishwasher	9.92
07130 - Food Service Worker	11.15
07210 - Meat Cutter	15.99
07260 - Waiter/Waitress	9.40

09000 - Furniture Maintenance And Repair Occupations
  09010 - Electrostatic Spray Painter 23.38
  09040 - Furniture Handler 17.43
  09080 - Furniture Refinisher 23.38
  09090 - Furniture Refinisher Helper 20.46
  09110 - Furniture Repairer Minor 22.88
  09130 - Upholsterer 23.38
11000 - General Services And Support Occupations
  11030 - Cleaner Vehicles 12.19
  11060 - Elevator Operator 14.50
  11090 - Gardener 18.03
  11122 - Housekeeping Aide 14.50
  11150 - Janitor 14.50
  11210 - Laborer Grounds Maintenance 13.70
  11240 - Maid or Houseman 11.34
  11260 - Pruner 12.14
  11270 - Tractor Operator 16.59
  11330 - Trail Maintenance Worker 13.70
  11360 - Window Cleaner 16.35
12000 - Health Occupations
  12010 - Ambulance Driver 17.10
  12011 - Breath Alcohol Technician 19.50
  12012 - Certified Occupational Therapist Assistant 26.58
  12015 - Certified Physical Therapist Assistant 24.18
  12020 - Dental Assistant 17.43
  12025 - Dental Hygienist 35.76
  12030 - EKG Technician 29.54
  12035 - Electroneurodiagnostic Technologist 29.54
  12040 - Emergency Medical Technician 17.10
  12071 - Licensed Practical Nurse I 17.43
  12072 - Licensed Practical Nurse II 19.50
  12073 - Licensed Practical Nurse III 21.73
  12100 - Medical Assistant 20.83
  12130 - Medical Laboratory Technician 24.23
  12160 - Medical Record Clerk 17.21
  12190 - Medical Record Technician 19.26
  12195 - Medical Transcriptionist 17.43
  12210 - Nuclear Medicine Technologist 42.84
  12221 - Nursing Assistant I 12.12
  12222 - Nursing Assistant II 13.63
  12223 - Nursing Assistant III 14.87
  12224 - Nursing Assistant IV 16.69
  12235 - Optical Dispenser 19.38
  12236 - Optical Technician 17.43
  12250 - Pharmacy Technician 16.79
  12280 - Phlebotomist 17.31
  12305 - Radiologic Technologist 27.94
  12311 - Registered Nurse I 23.61
  12312 - Registered Nurse II 28.88
  12313 - Registered Nurse II Specialist 28.88

12314 - Registered Nurse III		34.94
12315 - Registered Nurse III Anesthetist		34.94
12316 - Registered Nurse IV		41.89
12317 - Scheduler (Drug and Alcohol Testing)		24.00
12320 - Substance Abuse Treatment Counselor		21.56
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.40
13012 - Exhibits Specialist II		19.08
13013 - Exhibits Specialist III		23.34
13041 - Illustrator I		16.93
13042 - Illustrator II		20.98
13043 - Illustrator III		24.94
13047 - Librarian		21.13
13050 - Library Aide/Clerk		11.97
13054 - Library Information Technology Systems Administrator		19.08
13058 - Library Technician		14.21
13061 - Media Specialist I		13.76
13062 - Media Specialist II		15.40
13063 - Media Specialist III		17.16
13071 - Photographer I		15.46
13072 - Photographer II		17.98
13073 - Photographer III		22.28
13074 - Photographer IV		26.63
13075 - Photographer V		32.98
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		13.76
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.88
14043 - Computer Operator III		17.71
14044 - Computer Operator IV		19.72
14045 - Computer Operator V		21.80
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
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		14.20
14160 - Personal Computer Support Technician		19.72
14170 - System Support Specialist		26.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.52
15020 - Aircrew Training Devices Instructor (Rated)		36.92
15030 - Air Crew Training Devices Instructor (Pilot)		44.26
15050 - Computer Based Training Specialist / Instructor		30.52
15060 - Educational Technologist		25.07
15070 - Flight Instructor (Pilot)		44.26

15080 - Graphic Artist 20.59
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.26
15086 - Maintenance Test Pilot Rotary Wing 44.26
15088 - Non-Maintenance Test/Co-Pilot 44.26
15090 - Technical Instructor 20.36
15095 - Technical Instructor/Course Developer 24.92
15110 - Test Proctor 16.45
15120 - Tutor 16.45
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.17
16030 - Counter Attendant 10.17
16040 - Dry Cleaner 11.61
16070 - Finisher Flatwork Machine 10.17
16090 - Presser Hand 10.17
16110 - Presser Machine Drycleaning 10.17
16130 - Presser Machine Shirts 10.17
16160 - Presser Machine Wearing Apparel Laundry 10.17
16190 - Sewing Machine Operator 12.20
16220 - Tailor 12.84
16250 - Washer Machine 10.65
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.46
19040 - Tool And Die Maker 35.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.47
21030 - Material Coordinator 22.81
21040 - Material Expediter 22.81
21050 - Material Handling Laborer 16.87
21071 - Order Filler 13.39
21080 - Production Line Worker (Food Processing) 19.47
21110 - Shipping Packer 16.05
21130 - Shipping/Receiving Clerk 16.05
21140 - Store Worker I 12.53
21150 - Stock Clerk 17.82
21210 - Tools And Parts Attendant 19.47
21410 - Warehouse Specialist 19.47
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.65
23019 - Aircraft Logs and Records Technician 24.45
23021 - Aircraft Mechanic I 29.98
23022 - Aircraft Mechanic II 31.65
23023 - Aircraft Mechanic III 33.46
23040 - Aircraft Mechanic Helper 20.87
23050 - Aircraft Painter 28.14
23060 - Aircraft Servicer 24.45
23070 - Aircraft Survival Flight Equipment Technician 28.14
23080 - Aircraft Worker 26.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 29.98

II
23110 - Appliance Mechanic 28.29
23120 - Bicycle Repairer 20.92
23125 - Cable Splicer 41.25
23130 - Carpenter Maintenance 21.77
23140 - Carpet Layer 26.50
23160 - Electrician Maintenance 33.22
23181 - Electronics Technician Maintenance I 26.50
23182 - Electronics Technician Maintenance II 28.46
23183 - Electronics Technician Maintenance III 30.39
23260 - Fabric Worker 24.73
23290 - Fire Alarm System Mechanic 30.39
23310 - Fire Extinguisher Repairer 22.94
23311 - Fuel Distribution System Mechanic 31.01
23312 - Fuel Distribution System Operator 24.35
23370 - General Maintenance Worker 18.57
23380 - Ground Support Equipment Mechanic 29.98
23381 - Ground Support Equipment Servicer 24.45
23382 - Ground Support Equipment Worker 26.20
23391 - Gunsmith I 22.94
23392 - Gunsmith II 26.50
23393 - Gunsmith III 30.39
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.33
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.87
23430 - Heavy Equipment Mechanic 29.38
23440 - Heavy Equipment Operator 24.37
23460 - Instrument Mechanic 30.39
23465 - Laboratory/Shelter Mechanic 28.46
23470 - Laborer 16.87
23510 - Locksmith 27.57
23530 - Machinery Maintenance Mechanic 33.54
23550 - Machinist Maintenance 23.45
23580 - Maintenance Trades Helper 18.37
23591 - Metrology Technician I 30.39
23592 - Metrology Technician II 32.17
23593 - Metrology Technician III 34.03
23640 - Millwright 30.39
23710 - Office Appliance Repairer 28.46
23760 - Painter Maintenance 24.16
23790 - Pipefitter Maintenance 34.05
23810 - Plumber Maintenance 29.59
23820 - Pneudraulic Systems Mechanic 30.39
23850 - Rigger 30.39
23870 - Scale Mechanic 26.50
23890 - Sheet-Metal Worker Maintenance 29.84
23910 - Small Engine Mechanic 25.48
23931 - Telecommunications Mechanic I 31.98
23932 - Telecommunications Mechanic II 33.86

23950 - Telephone Lineman 29.71
23960 - Welder Combination Maintenance 20.71
23965 - Well Driller 31.01
23970 - Woodcraft Worker 30.39
23980 - Woodworker 22.94
24000 - Personal Needs Occupations
24550 - Case Manager 14.86
24570 - Child Care Attendant 11.16
24580 - Child Care Center Clerk 13.92
24610 - Chore Aide 11.53
24620 - Family Readiness And Support Services Coordinator 14.86
24630 - Homemaker 14.86
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.39
25040 - Sewage Plant Operator 21.57
25070 - Stationary Engineer 30.39
25190 - Ventilation Equipment Tender 21.11
25210 - Water Treatment Plant Operator 21.57
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.84
27007 - Baggage Inspector 13.73
27008 - Corrections Officer 19.71
27010 - Court Security Officer 20.94
27030 - Detection Dog Handler 15.36
27040 - Detention Officer 19.71
27070 - Firefighter 22.38
27101 - Guard I 13.73
27102 - Guard II 15.36
27131 - Police Officer I 21.49
27132 - Police Officer II 23.87
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.30
28042 - Carnival Equipment Repairer 14.59
28043 - Carnival Worker 11.09
28210 - Gate Attendant/Gate Tender 19.21
28310 - Lifeguard 14.40
28350 - Park Attendant (Aide) 21.48
28510 - Recreation Aide/Health Facility Attendant 15.68
28515 - Recreation Specialist 20.45
28630 - Sports Official 17.11
28690 - Swimming Pool Operator 20.70
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.27
29020 - Hatch Tender 28.27
29030 - Line Handler 28.27
29041 - Stevedore I 26.90
29042 - Stevedore II 30.95
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.19
30022 - Archeological Technician II 18.62
30023 - Archeological Technician III 22.43
30030 - Cartographic Technician 22.86
30040 - Civil Engineering Technician 21.16
30051 - Cryogenic Technician I 21.59
30052 - Cryogenic Technician II 23.85
30061 - Drafter/CAD Operator I 16.19
30062 - Drafter/CAD Operator II 18.44
30063 - Drafter/CAD Operator III 20.47
30064 - Drafter/CAD Operator IV 24.86
30081 - Engineering Technician I 12.90
30082 - Engineering Technician II 15.44
30083 - Engineering Technician III 17.27
30084 - Engineering Technician IV 21.41
30085 - Engineering Technician V 26.19
30086 - Engineering Technician VI 31.68
30090 - Environmental Technician 16.38
30095 - Evidence Control Specialist 19.49
30210 - Laboratory Technician 19.21
30221 - Latent Fingerprint Technician I 21.59
30222 - Latent Fingerprint Technician II 23.85
30240 - Mathematical Technician 21.60
30361 - Paralegal/Legal Assistant I 20.15
30362 - Paralegal/Legal Assistant II 24.96
30363 - Paralegal/Legal Assistant III 30.54
30364 - Paralegal/Legal Assistant IV 36.94
30375 - Petroleum Supply Specialist 23.85
30390 - Photo-Optics Technician 21.89
30395 - Radiation Control Technician 23.85
30461 - Technical Writer I 18.37
30462 - Technical Writer II 22.46
30463 - Technical Writer III 27.18
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 24.86
30502 - Weather Forecaster II 30.24
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.47
30621 - Weather Observer Senior (see 2) 21.60
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.11
31030 - Bus Driver 17.57
31043 - Driver Courier 16.07

31260 - Parking and Lot Attendant	14.61
31290 - Shuttle Bus Driver	17.47
31310 - Taxi Driver	14.28
31361 - Truckdriver Light	17.47
31362 - Truckdriver Medium	19.48
31363 - Truckdriver Heavy	25.56
31364 - Truckdriver Tractor-Trailer	25.56
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.82
99050 - Desk Clerk	11.02
99095 - Embalmer	29.33
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.25
99252 - Laboratory Animal Caretaker II	15.49
99260 - Marketing Analyst	26.24
99310 - Mortician	29.33
99410 - Pest Controller	22.39
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.07
99711 - Recycling Specialist	24.31
99730 - Refuse Collector	17.74
99810 - Sales Clerk	13.29
99820 - School Crossing Guard	14.24
99830 - Survey Party Chief	22.43
99831 - Surveying Aide	13.93
99832 - Surveying Technician	18.94
99840 - Vending Machine Attendant	19.51
99841 - Vending Machine Repairer	23.16
99842 - Vending Machine Repairer Helper	19.51

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5398
Revision No.: 12
Date Of Last Revision: 06/05/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Montana

Area: Montana Counties of Big Horn Blaine Chouteau Fergus Glacier Hill Judith Basin Liberty Musselshell Petroleum Pondera Stillwater Teton Toole Wheatland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.69
01012 - Accounting Clerk II		16.49
01013 - Accounting Clerk III		18.45
01020 - Administrative Assistant		23.62
01035 - Court Reporter		18.23
01041 - Customer Service Representative I		13.33
01042 - Customer Service Representative II		15.00
01043 - Customer Service Representative III		16.37
01051 - Data Entry Operator I		13.24
01052 - Data Entry Operator II		14.44

01060 - Dispatcher Motor Vehicle 19.72
01070 - Document Preparation Clerk 14.51
01090 - Duplicating Machine Operator 14.51
01111 - General Clerk I 13.30
01112 - General Clerk II 14.51
01113 - General Clerk III 16.29
01120 - Housing Referral Assistant 20.32
01141 - Messenger Courier 11.83
01191 - Order Clerk I 13.30
01192 - Order Clerk II 14.51
01261 - Personnel Assistant (Employment) I 16.29
01262 - Personnel Assistant (Employment) II 18.23
01263 - Personnel Assistant (Employment) III 20.32
01270 - Production Control Clerk 20.94
01290 - Rental Clerk 14.29
01300 - Scheduler Maintenance 16.29
01311 - Secretary I 16.29
01312 - Secretary II 18.23
01313 - Secretary III 20.32
01320 - Service Order Dispatcher 17.62
01410 - Supply Technician 23.62
01420 - Survey Worker 15.96
01460 - Switchboard Operator/Receptionist 14.13
01531 - Travel Clerk I 11.95
01532 - Travel Clerk II 12.76
01533 - Travel Clerk III 13.59
01611 - Word Processor I 14.51
01612 - Word Processor II 16.29
01613 - Word Processor III 18.23
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.17
05010 - Automotive Electrician 17.16
05040 - Automotive Glass Installer 15.98
05070 - Automotive Worker 15.98
05110 - Mobile Equipment Servicer 13.83
05130 - Motor Equipment Metal Mechanic 18.32
05160 - Motor Equipment Metal Worker 15.98
05190 - Motor Vehicle Mechanic 18.32
05220 - Motor Vehicle Mechanic Helper 12.78
05250 - Motor Vehicle Upholstery Worker 14.90
05280 - Motor Vehicle Wrecker 15.98
05310 - Painter Automotive 17.16
05340 - Radiator Repair Specialist 15.98
05370 - Tire Repairer 14.01
05400 - Transmission Repair Specialist 18.32
07000 - Food Preparation And Service Occupations
07010 - Baker 14.40
07041 - Cook I 12.70
07042 - Cook II 14.67
07070 - Dishwasher 9.92

07130 - Food Service Worker	11.15
07210 - Meat Cutter	15.99
07260 - Waiter/Waitress	9.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.38
09040 - Furniture Handler	17.43
09080 - Furniture Refinisher	23.38
09090 - Furniture Refinisher Helper	20.46
09110 - Furniture Repairer Minor	22.88
09130 - Upholsterer	23.38
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.19
11060 - Elevator Operator	14.50
11090 - Gardener	18.03
11122 - Housekeeping Aide	14.50
11150 - Janitor	14.50
11210 - Laborer Grounds Maintenance	13.70
11240 - Maid or Houseman	11.34
11260 - Pruner	12.14
11270 - Tractor Operator	16.59
11330 - Trail Maintenance Worker	13.70
11360 - Window Cleaner	16.35
12000 - Health Occupations	
12010 - Ambulance Driver	17.10
12011 - Breath Alcohol Technician	19.50
12012 - Certified Occupational Therapist Assistant	26.58
12015 - Certified Physical Therapist Assistant	24.18
12020 - Dental Assistant	17.43
12025 - Dental Hygienist	35.76
12030 - EKG Technician	29.54
12035 - Electroneurodiagnostic Technologist	29.54
12040 - Emergency Medical Technician	17.10
12071 - Licensed Practical Nurse I	17.43
12072 - Licensed Practical Nurse II	19.50
12073 - Licensed Practical Nurse III	21.73
12100 - Medical Assistant	20.83
12130 - Medical Laboratory Technician	24.23
12160 - Medical Record Clerk	17.21
12190 - Medical Record Technician	19.26
12195 - Medical Transcriptionist	17.43
12210 - Nuclear Medicine Technologist	42.84
12221 - Nursing Assistant I	12.12
12222 - Nursing Assistant II	13.63
12223 - Nursing Assistant III	14.87
12224 - Nursing Assistant IV	16.69
12235 - Optical Dispenser	19.38
12236 - Optical Technician	17.43
12250 - Pharmacy Technician	16.79
12280 - Phlebotomist	17.31
12305 - Radiologic Technologist	27.94

12311 - Registered Nurse I		23.61
12312 - Registered Nurse II		28.88
12313 - Registered Nurse II Specialist		28.88
12314 - Registered Nurse III		34.94
12315 - Registered Nurse III Anesthetist		34.94
12316 - Registered Nurse IV		41.89
12317 - Scheduler (Drug and Alcohol Testing)		24.00
12320 - Substance Abuse Treatment Counselor		21.56
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.40
13012 - Exhibits Specialist II		19.08
13013 - Exhibits Specialist III		23.34
13041 - Illustrator I		16.93
13042 - Illustrator II		20.98
13043 - Illustrator III		24.94
13047 - Librarian		21.13
13050 - Library Aide/Clerk		11.97
13054 - Library Information Technology Systems Administrator		19.08
13058 - Library Technician		14.21
13061 - Media Specialist I		13.76
13062 - Media Specialist II		15.40
13063 - Media Specialist III		17.16
13071 - Photographer I		15.46
13072 - Photographer II		17.98
13073 - Photographer III		22.28
13074 - Photographer IV		26.63
13075 - Photographer V		32.98
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		13.76
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.88
14043 - Computer Operator III		17.71
14044 - Computer Operator IV		19.72
14045 - Computer Operator V		21.80
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
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		14.20
14160 - Personal Computer Support Technician		19.72
14170 - System Support Specialist		26.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.52
15020 - Aircrew Training Devices Instructor (Rated)		36.92
15030 - Air Crew Training Devices Instructor (Pilot)		44.26

15050 - Computer Based Training Specialist / Instructor 30.52
15060 - Educational Technologist 25.07
15070 - Flight Instructor (Pilot) 44.26
15080 - Graphic Artist 20.59
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.26
15086 - Maintenance Test Pilot Rotary Wing 44.26
15088 - Non-Maintenance Test/Co-Pilot 44.26
15090 - Technical Instructor 20.36
15095 - Technical Instructor/Course Developer 24.92
15110 - Test Proctor 16.45
15120 - Tutor 16.45
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.17
16030 - Counter Attendant 10.17
16040 - Dry Cleaner 11.61
16070 - Finisher Flatwork Machine 10.17
16090 - Presser Hand 10.17
16110 - Presser Machine Drycleaning 10.17
16130 - Presser Machine Shirts 10.17
16160 - Presser Machine Wearing Apparel Laundry 10.17
16190 - Sewing Machine Operator 12.20
16220 - Tailor 12.84
16250 - Washer Machine 10.65
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.46
19040 - Tool And Die Maker 35.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.47
21030 - Material Coordinator 22.81
21040 - Material Expediter 22.81
21050 - Material Handling Laborer 16.87
21071 - Order Filler 13.39
21080 - Production Line Worker (Food Processing) 19.47
21110 - Shipping Packer 16.05
21130 - Shipping/Receiving Clerk 16.05
21140 - Store Worker I 12.53
21150 - Stock Clerk 17.82
21210 - Tools And Parts Attendant 19.47
21410 - Warehouse Specialist 19.47
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.65
23019 - Aircraft Logs and Records Technician 24.45
23021 - Aircraft Mechanic I 29.98
23022 - Aircraft Mechanic II 31.65
23023 - Aircraft Mechanic III 33.46
23040 - Aircraft Mechanic Helper 20.87
23050 - Aircraft Painter 28.14
23060 - Aircraft Servicer 24.45
23070 - Aircraft Survival Flight Equipment Technician 28.14
23080 - Aircraft Worker 26.20

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.98
23110 - Appliance Mechanic 28.29
23120 - Bicycle Repairer 20.92
23125 - Cable Splicer 41.25
23130 - Carpenter Maintenance 21.77
23140 - Carpet Layer 26.50
23160 - Electrician Maintenance 33.22
23181 - Electronics Technician Maintenance I 26.50
23182 - Electronics Technician Maintenance II 28.46
23183 - Electronics Technician Maintenance III 30.39
23260 - Fabric Worker 24.73
23290 - Fire Alarm System Mechanic 30.39
23310 - Fire Extinguisher Repairer 22.94
23311 - Fuel Distribution System Mechanic 31.01
23312 - Fuel Distribution System Operator 24.35
23370 - General Maintenance Worker 18.57
23380 - Ground Support Equipment Mechanic 29.98
23381 - Ground Support Equipment Servicer 24.45
23382 - Ground Support Equipment Worker 26.20
23391 - Gunsmith I 22.94
23392 - Gunsmith II 26.50
23393 - Gunsmith III 30.39
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.33
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.87
23430 - Heavy Equipment Mechanic 29.38
23440 - Heavy Equipment Operator 24.37
23460 - Instrument Mechanic 30.39
23465 - Laboratory/Shelter Mechanic 28.46
23470 - Laborer 16.87
23510 - Locksmith 27.57
23530 - Machinery Maintenance Mechanic 33.54
23550 - Machinist Maintenance 23.45
23580 - Maintenance Trades Helper 18.37
23591 - Metrology Technician I 30.39
23592 - Metrology Technician II 32.17
23593 - Metrology Technician III 34.03
23640 - Millwright 30.39
23710 - Office Appliance Repairer 28.46
23760 - Painter Maintenance 24.16
23790 - Pipefitter Maintenance 34.05
23810 - Plumber Maintenance 29.59
23820 - Pneudraulic Systems Mechanic 30.39
23850 - Rigger 30.39
23870 - Scale Mechanic 26.50
23890 - Sheet-Metal Worker Maintenance 29.84

23910 - Small Engine Mechanic 25.48
23931 - Telecommunications Mechanic I 31.98
23932 - Telecommunications Mechanic II 33.86
23950 - Telephone Lineman 29.71
23960 - Welder Combination Maintenance 20.71
23965 - Well Driller 31.01
23970 - Woodcraft Worker 30.39
23980 - Woodworker 22.94
24000 - Personal Needs Occupations
24550 - Case Manager 14.86
24570 - Child Care Attendant 11.16
24580 - Child Care Center Clerk 13.92
24610 - Chore Aide 11.53
24620 - Family Readiness And Support Services Coordinator 14.86
24630 - Homemaker 14.86
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.39
25040 - Sewage Plant Operator 21.57
25070 - Stationary Engineer 30.39
25190 - Ventilation Equipment Tender 21.11
25210 - Water Treatment Plant Operator 21.57
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.84
27007 - Baggage Inspector 13.73
27008 - Corrections Officer 19.71
27010 - Court Security Officer 20.94
27030 - Detection Dog Handler 15.36
27040 - Detention Officer 19.71
27070 - Firefighter 22.38
27101 - Guard I 13.73
27102 - Guard II 15.36
27131 - Police Officer I 21.49
27132 - Police Officer II 23.87
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.30
28042 - Carnival Equipment Repairer 14.59
28043 - Carnival Worker 11.09
28210 - Gate Attendant/Gate Tender 19.21
28310 - Lifeguard 14.40
28350 - Park Attendant (Aide) 21.48
28510 - Recreation Aide/Health Facility Attendant 15.68
28515 - Recreation Specialist 20.45
28630 - Sports Official 17.11
28690 - Swimming Pool Operator 20.70
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.27
29020 - Hatch Tender 28.27
29030 - Line Handler 28.27
29041 - Stevedore I 26.90

29042 - Stevedore II 30.95
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.19
30022 - Archeological Technician II 18.62
30023 - Archeological Technician III 22.43
30030 - Cartographic Technician 22.86
30040 - Civil Engineering Technician 21.16
30051 - Cryogenic Technician I 21.59
30052 - Cryogenic Technician II 23.85
30061 - Drafter/CAD Operator I 16.19
30062 - Drafter/CAD Operator II 18.44
30063 - Drafter/CAD Operator III 20.47
30064 - Drafter/CAD Operator IV 24.86
30081 - Engineering Technician I 12.90
30082 - Engineering Technician II 15.44
30083 - Engineering Technician III 17.27
30084 - Engineering Technician IV 21.41
30085 - Engineering Technician V 26.19
30086 - Engineering Technician VI 31.68
30090 - Environmental Technician 16.38
30095 - Evidence Control Specialist 19.49
30210 - Laboratory Technician 19.21
30221 - Latent Fingerprint Technician I 21.59
30222 - Latent Fingerprint Technician II 23.85
30240 - Mathematical Technician 21.60
30361 - Paralegal/Legal Assistant I 20.15
30362 - Paralegal/Legal Assistant II 24.96
30363 - Paralegal/Legal Assistant III 30.54
30364 - Paralegal/Legal Assistant IV 36.94
30375 - Petroleum Supply Specialist 23.85
30390 - Photo-Optics Technician 21.89
30395 - Radiation Control Technician 23.85
30461 - Technical Writer I 18.37
30462 - Technical Writer II 22.46
30463 - Technical Writer III 27.18
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 24.86
30502 - Weather Forecaster II 30.24
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.47
30621 - Weather Observer Senior (see 2) 21.60
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67

31020 - Bus Aide	12.11
31030 - Bus Driver	17.57
31043 - Driver Courier	16.07
31260 - Parking and Lot Attendant	14.61
31290 - Shuttle Bus Driver	17.47
31310 - Taxi Driver	14.28
31361 - Truckdriver Light	17.47
31362 - Truckdriver Medium	19.48
31363 - Truckdriver Heavy	25.56
31364 - Truckdriver Tractor-Trailer	25.56
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.82
99050 - Desk Clerk	11.02
99095 - Embalmer	29.33
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.25
99252 - Laboratory Animal Caretaker II	15.49
99260 - Marketing Analyst	26.24
99310 - Mortician	29.33
99410 - Pest Controller	22.39
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.07
99711 - Recycling Specialist	24.31
99730 - Refuse Collector	17.74
99810 - Sales Clerk	13.29
99820 - School Crossing Guard	14.24
99830 - Survey Party Chief	22.43
99831 - Surveying Aide	13.93
99832 - Surveying Technician	18.94
99840 - Vending Machine Attendant	19.51
99841 - Vending Machine Repairer	23.16
99842 - Vending Machine Repairer Helper	19.51

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5399
Revision No.: 11
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Montana

Area: Montana Counties of Beaverhead Broadwater Deer Lodge Gallatin Granite Jefferson Lewis and Clark Madison Meagher Park Powell Silver Bow Sweet Grass Yelwstne Natl P

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.45
01012 - Accounting Clerk II		16.22
01013 - Accounting Clerk III		18.15
01020 - Administrative Assistant		24.17
01035 - Court Reporter		18.14
01041 - Customer Service Representative I		14.07
01042 - Customer Service Representative II		15.82
01043 - Customer Service Representative III		17.26
01051 - Data Entry Operator I		12.98
01052 - Data Entry Operator II		14.16
01060 - Dispatcher Motor Vehicle		20.72
01070 - Document Preparation Clerk		16.09
01090 - Duplicating Machine Operator		16.09

01111 - General Clerk I	13.07
01112 - General Clerk II	14.26
01113 - General Clerk III	16.00
01120 - Housing Referral Assistant	20.22
01141 - Messenger Courier	15.46
01191 - Order Clerk I	13.69
01192 - Order Clerk II	14.94
01261 - Personnel Assistant (Employment) I	15.55
01262 - Personnel Assistant (Employment) II	17.40
01263 - Personnel Assistant (Employment) III	19.39
01270 - Production Control Clerk	27.87
01290 - Rental Clerk	13.72
01300 - Scheduler Maintenance	16.21
01311 - Secretary I	16.21
01312 - Secretary II	18.14
01313 - Secretary III	20.22
01320 - Service Order Dispatcher	18.52
01410 - Supply Technician	24.17
01420 - Survey Worker	14.70
01460 - Switchboard Operator/Receptionist	13.01
01531 - Travel Clerk I	15.84
01532 - Travel Clerk II	16.98
01533 - Travel Clerk III	18.10
01611 - Word Processor I	14.44
01612 - Word Processor II	16.21
01613 - Word Processor III	18.14
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.64
05010 - Automotive Electrician	16.95
05040 - Automotive Glass Installer	15.79
05070 - Automotive Worker	15.79
05110 - Mobile Equipment Servicer	13.67
05130 - Motor Equipment Metal Mechanic	18.10
05160 - Motor Equipment Metal Worker	15.79
05190 - Motor Vehicle Mechanic	18.10
05220 - Motor Vehicle Mechanic Helper	12.78
05250 - Motor Vehicle Upholstery Worker	14.73
05280 - Motor Vehicle Wrecker	15.79
05310 - Painter Automotive	16.95
05340 - Radiator Repair Specialist	15.79
05370 - Tire Repairer	14.12
05400 - Transmission Repair Specialist	18.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.31
07041 - Cook I	13.65
07042 - Cook II	15.77
07070 - Dishwasher	10.27
07130 - Food Service Worker	10.81
07210 - Meat Cutter	16.49
07260 - Waiter/Waitress	9.21

09000 - Furniture Maintenance And Repair Occupations
  09010 - Electrostatic Spray Painter 18.14
  09040 - Furniture Handler 13.59
  09080 - Furniture Refinisher 18.14
  09090 - Furniture Refinisher Helper 15.37
  09110 - Furniture Repairer Minor 17.19
  09130 - Upholsterer 18.14
11000 - General Services And Support Occupations
  11030 - Cleaner Vehicles 13.49
  11060 - Elevator Operator 13.49
  11090 - Gardener 20.05
  11122 - Housekeeping Aide 13.79
  11150 - Janitor 13.79
  11210 - Laborer Grounds Maintenance 15.23
  11240 - Maid or Houseman 11.70
  11260 - Pruner 13.46
  11270 - Tractor Operator 18.44
  11330 - Trail Maintenance Worker 15.23
  11360 - Window Cleaner 15.55
12000 - Health Occupations
  12010 - Ambulance Driver 13.83
  12011 - Breath Alcohol Technician 19.71
  12012 - Certified Occupational Therapist Assistant 27.04
  12015 - Certified Physical Therapist Assistant 25.32
  12020 - Dental Assistant 18.29
  12025 - Dental Hygienist 35.03
  12030 - EKG Technician 29.86
  12035 - Electroneurodiagnostic Technologist 29.86
  12040 - Emergency Medical Technician 13.83
  12071 - Licensed Practical Nurse I 17.61
  12072 - Licensed Practical Nurse II 19.71
  12073 - Licensed Practical Nurse III 21.97
  12100 - Medical Assistant 17.40
  12130 - Medical Laboratory Technician 24.23
  12160 - Medical Record Clerk 16.21
  12190 - Medical Record Technician 18.14
  12195 - Medical Transcriptionist 16.09
  12210 - Nuclear Medicine Technologist 43.30
  12221 - Nursing Assistant I 11.90
  12222 - Nursing Assistant II 13.37
  12223 - Nursing Assistant III 14.59
  12224 - Nursing Assistant IV 16.38
  12235 - Optical Dispenser 16.28
  12236 - Optical Technician 17.61
  12250 - Pharmacy Technician 17.57
  12280 - Phlebotomist 14.72
  12305 - Radiologic Technologist 27.89
  12311 - Registered Nurse I 23.41
  12312 - Registered Nurse II 28.65
  12313 - Registered Nurse II Specialist 28.65

12314 - Registered Nurse III		34.66
12315 - Registered Nurse III Anesthetist		34.66
12316 - Registered Nurse IV		41.54
12317 - Scheduler (Drug and Alcohol Testing)		24.41
12320 - Substance Abuse Treatment Counselor		16.49
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.09
13012 - Exhibits Specialist II		21.17
13013 - Exhibits Specialist III		25.90
13041 - Illustrator I		17.09
13042 - Illustrator II		21.17
13043 - Illustrator III		25.90
13047 - Librarian		23.45
13050 - Library Aide/Clerk		13.55
13054 - Library Information Technology Systems Administrator		21.17
13058 - Library Technician		14.13
13061 - Media Specialist I		15.28
13062 - Media Specialist II		17.09
13063 - Media Specialist III		19.05
13071 - Photographer I		15.47
13072 - Photographer II		17.98
13073 - Photographer III		22.28
13074 - Photographer IV		26.63
13075 - Photographer V		32.98
13090 - Technical Order Library Clerk		17.02
13110 - Video Teleconference Technician		16.81
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.62
14042 - Computer Operator II		18.60
14043 - Computer Operator III		20.74
14044 - Computer Operator IV		23.04
14045 - Computer Operator V		25.52
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
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		16.62
14160 - Personal Computer Support Technician		23.04
14170 - System Support Specialist		29.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.19
15020 - Aircrew Training Devices Instructor (Rated)		35.31
15030 - Air Crew Training Devices Instructor (Pilot)		41.61
15050 - Computer Based Training Specialist / Instructor		29.19
15060 - Educational Technologist		26.57
15070 - Flight Instructor (Pilot)		41.61

15080 - Graphic Artist 22.78
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.61
15086 - Maintenance Test Pilot Rotary Wing 41.61
15088 - Non-Maintenance Test/Co-Pilot 41.61
15090 - Technical Instructor 22.39
15095 - Technical Instructor/Course Developer 27.39
15110 - Test Proctor 18.08
15120 - Tutor 18.08
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.61
16030 - Counter Attendant 9.61
16040 - Dry Cleaner 11.40
16070 - Finisher Flatwork Machine 9.61
16090 - Presser Hand 9.61
16110 - Presser Machine Drycleaning 9.61
16130 - Presser Machine Shirts 9.61
16160 - Presser Machine Wearing Apparel Laundry 9.61
16190 - Sewing Machine Operator 12.16
16220 - Tailor 12.94
16250 - Washer Machine 10.07
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.63
19040 - Tool And Die Maker 30.51
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.20
21030 - Material Coordinator 27.87
21040 - Material Expediter 27.87
21050 - Material Handling Laborer 14.36
21071 - Order Filler 13.90
21080 - Production Line Worker (Food Processing) 18.20
21110 - Shipping Packer 16.69
21130 - Shipping/Receiving Clerk 16.69
21140 - Store Worker I 12.53
21150 - Stock Clerk 17.82
21210 - Tools And Parts Attendant 18.20
21410 - Warehouse Specialist 18.20
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.36
23019 - Aircraft Logs and Records Technician 25.65
23021 - Aircraft Mechanic I 31.52
23022 - Aircraft Mechanic II 33.36
23023 - Aircraft Mechanic III 35.30
23040 - Aircraft Mechanic Helper 21.89
23050 - Aircraft Painter 29.52
23060 - Aircraft Servicer 25.65
23070 - Aircraft Survival Flight Equipment Technician 29.52
23080 - Aircraft Worker 27.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.49
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 31.52

II
23110 - Appliance Mechanic 23.97
23120 - Bicycle Repairer 19.33
23125 - Cable Splicer 44.10
23130 - Carpenter Maintenance 21.97
23140 - Carpet Layer 23.17
23160 - Electrician Maintenance 27.43
23181 - Electronics Technician Maintenance I 25.22
23182 - Electronics Technician Maintenance II 27.09
23183 - Electronics Technician Maintenance III 28.93
23260 - Fabric Worker 21.40
23290 - Fire Alarm System Mechanic 23.63
23310 - Fire Extinguisher Repairer 19.86
23311 - Fuel Distribution System Mechanic 27.17
23312 - Fuel Distribution System Operator 20.68
23370 - General Maintenance Worker 17.68
23380 - Ground Support Equipment Mechanic 31.52
23381 - Ground Support Equipment Servicer 25.65
23382 - Ground Support Equipment Worker 27.49
23391 - Gunsmith I 19.86
23392 - Gunsmith II 22.93
23393 - Gunsmith III 26.30
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.33
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.07
23430 - Heavy Equipment Mechanic 24.87
23440 - Heavy Equipment Operator 24.85
23460 - Instrument Mechanic 26.30
23465 - Laboratory/Shelter Mechanic 24.63
23470 - Laborer 14.33
23510 - Locksmith 23.97
23530 - Machinery Maintenance Mechanic 26.62
23550 - Machinist Maintenance 24.23
23580 - Maintenance Trades Helper 16.70
23591 - Metrology Technician I 26.30
23592 - Metrology Technician II 27.84
23593 - Metrology Technician III 29.45
23640 - Millwright 22.76
23710 - Office Appliance Repairer 19.30
23760 - Painter Maintenance 21.16
23790 - Pipefitter Maintenance 29.10
23810 - Plumber Maintenance 27.26
23820 - Pneudraulic Systems Mechanic 26.30
23850 - Rigger 26.30
23870 - Scale Mechanic 22.93
23890 - Sheet-Metal Worker Maintenance 24.00
23910 - Small Engine Mechanic 22.33
23931 - Telecommunications Mechanic I 29.24
23932 - Telecommunications Mechanic II 30.96

23950 - Telephone Lineman	26.30
23960 - Welder Combination Maintenance	20.41
23965 - Well Driller	24.97
23970 - Woodcraft Worker	26.30
23980 - Woodworker	19.86
24000 - Personal Needs Occupations	
24550 - Case Manager	15.95
24570 - Child Care Attendant	10.90
24580 - Child Care Center Clerk	13.60
24610 - Chore Aide	12.52
24620 - Family Readiness And Support Services Coordinator	15.95
24630 - Homemaker	15.95
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.30
25040 - Sewage Plant Operator	23.23
25070 - Stationary Engineer	26.30
25190 - Ventilation Equipment Tender	18.27
25210 - Water Treatment Plant Operator	23.23
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.69
27007 - Baggage Inspector	12.76
27008 - Corrections Officer	19.04
27010 - Court Security Officer	22.91
27030 - Detection Dog Handler	14.61
27040 - Detention Officer	19.04
27070 - Firefighter	25.60
27101 - Guard I	12.76
27102 - Guard II	14.61
27131 - Police Officer I	25.37
27132 - Police Officer II	28.19
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.78
28042 - Carnival Equipment Repairer	16.07
28043 - Carnival Worker	10.81
28210 - Gate Attendant/Gate Tender	17.77
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	19.88
28510 - Recreation Aide/Health Facility Attendant	14.51
28515 - Recreation Specialist	20.45
28630 - Sports Official	15.83
28690 - Swimming Pool Operator	18.57
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.93
29020 - Hatch Tender	22.93
29030 - Line Handler	22.93
29041 - Stevedore I	21.40
29042 - Stevedore II	24.63
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.29
30022 - Archeological Technician II 19.35
30023 - Archeological Technician III 23.96
30030 - Cartographic Technician 23.96
30040 - Civil Engineering Technician 22.08
30051 - Cryogenic Technician I 26.05
30052 - Cryogenic Technician II 28.76
30061 - Drafter/CAD Operator I 17.29
30062 - Drafter/CAD Operator II 19.35
30063 - Drafter/CAD Operator III 21.56
30064 - Drafter/CAD Operator IV 26.54
30081 - Engineering Technician I 15.11
30082 - Engineering Technician II 16.98
30083 - Engineering Technician III 19.00
30084 - Engineering Technician IV 23.55
30085 - Engineering Technician V 28.81
30086 - Engineering Technician VI 34.85
30090 - Environmental Technician 21.80
30095 - Evidence Control Specialist 23.52
30210 - Laboratory Technician 25.15
30221 - Latent Fingerprint Technician I 26.05
30222 - Latent Fingerprint Technician II 28.76
30240 - Mathematical Technician 23.76
30361 - Paralegal/Legal Assistant I 18.13
30362 - Paralegal/Legal Assistant II 22.46
30363 - Paralegal/Legal Assistant III 27.48
30364 - Paralegal/Legal Assistant IV 33.25
30375 - Petroleum Supply Specialist 28.76
30390 - Photo-Optics Technician 21.89
30395 - Radiation Control Technician 28.76
30461 - Technical Writer I 23.52
30462 - Technical Writer II 28.76
30463 - Technical Writer III 34.80
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.05
30502 - Weather Forecaster II 31.68
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.56
30621 - Weather Observer Senior (see 2) 23.76
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.21
31030 - Bus Driver 17.33
31043 - Driver Courier 14.21

31260 - Parking and Lot Attendant	13.43
31290 - Shuttle Bus Driver	15.45
31310 - Taxi Driver	12.14
31361 - Truckdriver Light	15.45
31362 - Truckdriver Medium	18.56
31363 - Truckdriver Heavy	23.11
31364 - Truckdriver Tractor-Trailer	23.11
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.18
99050 - Desk Clerk	11.30
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.21
99252 - Laboratory Animal Caretaker II	13.27
99260 - Marketing Analyst	27.05
99310 - Mortician	25.35
99410 - Pest Controller	22.39
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	22.50
99711 - Recycling Specialist	27.28
99730 - Refuse Collector	19.91
99810 - Sales Clerk	12.86
99820 - School Crossing Guard	14.00
99830 - Survey Party Chief	30.41
99831 - Surveying Aide	18.88
99832 - Surveying Technician	25.67
99840 - Vending Machine Attendant	17.74
99841 - Vending Machine Repairer	21.05
99842 - Vending Machine Repairer Helper	17.74

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5400
Revision No.: 11
Date Of Last Revision: 06/30/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Montana

Area: Montana Counties of Beaverhead Broadwater Deer Lodge Gallatin Granite Jefferson Lewis and Clark Madison Meagher Park Powell Silver Bow Sweet Grass Yelwstne Natl P

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.45
01012 - Accounting Clerk II		16.22
01013 - Accounting Clerk III		18.15
01020 - Administrative Assistant		24.17
01035 - Court Reporter		18.14
01041 - Customer Service Representative I		14.07
01042 - Customer Service Representative II		15.82
01043 - Customer Service Representative III		17.26
01051 - Data Entry Operator I		12.98
01052 - Data Entry Operator II		14.16

01060 - Dispatcher Motor Vehicle 20.72
01070 - Document Preparation Clerk 16.09
01090 - Duplicating Machine Operator 16.09
01111 - General Clerk I 13.07
01112 - General Clerk II 14.26
01113 - General Clerk III 16.00
01120 - Housing Referral Assistant 20.22
01141 - Messenger Courier 15.46
01191 - Order Clerk I 13.69
01192 - Order Clerk II 14.94
01261 - Personnel Assistant (Employment) I 15.55
01262 - Personnel Assistant (Employment) II 17.40
01263 - Personnel Assistant (Employment) III 19.39
01270 - Production Control Clerk 27.87
01290 - Rental Clerk 13.72
01300 - Scheduler Maintenance 16.21
01311 - Secretary I 16.21
01312 - Secretary II 18.14
01313 - Secretary III 20.22
01320 - Service Order Dispatcher 18.52
01410 - Supply Technician 24.17
01420 - Survey Worker 14.70
01460 - Switchboard Operator/Receptionist 13.01
01531 - Travel Clerk I 15.84
01532 - Travel Clerk II 16.98
01533 - Travel Clerk III 18.10
01611 - Word Processor I 14.44
01612 - Word Processor II 16.21
01613 - Word Processor III 18.14
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.64
05010 - Automotive Electrician 16.95
05040 - Automotive Glass Installer 15.79
05070 - Automotive Worker 15.79
05110 - Mobile Equipment Servicer 13.67
05130 - Motor Equipment Metal Mechanic 18.10
05160 - Motor Equipment Metal Worker 15.79
05190 - Motor Vehicle Mechanic 18.10
05220 - Motor Vehicle Mechanic Helper 12.78
05250 - Motor Vehicle Upholstery Worker 14.73
05280 - Motor Vehicle Wrecker 15.79
05310 - Painter Automotive 16.95
05340 - Radiator Repair Specialist 15.79
05370 - Tire Repairer 14.12
05400 - Transmission Repair Specialist 18.10
07000 - Food Preparation And Service Occupations
07010 - Baker 13.31
07041 - Cook I 13.65
07042 - Cook II 15.77
07070 - Dishwasher 10.27

07130 - Food Service Worker	10.81
07210 - Meat Cutter	16.49
07260 - Waiter/Waitress	9.21
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.14
09040 - Furniture Handler	13.59
09080 - Furniture Refinisher	18.14
09090 - Furniture Refinisher Helper	15.37
09110 - Furniture Repairer Minor	17.19
09130 - Upholsterer	18.14
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.49
11060 - Elevator Operator	13.49
11090 - Gardener	20.05
11122 - Housekeeping Aide	13.79
11150 - Janitor	13.79
11210 - Laborer Grounds Maintenance	15.23
11240 - Maid or Houseman	11.70
11260 - Pruner	13.46
11270 - Tractor Operator	18.44
11330 - Trail Maintenance Worker	15.23
11360 - Window Cleaner	15.55
12000 - Health Occupations	
12010 - Ambulance Driver	13.83
12011 - Breath Alcohol Technician	19.71
12012 - Certified Occupational Therapist Assistant	27.04
12015 - Certified Physical Therapist Assistant	25.32
12020 - Dental Assistant	18.29
12025 - Dental Hygienist	35.03
12030 - EKG Technician	29.86
12035 - Electroneurodiagnostic Technologist	29.86
12040 - Emergency Medical Technician	13.83
12071 - Licensed Practical Nurse I	17.61
12072 - Licensed Practical Nurse II	19.71
12073 - Licensed Practical Nurse III	21.97
12100 - Medical Assistant	17.40
12130 - Medical Laboratory Technician	24.23
12160 - Medical Record Clerk	16.21
12190 - Medical Record Technician	18.14
12195 - Medical Transcriptionist	16.09
12210 - Nuclear Medicine Technologist	43.30
12221 - Nursing Assistant I	11.90
12222 - Nursing Assistant II	13.37
12223 - Nursing Assistant III	14.59
12224 - Nursing Assistant IV	16.38
12235 - Optical Dispenser	16.28
12236 - Optical Technician	17.61
12250 - Pharmacy Technician	17.57
12280 - Phlebotomist	14.72
12305 - Radiologic Technologist	27.89

12311 - Registered Nurse I		23.41
12312 - Registered Nurse II		28.65
12313 - Registered Nurse II Specialist		28.65
12314 - Registered Nurse III		34.66
12315 - Registered Nurse III Anesthetist		34.66
12316 - Registered Nurse IV		41.54
12317 - Scheduler (Drug and Alcohol Testing)		24.41
12320 - Substance Abuse Treatment Counselor		16.49
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.09
13012 - Exhibits Specialist II		21.17
13013 - Exhibits Specialist III		25.90
13041 - Illustrator I		17.09
13042 - Illustrator II		21.17
13043 - Illustrator III		25.90
13047 - Librarian		23.45
13050 - Library Aide/Clerk		13.55
13054 - Library Information Technology Systems Administrator		21.17
13058 - Library Technician		14.13
13061 - Media Specialist I		15.28
13062 - Media Specialist II		17.09
13063 - Media Specialist III		19.05
13071 - Photographer I		15.47
13072 - Photographer II		17.98
13073 - Photographer III		22.28
13074 - Photographer IV		26.63
13075 - Photographer V		32.98
13090 - Technical Order Library Clerk		17.02
13110 - Video Teleconference Technician		16.81
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.62
14042 - Computer Operator II		18.60
14043 - Computer Operator III		20.74
14044 - Computer Operator IV		23.04
14045 - Computer Operator V		25.52
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
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		16.62
14160 - Personal Computer Support Technician		23.04
14170 - System Support Specialist		29.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.19
15020 - Aircrew Training Devices Instructor (Rated)		35.31
15030 - Air Crew Training Devices Instructor (Pilot)		41.61

15050 - Computer Based Training Specialist / Instructor	29.19
15060 - Educational Technologist	26.57
15070 - Flight Instructor (Pilot)	41.61
15080 - Graphic Artist	22.78
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.61
15086 - Maintenance Test Pilot Rotary Wing	41.61
15088 - Non-Maintenance Test/Co-Pilot	41.61
15090 - Technical Instructor	22.39
15095 - Technical Instructor/Course Developer	27.39
15110 - Test Proctor	18.08
15120 - Tutor	18.08
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.61
16030 - Counter Attendant	9.61
16040 - Dry Cleaner	11.40
16070 - Finisher Flatwork Machine	9.61
16090 - Presser Hand	9.61
16110 - Presser Machine Drycleaning	9.61
16130 - Presser Machine Shirts	9.61
16160 - Presser Machine Wearing Apparel Laundry	9.61
16190 - Sewing Machine Operator	12.16
16220 - Tailor	12.94
16250 - Washer Machine	10.07
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.63
19040 - Tool And Die Maker	30.51
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.20
21030 - Material Coordinator	27.87
21040 - Material Expediter	27.87
21050 - Material Handling Laborer	14.36
21071 - Order Filler	13.90
21080 - Production Line Worker (Food Processing)	18.20
21110 - Shipping Packer	16.69
21130 - Shipping/Receiving Clerk	16.69
21140 - Store Worker I	12.53
21150 - Stock Clerk	17.82
21210 - Tools And Parts Attendant	18.20
21410 - Warehouse Specialist	18.20
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.36
23019 - Aircraft Logs and Records Technician	25.65
23021 - Aircraft Mechanic I	31.52
23022 - Aircraft Mechanic II	33.36
23023 - Aircraft Mechanic III	35.30
23040 - Aircraft Mechanic Helper	21.89
23050 - Aircraft Painter	29.52
23060 - Aircraft Servicer	25.65
23070 - Aircraft Survival Flight Equipment Technician	29.52
23080 - Aircraft Worker	27.49

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.49
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.52
23110 - Appliance Mechanic 23.97
23120 - Bicycle Repairer 19.33
23125 - Cable Splicer 44.10
23130 - Carpenter Maintenance 21.97
23140 - Carpet Layer 23.17
23160 - Electrician Maintenance 27.43
23181 - Electronics Technician Maintenance I 25.22
23182 - Electronics Technician Maintenance II 27.09
23183 - Electronics Technician Maintenance III 28.93
23260 - Fabric Worker 21.40
23290 - Fire Alarm System Mechanic 23.63
23310 - Fire Extinguisher Repairer 19.86
23311 - Fuel Distribution System Mechanic 27.17
23312 - Fuel Distribution System Operator 20.68
23370 - General Maintenance Worker 17.68
23380 - Ground Support Equipment Mechanic 31.52
23381 - Ground Support Equipment Servicer 25.65
23382 - Ground Support Equipment Worker 27.49
23391 - Gunsmith I 19.86
23392 - Gunsmith II 22.93
23393 - Gunsmith III 26.30
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.33
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.07
23430 - Heavy Equipment Mechanic 24.87
23440 - Heavy Equipment Operator 24.85
23460 - Instrument Mechanic 26.30
23465 - Laboratory/Shelter Mechanic 24.63
23470 - Laborer 14.33
23510 - Locksmith 23.97
23530 - Machinery Maintenance Mechanic 26.62
23550 - Machinist Maintenance 24.23
23580 - Maintenance Trades Helper 16.70
23591 - Metrology Technician I 26.30
23592 - Metrology Technician II 27.84
23593 - Metrology Technician III 29.45
23640 - Millwright 22.76
23710 - Office Appliance Repairer 19.30
23760 - Painter Maintenance 21.16
23790 - Pipefitter Maintenance 29.10
23810 - Plumber Maintenance 27.26
23820 - Pneudraulic Systems Mechanic 26.30
23850 - Rigger 26.30
23870 - Scale Mechanic 22.93
23890 - Sheet-Metal Worker Maintenance 24.00

23910 - Small Engine Mechanic 22.33
23931 - Telecommunications Mechanic I 29.24
23932 - Telecommunications Mechanic II 30.96
23950 - Telephone Lineman 26.30
23960 - Welder Combination Maintenance 20.41
23965 - Well Driller 24.97
23970 - Woodcraft Worker 26.30
23980 - Woodworker 19.86
24000 - Personal Needs Occupations
24550 - Case Manager 15.95
24570 - Child Care Attendant 10.90
24580 - Child Care Center Clerk 13.60
24610 - Chore Aide 12.52
24620 - Family Readiness And Support Services Coordinator 15.95
24630 - Homemaker 15.95
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.30
25040 - Sewage Plant Operator 23.23
25070 - Stationary Engineer 26.30
25190 - Ventilation Equipment Tender 18.27
25210 - Water Treatment Plant Operator 23.23
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.69
27007 - Baggage Inspector 12.76
27008 - Corrections Officer 19.04
27010 - Court Security Officer 22.91
27030 - Detection Dog Handler 14.61
27040 - Detention Officer 19.04
27070 - Firefighter 25.60
27101 - Guard I 12.76
27102 - Guard II 14.61
27131 - Police Officer I 25.37
27132 - Police Officer II 28.19
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.78
28042 - Carnival Equipment Repairer 16.07
28043 - Carnival Worker 10.81
28210 - Gate Attendant/Gate Tender 17.77
28310 - Lifeguard 11.90
28350 - Park Attendant (Aide) 19.88
28510 - Recreation Aide/Health Facility Attendant 14.51
28515 - Recreation Specialist 20.45
28630 - Sports Official 15.83
28690 - Swimming Pool Operator 18.57
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.93
29020 - Hatch Tender 22.93
29030 - Line Handler 22.93
29041 - Stevedore I 21.40

29042 - Stevedore II 24.63
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.29
30022 - Archeological Technician II 19.35
30023 - Archeological Technician III 23.96
30030 - Cartographic Technician 23.96
30040 - Civil Engineering Technician 22.08
30051 - Cryogenic Technician I 26.05
30052 - Cryogenic Technician II 28.76
30061 - Drafter/CAD Operator I 17.29
30062 - Drafter/CAD Operator II 19.35
30063 - Drafter/CAD Operator III 21.56
30064 - Drafter/CAD Operator IV 26.54
30081 - Engineering Technician I 15.11
30082 - Engineering Technician II 16.98
30083 - Engineering Technician III 19.00
30084 - Engineering Technician IV 23.55
30085 - Engineering Technician V 28.81
30086 - Engineering Technician VI 34.85
30090 - Environmental Technician 21.80
30095 - Evidence Control Specialist 23.52
30210 - Laboratory Technician 25.15
30221 - Latent Fingerprint Technician I 26.05
30222 - Latent Fingerprint Technician II 28.76
30240 - Mathematical Technician 23.76
30361 - Paralegal/Legal Assistant I 18.13
30362 - Paralegal/Legal Assistant II 22.46
30363 - Paralegal/Legal Assistant III 27.48
30364 - Paralegal/Legal Assistant IV 33.25
30375 - Petroleum Supply Specialist 28.76
30390 - Photo-Optics Technician 21.89
30395 - Radiation Control Technician 28.76
30461 - Technical Writer I 23.52
30462 - Technical Writer II 28.76
30463 - Technical Writer III 34.80
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.05
30502 - Weather Forecaster II 31.68
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.56
30621 - Weather Observer Senior (see 2) 23.76
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67

31020 - Bus Aide	12.21
31030 - Bus Driver	17.33
31043 - Driver Courier	14.21
31260 - Parking and Lot Attendant	13.43
31290 - Shuttle Bus Driver	15.45
31310 - Taxi Driver	12.14
31361 - Truckdriver Light	15.45
31362 - Truckdriver Medium	18.56
31363 - Truckdriver Heavy	23.11
31364 - Truckdriver Tractor-Trailer	23.11
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.18
99050 - Desk Clerk	11.30
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.21
99252 - Laboratory Animal Caretaker II	13.27
99260 - Marketing Analyst	27.05
99310 - Mortician	25.35
99410 - Pest Controller	22.39
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	22.50
99711 - Recycling Specialist	27.28
99730 - Refuse Collector	19.91
99810 - Sales Clerk	12.86
99820 - School Crossing Guard	14.00
99830 - Survey Party Chief	30.41
99831 - Surveying Aide	18.88
99832 - Surveying Technician	25.67
99840 - Vending Machine Attendant	17.74
99841 - Vending Machine Repairer	21.05
99842 - Vending Machine Repairer Helper	17.74

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5401
Revision No.: 11
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Montana

Area: Montana Counties of Flathead Lake Lincoln Mineral Ravalli Sanders

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.52
01012 - Accounting Clerk II		15.18
01013 - Accounting Clerk III		16.98
01020 - Administrative Assistant		23.32
01035 - Court Reporter		17.39
01041 - Customer Service Representative I		12.37
01042 - Customer Service Representative II		13.92
01043 - Customer Service Representative III		15.18
01051 - Data Entry Operator I		12.89
01052 - Data Entry Operator II		14.06
01060 - Dispatcher Motor Vehicle		18.74
01070 - Document Preparation Clerk		13.84
01090 - Duplicating Machine Operator		13.84
01111 - General Clerk I		12.63
01112 - General Clerk II		13.78

01113 - General Clerk III 15.47
01120 - Housing Referral Assistant 19.38
01141 - Messenger Courier 11.29
01191 - Order Clerk I 12.69
01192 - Order Clerk II 13.84
01261 - Personnel Assistant (Employment) I 15.54
01262 - Personnel Assistant (Employment) II 17.39
01263 - Personnel Assistant (Employment) III 19.38
01270 - Production Control Clerk 23.42
01290 - Rental Clerk 12.68
01300 - Scheduler Maintenance 15.54
01311 - Secretary I 15.54
01312 - Secretary II 17.39
01313 - Secretary III 19.38
01320 - Service Order Dispatcher 16.75
01410 - Supply Technician 23.32
01420 - Survey Worker 14.73
01460 - Switchboard Operator/Receptionist 13.62
01531 - Travel Clerk I 14.67
01532 - Travel Clerk II 15.73
01533 - Travel Clerk III 16.75
01611 - Word Processor I 13.84
01612 - Word Processor II 15.54
01613 - Word Processor III 17.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.69
05010 - Automotive Electrician 19.20
05040 - Automotive Glass Installer 17.88
05070 - Automotive Worker 17.88
05110 - Mobile Equipment Servicer 15.48
05130 - Motor Equipment Metal Mechanic 20.50
05160 - Motor Equipment Metal Worker 17.88
05190 - Motor Vehicle Mechanic 20.50
05220 - Motor Vehicle Mechanic Helper 14.24
05250 - Motor Vehicle Upholstery Worker 16.68
05280 - Motor Vehicle Wrecker 17.88
05310 - Painter Automotive 19.20
05340 - Radiator Repair Specialist 17.88
05370 - Tire Repairer 14.84
05400 - Transmission Repair Specialist 20.50
07000 - Food Preparation And Service Occupations
07010 - Baker 11.90
07041 - Cook I 12.79
07042 - Cook II 14.77
07070 - Dishwasher 10.69
07130 - Food Service Worker 11.40
07210 - Meat Cutter 16.22
07260 - Waiter/Waitress 9.70
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.33

09040 - Furniture Handler 13.89
09080 - Furniture Refinisher 19.33
09090 - Furniture Refinisher Helper 16.82
09110 - Furniture Repairer Minor 18.91
09130 - Upholsterer 19.33
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.95
11060 - Elevator Operator 12.83
11090 - Gardener 19.95
11122 - Housekeeping Aide 12.83
11150 - Janitor 12.83
11210 - Laborer Grounds Maintenance 15.15
11240 - Maid or Houseman 11.17
11260 - Pruner 13.39
11270 - Tractor Operator 18.35
11330 - Trail Maintenance Worker 15.15
11360 - Window Cleaner 14.51
12000 - Health Occupations
12010 - Ambulance Driver 14.30
12011 - Breath Alcohol Technician 17.89
12012 - Certified Occupational Therapist Assistant 24.54
12015 - Certified Physical Therapist Assistant 23.72
12020 - Dental Assistant 16.94
12025 - Dental Hygienist 39.12
12030 - EKG Technician 32.45
12035 - Electroneurodiagnostic Technologist 32.45
12040 - Emergency Medical Technician 14.30
12071 - Licensed Practical Nurse I 15.98
12072 - Licensed Practical Nurse II 17.89
12073 - Licensed Practical Nurse III 19.94
12100 - Medical Assistant 17.13
12130 - Medical Laboratory Technician 29.32
12160 - Medical Record Clerk 15.66
12190 - Medical Record Technician 17.53
12195 - Medical Transcriptionist 16.91
12210 - Nuclear Medicine Technologist 39.30
12221 - Nursing Assistant I 11.39
12222 - Nursing Assistant II 12.81
12223 - Nursing Assistant III 13.97
12224 - Nursing Assistant IV 15.68
12235 - Optical Dispenser 16.67
12236 - Optical Technician 15.98
12250 - Pharmacy Technician 17.57
12280 - Phlebotomist 15.26
12305 - Radiologic Technologist 27.98
12311 - Registered Nurse I 21.74
12312 - Registered Nurse II 26.60
12313 - Registered Nurse II Specialist 26.60
12314 - Registered Nurse III 32.18
12315 - Registered Nurse III Anesthetist 32.18

12316 - Registered Nurse IV		38.57
12317 - Scheduler (Drug and Alcohol Testing)		22.15
12320 - Substance Abuse Treatment Counselor		21.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.17
13012 - Exhibits Specialist II		24.99
13013 - Exhibits Specialist III		30.57
13041 - Illustrator I		20.35
13042 - Illustrator II		25.20
13043 - Illustrator III		30.57
13047 - Librarian		27.68
13050 - Library Aide/Clerk		16.05
13054 - Library Information Technology Systems Administrator		24.98
13058 - Library Technician		15.49
13061 - Media Specialist I		18.03
13062 - Media Specialist II		20.17
13063 - Media Specialist III		22.48
13071 - Photographer I		15.46
13072 - Photographer II		17.98
13073 - Photographer III		22.28
13074 - Photographer IV		26.63
13075 - Photographer V		32.98
13090 - Technical Order Library Clerk		20.16
13110 - Video Teleconference Technician		18.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.88
14043 - Computer Operator III		17.71
14044 - Computer Operator IV		19.72
14045 - Computer Operator V		21.80
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
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		14.20
14160 - Personal Computer Support Technician		19.72
14170 - System Support Specialist		27.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.19
15020 - Aircrew Training Devices Instructor (Rated)		35.31
15030 - Air Crew Training Devices Instructor (Pilot)		41.49
15050 - Computer Based Training Specialist / Instructor		29.19
15060 - Educational Technologist		28.21
15070 - Flight Instructor (Pilot)		41.49
15080 - Graphic Artist		18.83
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.91

15086 - Maintenance Test Pilot Rotary Wing 40.91
15088 - Non-Maintenance Test/Co-Pilot 40.91
15090 - Technical Instructor 25.80
15095 - Technical Instructor/Course Developer 31.57
15110 - Test Proctor 20.83
15120 - Tutor 20.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.61
16030 - Counter Attendant 9.61
16040 - Dry Cleaner 11.40
16070 - Finisher Flatwork Machine 9.61
16090 - Presser Hand 9.61
16110 - Presser Machine Drycleaning 9.61
16130 - Presser Machine Shirts 9.61
16160 - Presser Machine Wearing Apparel Laundry 9.61
16190 - Sewing Machine Operator 12.16
16220 - Tailor 12.94
16250 - Washer Machine 10.07
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.90
19040 - Tool And Die Maker 28.37
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.91
21030 - Material Coordinator 23.42
21040 - Material Expediter 23.42
21050 - Material Handling Laborer 14.36
21071 - Order Filler 13.39
21080 - Production Line Worker (Food Processing) 16.91
21110 - Shipping Packer 14.54
21130 - Shipping/Receiving Clerk 14.54
21140 - Store Worker I 12.53
21150 - Stock Clerk 17.82
21210 - Tools And Parts Attendant 16.91
21410 - Warehouse Specialist 16.91
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.15
23019 - Aircraft Logs and Records Technician 21.13
23021 - Aircraft Mechanic I 24.77
23022 - Aircraft Mechanic II 26.15
23023 - Aircraft Mechanic III 27.65
23040 - Aircraft Mechanic Helper 18.97
23050 - Aircraft Painter 23.94
23060 - Aircraft Servicer 21.13
23070 - Aircraft Survival Flight Equipment Technician 23.94
23080 - Aircraft Worker 22.13
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.13
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.77
23110 - Appliance Mechanic 22.90

23120 - Bicycle Repairer 18.46
23125 - Cable Splicer 45.04
23130 - Carpenter Maintenance 20.93
23140 - Carpet Layer 23.17
23160 - Electrician Maintenance 28.77
23181 - Electronics Technician Maintenance I 26.11
23182 - Electronics Technician Maintenance II 28.77
23183 - Electronics Technician Maintenance III 30.71
23260 - Fabric Worker 19.90
23290 - Fire Alarm System Mechanic 24.45
23310 - Fire Extinguisher Repairer 18.46
23311 - Fuel Distribution System Mechanic 24.70
23312 - Fuel Distribution System Operator 18.71
23370 - General Maintenance Worker 17.59
23380 - Ground Support Equipment Mechanic 24.77
23381 - Ground Support Equipment Servicer 21.13
23382 - Ground Support Equipment Worker 22.13
23391 - Gunsmith I 18.46
23392 - Gunsmith II 21.33
23393 - Gunsmith III 24.45
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.01
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.97
23430 - Heavy Equipment Mechanic 23.25
23440 - Heavy Equipment Operator 22.07
23460 - Instrument Mechanic 24.45
23465 - Laboratory/Shelter Mechanic 22.90
23470 - Laborer 14.02
23510 - Locksmith 22.90
23530 - Machinery Maintenance Mechanic 27.09
23550 - Machinist Maintenance 19.28
23580 - Maintenance Trades Helper 16.82
23591 - Metrology Technician I 24.45
23592 - Metrology Technician II 25.89
23593 - Metrology Technician III 27.39
23640 - Millwright 25.01
23710 - Office Appliance Repairer 21.41
23760 - Painter Maintenance 19.96
23790 - Pipefitter Maintenance 28.81
23810 - Plumber Maintenance 25.16
23820 - Pneudraulic Systems Mechanic 24.45
23850 - Rigger 24.45
23870 - Scale Mechanic 21.33
23890 - Sheet-Metal Worker Maintenance 24.45
23910 - Small Engine Mechanic 21.33
23931 - Telecommunications Mechanic I 29.41
23932 - Telecommunications Mechanic II 31.14
23950 - Telephone Lineman 24.12
23960 - Welder Combination Maintenance 21.91

23965 - Well Driller	24.45
23970 - Woodcraft Worker	24.45
23980 - Woodworker	18.46
24000 - Personal Needs Occupations	
24550 - Case Manager	15.17
24570 - Child Care Attendant	11.17
24580 - Child Care Center Clerk	13.94
24610 - Chore Aide	12.41
24620 - Family Readiness And Support Services Coordinator	15.17
24630 - Homemaker	15.17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.70
25040 - Sewage Plant Operator	21.45
25070 - Stationary Engineer	24.70
25190 - Ventilation Equipment Tender	17.16
25210 - Water Treatment Plant Operator	21.45
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.71
27007 - Baggage Inspector	14.09
27008 - Corrections Officer	18.58
27010 - Court Security Officer	20.47
27030 - Detection Dog Handler	15.77
27040 - Detention Officer	18.58
27070 - Firefighter	22.57
27101 - Guard I	14.09
27102 - Guard II	15.77
27131 - Police Officer I	23.76
27132 - Police Officer II	26.41
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.39
28042 - Carnival Equipment Repairer	17.81
28043 - Carnival Worker	11.96
28210 - Gate Attendant/Gate Tender	16.05
28310 - Lifeguard	12.49
28350 - Park Attendant (Aide)	17.95
28510 - Recreation Aide/Health Facility Attendant	13.10
28515 - Recreation Specialist	20.45
28630 - Sports Official	14.29
28690 - Swimming Pool Operator	20.58
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.33
29020 - Hatch Tender	21.33
29030 - Line Handler	21.33
29041 - Stevedore I	20.13
29042 - Stevedore II	23.17
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.32
30022 - Archeological Technician II		20.51
30023 - Archeological Technician III		25.40
30030 - Cartographic Technician		25.40
30040 - Civil Engineering Technician		24.37
30051 - Cryogenic Technician I		28.13
30052 - Cryogenic Technician II		31.07
30061 - Drafter/CAD Operator I		18.32
30062 - Drafter/CAD Operator II		20.51
30063 - Drafter/CAD Operator III		22.86
30064 - Drafter/CAD Operator IV		28.13
30081 - Engineering Technician I		15.66
30082 - Engineering Technician II		17.58
30083 - Engineering Technician III		19.68
30084 - Engineering Technician IV		24.37
30085 - Engineering Technician V		29.81
30086 - Engineering Technician VI		36.06
30090 - Environmental Technician		24.37
30095 - Evidence Control Specialist		25.40
30210 - Laboratory Technician		21.92
30221 - Latent Fingerprint Technician I		28.13
30222 - Latent Fingerprint Technician II		31.07
30240 - Mathematical Technician		25.40
30361 - Paralegal/Legal Assistant I		18.05
30362 - Paralegal/Legal Assistant II		22.35
30363 - Paralegal/Legal Assistant III		27.35
30364 - Paralegal/Legal Assistant IV		33.09
30375 - Petroleum Supply Specialist		31.07
30390 - Photo-Optics Technician		21.89
30395 - Radiation Control Technician		31.07
30461 - Technical Writer I		24.37
30462 - Technical Writer II		29.81
30463 - Technical Writer III		36.06
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.13
30502 - Weather Forecaster II		34.22
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.86
30621 - Weather Observer Senior	(see 2)	25.40
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.30
31030 - Bus Driver		18.92
31043 - Driver Courier		14.46
31260 - Parking and Lot Attendant		11.97
31290 - Shuttle Bus Driver		15.72

31310 - Taxi Driver	12.76
31361 - Truckdriver Light	15.72
31362 - Truckdriver Medium	18.56
31363 - Truckdriver Heavy	20.60
31364 - Truckdriver Tractor-Trailer	20.60
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.03
99050 - Desk Clerk	12.76
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.82
99252 - Laboratory Animal Caretaker II	16.11
99260 - Marketing Analyst	26.48
99310 - Mortician	25.35
99410 - Pest Controller	18.50
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	22.50
99711 - Recycling Specialist	28.10
99730 - Refuse Collector	20.51
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	14.24
99830 - Survey Party Chief	24.67
99831 - Surveying Aide	15.32
99832 - Surveying Technician	20.83
99840 - Vending Machine Attendant	13.74
99841 - Vending Machine Repairer	17.25
99842 - Vending Machine Repairer Helper	13.74

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5402
Revision No.: 11
Date Of Last Revision: 06/30/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Montana

Area: Montana Counties of Flathead Lake Lincoln Mineral Ravalli Sanders

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.52
01012 - Accounting Clerk II		15.18
01013 - Accounting Clerk III		16.98
01020 - Administrative Assistant		23.32
01035 - Court Reporter		17.39
01041 - Customer Service Representative I		12.37
01042 - Customer Service Representative II		13.92
01043 - Customer Service Representative III		15.18
01051 - Data Entry Operator I		12.89
01052 - Data Entry Operator II		14.06
01060 - Dispatcher Motor Vehicle		18.74
01070 - Document Preparation Clerk		13.84

01090 - Duplicating Machine Operator 13.84
01111 - General Clerk I 12.63
01112 - General Clerk II 13.78
01113 - General Clerk III 15.47
01120 - Housing Referral Assistant 19.38
01141 - Messenger Courier 11.29
01191 - Order Clerk I 12.69
01192 - Order Clerk II 13.84
01261 - Personnel Assistant (Employment) I 15.54
01262 - Personnel Assistant (Employment) II 17.39
01263 - Personnel Assistant (Employment) III 19.38
01270 - Production Control Clerk 23.42
01290 - Rental Clerk 12.68
01300 - Scheduler Maintenance 15.54
01311 - Secretary I 15.54
01312 - Secretary II 17.39
01313 - Secretary III 19.38
01320 - Service Order Dispatcher 16.75
01410 - Supply Technician 23.32
01420 - Survey Worker 14.73
01460 - Switchboard Operator/Receptionist 13.62
01531 - Travel Clerk I 14.67
01532 - Travel Clerk II 15.73
01533 - Travel Clerk III 16.75
01611 - Word Processor I 13.84
01612 - Word Processor II 15.54
01613 - Word Processor III 17.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.69
05010 - Automotive Electrician 19.20
05040 - Automotive Glass Installer 17.88
05070 - Automotive Worker 17.88
05110 - Mobile Equipment Servicer 15.48
05130 - Motor Equipment Metal Mechanic 20.50
05160 - Motor Equipment Metal Worker 17.88
05190 - Motor Vehicle Mechanic 20.50
05220 - Motor Vehicle Mechanic Helper 14.24
05250 - Motor Vehicle Upholstery Worker 16.68
05280 - Motor Vehicle Wrecker 17.88
05310 - Painter Automotive 19.20
05340 - Radiator Repair Specialist 17.88
05370 - Tire Repairer 14.84
05400 - Transmission Repair Specialist 20.50
07000 - Food Preparation And Service Occupations
07010 - Baker 11.90
07041 - Cook I 12.79
07042 - Cook II 14.77
07070 - Dishwasher 10.69
07130 - Food Service Worker 11.40
07210 - Meat Cutter 16.22

07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.33
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	19.33
09090 - Furniture Refinisher Helper	16.82
09110 - Furniture Repairer Minor	18.91
09130 - Upholsterer	19.33
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.95
11060 - Elevator Operator	12.83
11090 - Gardener	19.95
11122 - Housekeeping Aide	12.83
11150 - Janitor	12.83
11210 - Laborer Grounds Maintenance	15.15
11240 - Maid or Houseman	11.17
11260 - Pruner	13.39
11270 - Tractor Operator	18.35
11330 - Trail Maintenance Worker	15.15
11360 - Window Cleaner	14.51
12000 - Health Occupations	
12010 - Ambulance Driver	14.30
12011 - Breath Alcohol Technician	17.89
12012 - Certified Occupational Therapist Assistant	24.54
12015 - Certified Physical Therapist Assistant	23.72
12020 - Dental Assistant	16.94
12025 - Dental Hygienist	39.12
12030 - EKG Technician	32.45
12035 - Electroneurodiagnostic Technologist	32.45
12040 - Emergency Medical Technician	14.30
12071 - Licensed Practical Nurse I	15.98
12072 - Licensed Practical Nurse II	17.89
12073 - Licensed Practical Nurse III	19.94
12100 - Medical Assistant	17.13
12130 - Medical Laboratory Technician	29.32
12160 - Medical Record Clerk	15.66
12190 - Medical Record Technician	17.53
12195 - Medical Transcriptionist	16.91
12210 - Nuclear Medicine Technologist	39.30
12221 - Nursing Assistant I	11.39
12222 - Nursing Assistant II	12.81
12223 - Nursing Assistant III	13.97
12224 - Nursing Assistant IV	15.68
12235 - Optical Dispenser	16.67
12236 - Optical Technician	15.98
12250 - Pharmacy Technician	17.57
12280 - Phlebotomist	15.26
12305 - Radiologic Technologist	27.98
12311 - Registered Nurse I	21.74
12312 - Registered Nurse II	26.60

12313 - Registered Nurse II Specialist		26.60
12314 - Registered Nurse III		32.18
12315 - Registered Nurse III Anesthetist		32.18
12316 - Registered Nurse IV		38.57
12317 - Scheduler (Drug and Alcohol Testing)		22.15
12320 - Substance Abuse Treatment Counselor		21.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.17
13012 - Exhibits Specialist II		24.99
13013 - Exhibits Specialist III		30.57
13041 - Illustrator I		20.35
13042 - Illustrator II		25.20
13043 - Illustrator III		30.57
13047 - Librarian		27.68
13050 - Library Aide/Clerk		16.05
13054 - Library Information Technology Systems Administrator		24.98
13058 - Library Technician		15.49
13061 - Media Specialist I		18.03
13062 - Media Specialist II		20.17
13063 - Media Specialist III		22.48
13071 - Photographer I		15.46
13072 - Photographer II		17.98
13073 - Photographer III		22.28
13074 - Photographer IV		26.63
13075 - Photographer V		32.98
13090 - Technical Order Library Clerk		20.16
13110 - Video Teleconference Technician		18.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.88
14043 - Computer Operator III		17.71
14044 - Computer Operator IV		19.72
14045 - Computer Operator V		21.80
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
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		14.20
14160 - Personal Computer Support Technician		19.72
14170 - System Support Specialist		27.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.19
15020 - Aircrew Training Devices Instructor (Rated)		35.31
15030 - Air Crew Training Devices Instructor (Pilot)		41.49
15050 - Computer Based Training Specialist / Instructor		29.19
15060 - Educational Technologist		28.21

15070 - Flight Instructor (Pilot) 41.49
15080 - Graphic Artist 18.83
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.91
15086 - Maintenance Test Pilot Rotary Wing 40.91
15088 - Non-Maintenance Test/Co-Pilot 40.91
15090 - Technical Instructor 25.80
15095 - Technical Instructor/Course Developer 31.57
15110 - Test Proctor 20.83
15120 - Tutor 20.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.61
16030 - Counter Attendant 9.61
16040 - Dry Cleaner 11.40
16070 - Finisher Flatwork Machine 9.61
16090 - Presser Hand 9.61
16110 - Presser Machine Drycleaning 9.61
16130 - Presser Machine Shirts 9.61
16160 - Presser Machine Wearing Apparel Laundry 9.61
16190 - Sewing Machine Operator 12.16
16220 - Tailor 12.94
16250 - Washer Machine 10.07
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.90
19040 - Tool And Die Maker 28.37
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.91
21030 - Material Coordinator 23.42
21040 - Material Expediter 23.42
21050 - Material Handling Laborer 14.36
21071 - Order Filler 13.39
21080 - Production Line Worker (Food Processing) 16.91
21110 - Shipping Packer 14.54
21130 - Shipping/Receiving Clerk 14.54
21140 - Store Worker I 12.53
21150 - Stock Clerk 17.82
21210 - Tools And Parts Attendant 16.91
21410 - Warehouse Specialist 16.91
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.15
23019 - Aircraft Logs and Records Technician 21.13
23021 - Aircraft Mechanic I 24.77
23022 - Aircraft Mechanic II 26.15
23023 - Aircraft Mechanic III 27.65
23040 - Aircraft Mechanic Helper 18.97
23050 - Aircraft Painter 23.94
23060 - Aircraft Servicer 21.13
23070 - Aircraft Survival Flight Equipment Technician 23.94
23080 - Aircraft Worker 22.13
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.13

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.77
23110 - Appliance Mechanic 22.90
23120 - Bicycle Repairer 18.46
23125 - Cable Splicer 45.04
23130 - Carpenter Maintenance 20.93
23140 - Carpet Layer 23.17
23160 - Electrician Maintenance 28.77
23181 - Electronics Technician Maintenance I 26.11
23182 - Electronics Technician Maintenance II 28.77
23183 - Electronics Technician Maintenance III 30.71
23260 - Fabric Worker 19.90
23290 - Fire Alarm System Mechanic 24.45
23310 - Fire Extinguisher Repairer 18.46
23311 - Fuel Distribution System Mechanic 24.70
23312 - Fuel Distribution System Operator 18.71
23370 - General Maintenance Worker 17.59
23380 - Ground Support Equipment Mechanic 24.77
23381 - Ground Support Equipment Servicer 21.13
23382 - Ground Support Equipment Worker 22.13
23391 - Gunsmith I 18.46
23392 - Gunsmith II 21.33
23393 - Gunsmith III 24.45
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.01
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.97
23430 - Heavy Equipment Mechanic 23.25
23440 - Heavy Equipment Operator 22.07
23460 - Instrument Mechanic 24.45
23465 - Laboratory/Shelter Mechanic 22.90
23470 - Laborer 14.02
23510 - Locksmith 22.90
23530 - Machinery Maintenance Mechanic 27.09
23550 - Machinist Maintenance 19.28
23580 - Maintenance Trades Helper 16.82
23591 - Metrology Technician I 24.45
23592 - Metrology Technician II 25.89
23593 - Metrology Technician III 27.39
23640 - Millwright 25.01
23710 - Office Appliance Repairer 21.41
23760 - Painter Maintenance 19.96
23790 - Pipefitter Maintenance 28.81
23810 - Plumber Maintenance 25.16
23820 - Pneudraulic Systems Mechanic 24.45
23850 - Rigger 24.45
23870 - Scale Mechanic 21.33
23890 - Sheet-Metal Worker Maintenance 24.45
23910 - Small Engine Mechanic 21.33
23931 - Telecommunications Mechanic I 29.41

23932 - Telecommunications Mechanic II 31.14
23950 - Telephone Lineman 24.12
23960 - Welder Combination Maintenance 21.91
23965 - Well Driller 24.45
23970 - Woodcraft Worker 24.45
23980 - Woodworker 18.46
24000 - Personal Needs Occupations
24550 - Case Manager 15.17
24570 - Child Care Attendant 11.17
24580 - Child Care Center Clerk 13.94
24610 - Chore Aide 12.41
24620 - Family Readiness And Support Services Coordinator 15.17
24630 - Homemaker 15.17
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.70
25040 - Sewage Plant Operator 21.45
25070 - Stationary Engineer 24.70
25190 - Ventilation Equipment Tender 17.16
25210 - Water Treatment Plant Operator 21.45
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.71
27007 - Baggage Inspector 14.09
27008 - Corrections Officer 18.58
27010 - Court Security Officer 20.47
27030 - Detection Dog Handler 15.77
27040 - Detention Officer 18.58
27070 - Firefighter 22.57
27101 - Guard I 14.09
27102 - Guard II 15.77
27131 - Police Officer I 23.76
27132 - Police Officer II 26.41
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.39
28042 - Carnival Equipment Repairer 17.81
28043 - Carnival Worker 11.96
28210 - Gate Attendant/Gate Tender 16.05
28310 - Lifeguard 12.49
28350 - Park Attendant (Aide) 17.95
28510 - Recreation Aide/Health Facility Attendant 13.10
28515 - Recreation Specialist 20.45
28630 - Sports Official 14.29
28690 - Swimming Pool Operator 20.58
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.33
29020 - Hatch Tender 21.33
29030 - Line Handler 21.33
29041 - Stevedore I 20.13
29042 - Stevedore II 23.17
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.32
30022 - Archeological Technician II 20.51
30023 - Archeological Technician III 25.40
30030 - Cartographic Technician 25.40
30040 - Civil Engineering Technician 24.37
30051 - Cryogenic Technician I 28.13
30052 - Cryogenic Technician II 31.07
30061 - Drafter/CAD Operator I 18.32
30062 - Drafter/CAD Operator II 20.51
30063 - Drafter/CAD Operator III 22.86
30064 - Drafter/CAD Operator IV 28.13
30081 - Engineering Technician I 15.66
30082 - Engineering Technician II 17.58
30083 - Engineering Technician III 19.68
30084 - Engineering Technician IV 24.37
30085 - Engineering Technician V 29.81
30086 - Engineering Technician VI 36.06
30090 - Environmental Technician 24.37
30095 - Evidence Control Specialist 25.40
30210 - Laboratory Technician 21.92
30221 - Latent Fingerprint Technician I 28.13
30222 - Latent Fingerprint Technician II 31.07
30240 - Mathematical Technician 25.40
30361 - Paralegal/Legal Assistant I 18.05
30362 - Paralegal/Legal Assistant II 22.35
30363 - Paralegal/Legal Assistant III 27.35
30364 - Paralegal/Legal Assistant IV 33.09
30375 - Petroleum Supply Specialist 31.07
30390 - Photo-Optics Technician 21.89
30395 - Radiation Control Technician 31.07
30461 - Technical Writer I 24.37
30462 - Technical Writer II 29.81
30463 - Technical Writer III 36.06
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.13
30502 - Weather Forecaster II 34.22
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.86
30621 - Weather Observer Senior (see 2) 25.40
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.30
31030 - Bus Driver 18.92

31043 - Driver Courier	14.46
31260 - Parking and Lot Attendant	11.97
31290 - Shuttle Bus Driver	15.72
31310 - Taxi Driver	12.76
31361 - Truckdriver Light	15.72
31362 - Truckdriver Medium	18.56
31363 - Truckdriver Heavy	20.60
31364 - Truckdriver Tractor-Trailer	20.60
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.03
99050 - Desk Clerk	12.76
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.82
99252 - Laboratory Animal Caretaker II	16.11
99260 - Marketing Analyst	26.48
99310 - Mortician	25.35
99410 - Pest Controller	18.50
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	22.50
99711 - Recycling Specialist	28.10
99730 - Refuse Collector	20.51
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	14.24
99830 - Survey Party Chief	24.67
99831 - Surveying Aide	15.32
99832 - Surveying Technician	20.83
99840 - Vending Machine Attendant	13.74
99841 - Vending Machine Repairer	17.25
99842 - Vending Machine Repairer Helper	13.74

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5403
Revision No.: 11
Date Of Last Revision: 12/21/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wyoming

Area: Wyoming County of Natrona

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.53
01012 - Accounting Clerk II		17.43
01013 - Accounting Clerk III		19.51
01020 - Administrative Assistant		22.28
01035 - Court Reporter		18.63
01041 - Customer Service Representative I		13.69
01042 - Customer Service Representative II		15.39
01043 - Customer Service Representative III		16.79
01051 - Data Entry Operator I		13.60
01052 - Data Entry Operator II		14.83
01060 - Dispatcher Motor Vehicle		23.10
01070 - Document Preparation Clerk		14.83
01090 - Duplicating Machine Operator		14.83
01111 - General Clerk I		14.88
01112 - General Clerk II		16.23

01113 - General Clerk III 18.22
01120 - Housing Referral Assistant 20.77
01141 - Messenger Courier 12.09
01191 - Order Clerk I 13.60
01192 - Order Clerk II 14.83
01261 - Personnel Assistant (Employment) I 16.65
01262 - Personnel Assistant (Employment) II 18.63
01263 - Personnel Assistant (Employment) III 20.77
01270 - Production Control Clerk 24.65
01290 - Rental Clerk 13.43
01300 - Scheduler Maintenance 16.65
01311 - Secretary I 16.65
01312 - Secretary II 18.63
01313 - Secretary III 20.77
01320 - Service Order Dispatcher 20.72
01410 - Supply Technician 22.28
01420 - Survey Worker 17.76
01460 - Switchboard Operator/Receptionist 14.43
01531 - Travel Clerk I 12.47
01532 - Travel Clerk II 13.13
01533 - Travel Clerk III 13.70
01611 - Word Processor I 14.83
01612 - Word Processor II 16.65
01613 - Word Processor III 18.63
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.37
05010 - Automotive Electrician 20.66
05040 - Automotive Glass Installer 19.50
05070 - Automotive Worker 19.50
05110 - Mobile Equipment Servicer 17.35
05130 - Motor Equipment Metal Mechanic 21.96
05160 - Motor Equipment Metal Worker 19.50
05190 - Motor Vehicle Mechanic 21.96
05220 - Motor Vehicle Mechanic Helper 16.05
05250 - Motor Vehicle Upholstery Worker 18.43
05280 - Motor Vehicle Wrecker 19.50
05310 - Painter Automotive 20.66
05340 - Radiator Repair Specialist 19.50
05370 - Tire Repairer 15.09
05400 - Transmission Repair Specialist 21.96
07000 - Food Preparation And Service Occupations
07010 - Baker 13.99
07041 - Cook I 14.86
07042 - Cook II 17.21
07070 - Dishwasher 10.31
07130 - Food Service Worker 11.99
07210 - Meat Cutter 13.97
07260 - Waiter/Waitress 9.50
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.07

09040 - Furniture Handler 15.02
09080 - Furniture Refinisher 23.07
09090 - Furniture Refinisher Helper 18.18
09110 - Furniture Repairer Minor 21.34
09130 - Upholsterer 23.07
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.50
11060 - Elevator Operator 13.79
11090 - Gardener 19.12
11122 - Housekeeping Aide 13.79
11150 - Janitor 13.79
11210 - Laborer Grounds Maintenance 16.69
11240 - Maid or Houseman 11.27
11260 - Pruner 14.95
11270 - Tractor Operator 19.50
11330 - Trail Maintenance Worker 16.69
11360 - Window Cleaner 15.40
12000 - Health Occupations
12010 - Ambulance Driver 20.92
12011 - Breath Alcohol Technician 20.92
12012 - Certified Occupational Therapist Assistant 26.79
12015 - Certified Physical Therapist Assistant 28.30
12020 - Dental Assistant 19.37
12025 - Dental Hygienist 35.19
12030 - EKG Technician 31.69
12035 - Electroneurodiagnostic Technologist 31.69
12040 - Emergency Medical Technician 20.92
12071 - Licensed Practical Nurse I 18.69
12072 - Licensed Practical Nurse II 20.92
12073 - Licensed Practical Nurse III 23.31
12100 - Medical Assistant 16.38
12130 - Medical Laboratory Technician 20.45
12160 - Medical Record Clerk 18.44
12190 - Medical Record Technician 20.64
12195 - Medical Transcriptionist 18.69
12210 - Nuclear Medicine Technologist 45.95
12221 - Nursing Assistant I 11.87
12222 - Nursing Assistant II 13.35
12223 - Nursing Assistant III 14.56
12224 - Nursing Assistant IV 16.34
12235 - Optical Dispenser 16.89
12236 - Optical Technician 18.69
12250 - Pharmacy Technician 17.67
12280 - Phlebotomist 16.18
12305 - Radiologic Technologist 26.99
12311 - Registered Nurse I 24.80
12312 - Registered Nurse II 30.34
12313 - Registered Nurse II Specialist 30.34
12314 - Registered Nurse III 36.71
12315 - Registered Nurse III Anesthetist 36.71

12316 - Registered Nurse IV		44.00
12317 - Scheduler (Drug and Alcohol Testing)		25.91
12320 - Substance Abuse Treatment Counselor		27.27
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		16.49
13061 - Media Specialist I		14.18
13062 - Media Specialist II		15.86
13063 - Media Specialist III		17.69
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		17.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.86
14042 - Computer Operator II		17.74
14043 - Computer Operator III		19.79
14044 - Computer Operator IV		21.99
14045 - Computer Operator V		24.34
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)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.86
14160 - Personal Computer Support Technician		23.50
14170 - System Support Specialist		28.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.94
15020 - Aircrew Training Devices Instructor (Rated)		33.42
15030 - Air Crew Training Devices Instructor (Pilot)		38.54
15050 - Computer Based Training Specialist / Instructor		28.94
15060 - Educational Technologist		35.52
15070 - Flight Instructor (Pilot)		38.54
15080 - Graphic Artist		20.10
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.54

15086 - Maintenance Test Pilot Rotary Wing 38.54
15088 - Non-Maintenance Test/Co-Pilot 38.54
15090 - Technical Instructor 25.16
15095 - Technical Instructor/Course Developer 30.77
15110 - Test Proctor 20.31
15120 - Tutor 20.31
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.42
16030 - Counter Attendant 9.42
16040 - Dry Cleaner 11.64
16070 - Finisher Flatwork Machine 9.42
16090 - Presser Hand 9.42
16110 - Presser Machine Drycleaning 9.42
16130 - Presser Machine Shirts 9.42
16160 - Presser Machine Wearing Apparel Laundry 9.42
16190 - Sewing Machine Operator 12.42
16220 - Tailor 13.09
16250 - Washer Machine 10.23
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.61
19040 - Tool And Die Maker 32.19
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.68
21030 - Material Coordinator 24.65
21040 - Material Expediter 24.65
21050 - Material Handling Laborer 16.54
21071 - Order Filler 13.00
21080 - Production Line Worker (Food Processing) 18.68
21110 - Shipping Packer 18.59
21130 - Shipping/Receiving Clerk 18.59
21140 - Store Worker I 12.15
21150 - Stock Clerk 16.90
21210 - Tools And Parts Attendant 18.68
21410 - Warehouse Specialist 18.68
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.92
23019 - Aircraft Logs and Records Technician 22.33
23021 - Aircraft Mechanic I 27.22
23022 - Aircraft Mechanic II 28.92
23023 - Aircraft Mechanic III 30.61
23040 - Aircraft Mechanic Helper 19.03
23050 - Aircraft Painter 25.61
23060 - Aircraft Servicer 22.33
23070 - Aircraft Survival Flight Equipment Technician 25.61
23080 - Aircraft Worker 23.96
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.96
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.22
23110 - Appliance Mechanic 25.61

23120 - Bicycle Repairer	20.69
23125 - Cable Splicer	37.46
23130 - Carpenter Maintenance	24.09
23140 - Carpet Layer	23.96
23160 - Electrician Maintenance	28.67
23181 - Electronics Technician Maintenance I	29.14
23182 - Electronics Technician Maintenance II	31.14
23183 - Electronics Technician Maintenance III	33.11
23260 - Fabric Worker	22.33
23290 - Fire Alarm System Mechanic	27.22
23310 - Fire Extinguisher Repairer	20.69
23311 - Fuel Distribution System Mechanic	27.22
23312 - Fuel Distribution System Operator	20.69
23370 - General Maintenance Worker	18.95
23380 - Ground Support Equipment Mechanic	27.22
23381 - Ground Support Equipment Servicer	22.33
23382 - Ground Support Equipment Worker	23.96
23391 - Gunsmith I	20.69
23392 - Gunsmith II	23.96
23393 - Gunsmith III	27.22
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.20
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.77
23430 - Heavy Equipment Mechanic	30.04
23440 - Heavy Equipment Operator	22.90
23460 - Instrument Mechanic	27.22
23465 - Laboratory/Shelter Mechanic	25.61
23470 - Laborer	16.54
23510 - Locksmith	25.61
23530 - Machinery Maintenance Mechanic	28.33
23550 - Machinist Maintenance	25.30
23580 - Maintenance Trades Helper	18.49
23591 - Metrology Technician I	27.22
23592 - Metrology Technician II	29.83
23593 - Metrology Technician III	31.47
23640 - Millwright	27.22
23710 - Office Appliance Repairer	22.81
23760 - Painter Maintenance	20.41
23790 - Pipefitter Maintenance	26.48
23810 - Plumber Maintenance	24.91
23820 - Pneudraulic Systems Mechanic	27.22
23850 - Rigger	27.22
23870 - Scale Mechanic	23.96
23890 - Sheet-Metal Worker Maintenance	25.98
23910 - Small Engine Mechanic	23.96
23931 - Telecommunications Mechanic I	26.93
23932 - Telecommunications Mechanic II	28.52
23950 - Telephone Lineman	27.22
23960 - Welder Combination Maintenance	25.82

23965 - Well Driller	27.22
23970 - Woodcraft Worker	27.22
23980 - Woodworker	20.69
24000 - Personal Needs Occupations	
24550 - Case Manager	14.48
24570 - Child Care Attendant	11.16
24580 - Child Care Center Clerk	13.92
24610 - Chore Aide	13.36
24620 - Family Readiness And Support Services Coordinator	14.48
24630 - Homemaker	14.48
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.14
25040 - Sewage Plant Operator	25.61
25070 - Stationary Engineer	28.14
25190 - Ventilation Equipment Tender	19.61
25210 - Water Treatment Plant Operator	25.61
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.24
27007 - Baggage Inspector	17.19
27008 - Corrections Officer	18.96
27010 - Court Security Officer	22.37
27030 - Detection Dog Handler	19.24
27040 - Detention Officer	18.96
27070 - Firefighter	22.79
27101 - Guard I	17.19
27102 - Guard II	19.24
27131 - Police Officer I	24.70
27132 - Police Officer II	27.45
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.94
28042 - Carnival Equipment Repairer	14.07
28043 - Carnival Worker	10.26
28210 - Gate Attendant/Gate Tender	15.21
28310 - Lifeguard	12.74
28350 - Park Attendant (Aide)	17.01
28510 - Recreation Aide/Health Facility Attendant	12.42
28515 - Recreation Specialist	18.80
28630 - Sports Official	13.55
28690 - Swimming Pool Operator	18.74
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.59
29020 - Hatch Tender	27.59
29030 - Line Handler	27.59
29041 - Stevedore I	25.71
29042 - Stevedore II	29.49
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.87
30022 - Archeological Technician II		20.00
30023 - Archeological Technician III		24.77
30030 - Cartographic Technician		24.77
30040 - Civil Engineering Technician		24.77
30051 - Cryogenic Technician I		27.44
30052 - Cryogenic Technician II		30.31
30061 - Drafter/CAD Operator I		17.87
30062 - Drafter/CAD Operator II		20.00
30063 - Drafter/CAD Operator III		22.30
30064 - Drafter/CAD Operator IV		27.44
30081 - Engineering Technician I		15.93
30082 - Engineering Technician II		17.87
30083 - Engineering Technician III		20.00
30084 - Engineering Technician IV		24.77
30085 - Engineering Technician V		30.31
30086 - Engineering Technician VI		36.67
30090 - Environmental Technician		23.22
30095 - Evidence Control Specialist		24.77
30210 - Laboratory Technician		18.83
30221 - Latent Fingerprint Technician I		27.44
30222 - Latent Fingerprint Technician II		30.31
30240 - Mathematical Technician		24.77
30361 - Paralegal/Legal Assistant I		19.38
30362 - Paralegal/Legal Assistant II		24.00
30363 - Paralegal/Legal Assistant III		29.37
30364 - Paralegal/Legal Assistant IV		35.54
30375 - Petroleum Supply Specialist		30.31
30390 - Photo-Optics Technician		24.77
30395 - Radiation Control Technician		30.31
30461 - Technical Writer I		24.77
30462 - Technical Writer II		30.31
30463 - Technical Writer III		36.67
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.44
30502 - Weather Forecaster II		33.38
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.30
30621 - Weather Observer Senior	(see 2)	24.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.63
31030 - Bus Driver		22.45
31043 - Driver Courier		18.95
31260 - Parking and Lot Attendant		14.54
31290 - Shuttle Bus Driver		20.61

31310 - Taxi Driver	15.95
31361 - Truckdriver Light	20.61
31362 - Truckdriver Medium	22.25
31363 - Truckdriver Heavy	25.90
31364 - Truckdriver Tractor-Trailer	25.90
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.48
99050 - Desk Clerk	11.25
99095 - Embalmer	25.64
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.31
99252 - Laboratory Animal Caretaker II	15.55
99260 - Marketing Analyst	26.37
99310 - Mortician	25.64
99410 - Pest Controller	21.77
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.53
99711 - Recycling Specialist	24.84
99730 - Refuse Collector	18.43
99810 - Sales Clerk	12.74
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	16.86
99841 - Vending Machine Repairer	21.20
99842 - Vending Machine Repairer Helper	17.08

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5404
Revision No.: 11
Date Of Last Revision: 06/30/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wyoming

Area: Wyoming County of Natrona

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.53
01012 - Accounting Clerk II		17.43
01013 - Accounting Clerk III		19.51
01020 - Administrative Assistant		22.28
01035 - Court Reporter		18.63
01041 - Customer Service Representative I		13.69
01042 - Customer Service Representative II		15.39
01043 - Customer Service Representative III		16.79
01051 - Data Entry Operator I		13.60
01052 - Data Entry Operator II		14.83
01060 - Dispatcher Motor Vehicle		23.10
01070 - Document Preparation Clerk		14.83

01090 - Duplicating Machine Operator	14.83
01111 - General Clerk I	14.88
01112 - General Clerk II	16.23
01113 - General Clerk III	18.22
01120 - Housing Referral Assistant	20.77
01141 - Messenger Courier	12.09
01191 - Order Clerk I	13.60
01192 - Order Clerk II	14.83
01261 - Personnel Assistant (Employment) I	16.65
01262 - Personnel Assistant (Employment) II	18.63
01263 - Personnel Assistant (Employment) III	20.77
01270 - Production Control Clerk	24.65
01290 - Rental Clerk	13.43
01300 - Scheduler Maintenance	16.65
01311 - Secretary I	16.65
01312 - Secretary II	18.63
01313 - Secretary III	20.77
01320 - Service Order Dispatcher	20.72
01410 - Supply Technician	22.28
01420 - Survey Worker	17.76
01460 - Switchboard Operator/Receptionist	14.43
01531 - Travel Clerk I	12.47
01532 - Travel Clerk II	13.13
01533 - Travel Clerk III	13.70
01611 - Word Processor I	14.83
01612 - Word Processor II	16.65
01613 - Word Processor III	18.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.37
05010 - Automotive Electrician	20.66
05040 - Automotive Glass Installer	19.50
05070 - Automotive Worker	19.50
05110 - Mobile Equipment Servicer	17.35
05130 - Motor Equipment Metal Mechanic	21.96
05160 - Motor Equipment Metal Worker	19.50
05190 - Motor Vehicle Mechanic	21.96
05220 - Motor Vehicle Mechanic Helper	16.05
05250 - Motor Vehicle Upholstery Worker	18.43
05280 - Motor Vehicle Wrecker	19.50
05310 - Painter Automotive	20.66
05340 - Radiator Repair Specialist	19.50
05370 - Tire Repairer	15.09
05400 - Transmission Repair Specialist	21.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.99
07041 - Cook I	14.86
07042 - Cook II	17.21
07070 - Dishwasher	10.31
07130 - Food Service Worker	11.99
07210 - Meat Cutter	13.97

07260 - Waiter/Waitress	9.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.07
09040 - Furniture Handler	15.02
09080 - Furniture Refinisher	23.07
09090 - Furniture Refinisher Helper	18.18
09110 - Furniture Repairer Minor	21.34
09130 - Upholsterer	23.07
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.50
11060 - Elevator Operator	13.79
11090 - Gardener	19.12
11122 - Housekeeping Aide	13.79
11150 - Janitor	13.79
11210 - Laborer Grounds Maintenance	16.69
11240 - Maid or Houseman	11.27
11260 - Pruner	14.95
11270 - Tractor Operator	19.50
11330 - Trail Maintenance Worker	16.69
11360 - Window Cleaner	15.40
12000 - Health Occupations	
12010 - Ambulance Driver	20.92
12011 - Breath Alcohol Technician	20.92
12012 - Certified Occupational Therapist Assistant	26.79
12015 - Certified Physical Therapist Assistant	28.30
12020 - Dental Assistant	19.37
12025 - Dental Hygienist	35.19
12030 - EKG Technician	31.69
12035 - Electroneurodiagnostic Technologist	31.69
12040 - Emergency Medical Technician	20.92
12071 - Licensed Practical Nurse I	18.69
12072 - Licensed Practical Nurse II	20.92
12073 - Licensed Practical Nurse III	23.31
12100 - Medical Assistant	16.38
12130 - Medical Laboratory Technician	20.45
12160 - Medical Record Clerk	18.44
12190 - Medical Record Technician	20.64
12195 - Medical Transcriptionist	18.69
12210 - Nuclear Medicine Technologist	45.95
12221 - Nursing Assistant I	11.87
12222 - Nursing Assistant II	13.35
12223 - Nursing Assistant III	14.56
12224 - Nursing Assistant IV	16.34
12235 - Optical Dispenser	16.89
12236 - Optical Technician	18.69
12250 - Pharmacy Technician	17.67
12280 - Phlebotomist	16.18
12305 - Radiologic Technologist	26.99
12311 - Registered Nurse I	24.80
12312 - Registered Nurse II	30.34

12313 - Registered Nurse II Specialist		30.34
12314 - Registered Nurse III		36.71
12315 - Registered Nurse III Anesthetist		36.71
12316 - Registered Nurse IV		44.00
12317 - Scheduler (Drug and Alcohol Testing)		25.91
12320 - Substance Abuse Treatment Counselor		27.27
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		16.49
13061 - Media Specialist I		14.18
13062 - Media Specialist II		15.86
13063 - Media Specialist III		17.69
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		17.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.86
14042 - Computer Operator II		17.74
14043 - Computer Operator III		19.79
14044 - Computer Operator IV		21.99
14045 - Computer Operator V		24.34
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)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.86
14160 - Personal Computer Support Technician		23.50
14170 - System Support Specialist		28.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.94
15020 - Aircrew Training Devices Instructor (Rated)		33.42
15030 - Air Crew Training Devices Instructor (Pilot)		38.54
15050 - Computer Based Training Specialist / Instructor		28.94
15060 - Educational Technologist		35.52

15070 - Flight Instructor (Pilot) 38.54
15080 - Graphic Artist 20.10
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.54
15086 - Maintenance Test Pilot Rotary Wing 38.54
15088 - Non-Maintenance Test/Co-Pilot 38.54
15090 - Technical Instructor 25.16
15095 - Technical Instructor/Course Developer 30.77
15110 - Test Proctor 20.31
15120 - Tutor 20.31
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.42
16030 - Counter Attendant 9.42
16040 - Dry Cleaner 11.64
16070 - Finisher Flatwork Machine 9.42
16090 - Presser Hand 9.42
16110 - Presser Machine Drycleaning 9.42
16130 - Presser Machine Shirts 9.42
16160 - Presser Machine Wearing Apparel Laundry 9.42
16190 - Sewing Machine Operator 12.42
16220 - Tailor 13.09
16250 - Washer Machine 10.23
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.61
19040 - Tool And Die Maker 32.19
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.68
21030 - Material Coordinator 24.65
21040 - Material Expediter 24.65
21050 - Material Handling Laborer 16.54
21071 - Order Filler 13.00
21080 - Production Line Worker (Food Processing) 18.68
21110 - Shipping Packer 18.59
21130 - Shipping/Receiving Clerk 18.59
21140 - Store Worker I 12.15
21150 - Stock Clerk 16.90
21210 - Tools And Parts Attendant 18.68
21410 - Warehouse Specialist 18.68
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.92
23019 - Aircraft Logs and Records Technician 22.33
23021 - Aircraft Mechanic I 27.22
23022 - Aircraft Mechanic II 28.92
23023 - Aircraft Mechanic III 30.61
23040 - Aircraft Mechanic Helper 19.03
23050 - Aircraft Painter 25.61
23060 - Aircraft Servicer 22.33
23070 - Aircraft Survival Flight Equipment Technician 25.61
23080 - Aircraft Worker 23.96
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.96

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.22
23110 - Appliance Mechanic 25.61
23120 - Bicycle Repairer 20.69
23125 - Cable Splicer 37.46
23130 - Carpenter Maintenance 24.09
23140 - Carpet Layer 23.96
23160 - Electrician Maintenance 28.67
23181 - Electronics Technician Maintenance I 29.14
23182 - Electronics Technician Maintenance II 31.14
23183 - Electronics Technician Maintenance III 33.11
23260 - Fabric Worker 22.33
23290 - Fire Alarm System Mechanic 27.22
23310 - Fire Extinguisher Repairer 20.69
23311 - Fuel Distribution System Mechanic 27.22
23312 - Fuel Distribution System Operator 20.69
23370 - General Maintenance Worker 18.95
23380 - Ground Support Equipment Mechanic 27.22
23381 - Ground Support Equipment Servicer 22.33
23382 - Ground Support Equipment Worker 23.96
23391 - Gunsmith I 20.69
23392 - Gunsmith II 23.96
23393 - Gunsmith III 27.22
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.20
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.77
23430 - Heavy Equipment Mechanic 30.04
23440 - Heavy Equipment Operator 22.90
23460 - Instrument Mechanic 27.22
23465 - Laboratory/Shelter Mechanic 25.61
23470 - Laborer 16.54
23510 - Locksmith 25.61
23530 - Machinery Maintenance Mechanic 28.33
23550 - Machinist Maintenance 25.30
23580 - Maintenance Trades Helper 18.49
23591 - Metrology Technician I 27.22
23592 - Metrology Technician II 29.83
23593 - Metrology Technician III 31.47
23640 - Millwright 27.22
23710 - Office Appliance Repairer 22.81
23760 - Painter Maintenance 20.41
23790 - Pipefitter Maintenance 26.48
23810 - Plumber Maintenance 24.91
23820 - Pneudraulic Systems Mechanic 27.22
23850 - Rigger 27.22
23870 - Scale Mechanic 23.96
23890 - Sheet-Metal Worker Maintenance 25.98
23910 - Small Engine Mechanic 23.96
23931 - Telecommunications Mechanic I 26.93

23932 - Telecommunications Mechanic II 28.52
23950 - Telephone Lineman 27.22
23960 - Welder Combination Maintenance 25.82
23965 - Well Driller 27.22
23970 - Woodcraft Worker 27.22
23980 - Woodworker 20.69
24000 - Personal Needs Occupations
24550 - Case Manager 14.48
24570 - Child Care Attendant 11.16
24580 - Child Care Center Clerk 13.92
24610 - Chore Aide 13.36
24620 - Family Readiness And Support Services Coordinator 14.48
24630 - Homemaker 14.48
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.14
25040 - Sewage Plant Operator 25.61
25070 - Stationary Engineer 28.14
25190 - Ventilation Equipment Tender 19.61
25210 - Water Treatment Plant Operator 25.61
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.24
27007 - Baggage Inspector 17.19
27008 - Corrections Officer 18.96
27010 - Court Security Officer 22.37
27030 - Detection Dog Handler 19.24
27040 - Detention Officer 18.96
27070 - Firefighter 22.79
27101 - Guard I 17.19
27102 - Guard II 19.24
27131 - Police Officer I 24.70
27132 - Police Officer II 27.45
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.94
28042 - Carnival Equipment Repairer 14.07
28043 - Carnival Worker 10.26
28210 - Gate Attendant/Gate Tender 15.21
28310 - Lifeguard 12.74
28350 - Park Attendant (Aide) 17.01
28510 - Recreation Aide/Health Facility Attendant 12.42
28515 - Recreation Specialist 18.80
28630 - Sports Official 13.55
28690 - Swimming Pool Operator 18.74
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.59
29020 - Hatch Tender 27.59
29030 - Line Handler 27.59
29041 - Stevedore I 25.71
29042 - Stevedore II 29.49
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.87
30022 - Archeological Technician II 20.00
30023 - Archeological Technician III 24.77
30030 - Cartographic Technician 24.77
30040 - Civil Engineering Technician 24.77
30051 - Cryogenic Technician I 27.44
30052 - Cryogenic Technician II 30.31
30061 - Drafter/CAD Operator I 17.87
30062 - Drafter/CAD Operator II 20.00
30063 - Drafter/CAD Operator III 22.30
30064 - Drafter/CAD Operator IV 27.44
30081 - Engineering Technician I 15.93
30082 - Engineering Technician II 17.87
30083 - Engineering Technician III 20.00
30084 - Engineering Technician IV 24.77
30085 - Engineering Technician V 30.31
30086 - Engineering Technician VI 36.67
30090 - Environmental Technician 23.22
30095 - Evidence Control Specialist 24.77
30210 - Laboratory Technician 18.83
30221 - Latent Fingerprint Technician I 27.44
30222 - Latent Fingerprint Technician II 30.31
30240 - Mathematical Technician 24.77
30361 - Paralegal/Legal Assistant I 19.38
30362 - Paralegal/Legal Assistant II 24.00
30363 - Paralegal/Legal Assistant III 29.37
30364 - Paralegal/Legal Assistant IV 35.54
30375 - Petroleum Supply Specialist 30.31
30390 - Photo-Optics Technician 24.77
30395 - Radiation Control Technician 30.31
30461 - Technical Writer I 24.77
30462 - Technical Writer II 30.31
30463 - Technical Writer III 36.67
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.44
30502 - Weather Forecaster II 33.38
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.30
30621 - Weather Observer Senior (see 2) 24.77
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.63
31030 - Bus Driver 22.45

31043 - Driver Courier	18.95
31260 - Parking and Lot Attendant	14.54
31290 - Shuttle Bus Driver	20.61
31310 - Taxi Driver	15.95
31361 - Truckdriver Light	20.61
31362 - Truckdriver Medium	22.25
31363 - Truckdriver Heavy	25.90
31364 - Truckdriver Tractor-Trailer	25.90
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.48
99050 - Desk Clerk	11.25
99095 - Embalmer	25.64
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.31
99252 - Laboratory Animal Caretaker II	15.55
99260 - Marketing Analyst	26.37
99310 - Mortician	25.64
99410 - Pest Controller	21.77
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.53
99711 - Recycling Specialist	24.84
99730 - Refuse Collector	18.43
99810 - Sales Clerk	12.74
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	16.86
99841 - Vending Machine Repairer	21.20
99842 - Vending Machine Repairer Helper	17.08

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5405
Revision No.: 11
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wyoming

Area: Wyoming County of Laramie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.62
01012 - Accounting Clerk II		16.41
01013 - Accounting Clerk III		18.36
01020 - Administrative Assistant		21.23
01035 - Court Reporter		17.14
01041 - Customer Service Representative I		12.30
01042 - Customer Service Representative II		13.83
01043 - Customer Service Representative III		15.09
01051 - Data Entry Operator I		12.86
01052 - Data Entry Operator II		14.03
01060 - Dispatcher Motor Vehicle		18.19
01070 - Document Preparation Clerk		13.64
01090 - Duplicating Machine Operator		13.64
01111 - General Clerk I		13.75
01112 - General Clerk II		15.00

01113 - General Clerk III 16.84
01120 - Housing Referral Assistant 19.10
01141 - Messenger Courier 11.12
01191 - Order Clerk I 12.50
01192 - Order Clerk II 13.64
01261 - Personnel Assistant (Employment) I 16.47
01262 - Personnel Assistant (Employment) II 18.43
01263 - Personnel Assistant (Employment) III 20.55
01270 - Production Control Clerk 25.21
01290 - Rental Clerk 14.75
01300 - Scheduler Maintenance 15.32
01311 - Secretary I 15.32
01312 - Secretary II 17.14
01313 - Secretary III 19.10
01320 - Service Order Dispatcher 17.94
01410 - Supply Technician 21.23
01420 - Survey Worker 17.14
01460 - Switchboard Operator/Receptionist 14.48
01531 - Travel Clerk I 12.47
01532 - Travel Clerk II 13.13
01533 - Travel Clerk III 13.70
01611 - Word Processor I 13.64
01612 - Word Processor II 15.32
01613 - Word Processor III 17.14
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.30
05010 - Automotive Electrician 20.81
05040 - Automotive Glass Installer 19.47
05070 - Automotive Worker 19.47
05110 - Mobile Equipment Servicer 16.81
05130 - Motor Equipment Metal Mechanic 22.12
05160 - Motor Equipment Metal Worker 19.47
05190 - Motor Vehicle Mechanic 22.12
05220 - Motor Vehicle Mechanic Helper 15.46
05250 - Motor Vehicle Upholstery Worker 18.14
05280 - Motor Vehicle Wrecker 19.47
05310 - Painter Automotive 20.81
05340 - Radiator Repair Specialist 19.47
05370 - Tire Repairer 15.09
05400 - Transmission Repair Specialist 22.12
07000 - Food Preparation And Service Occupations
07010 - Baker 13.51
07041 - Cook I 14.16
07042 - Cook II 16.40
07070 - Dishwasher 10.94
07130 - Food Service Worker 12.53
07210 - Meat Cutter 15.37
07260 - Waiter/Waitress 9.21
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 25.79

09040 - Furniture Handler 15.82
09080 - Furniture Refinisher 25.79
09090 - Furniture Refinisher Helper 19.16
09110 - Furniture Repairer Minor 22.48
09130 - Upholsterer 25.79
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.27
11060 - Elevator Operator 13.08
11090 - Gardener 21.38
11122 - Housekeeping Aide 13.08
11150 - Janitor 13.08
11210 - Laborer Grounds Maintenance 16.50
11240 - Maid or Houseman 10.58
11260 - Pruner 14.78
11270 - Tractor Operator 19.67
11330 - Trail Maintenance Worker 16.50
11360 - Window Cleaner 14.61
12000 - Health Occupations
12010 - Ambulance Driver 18.87
12011 - Breath Alcohol Technician 19.76
12012 - Certified Occupational Therapist Assistant 27.11
12015 - Certified Physical Therapist Assistant 26.80
12020 - Dental Assistant 17.48
12025 - Dental Hygienist 34.83
12030 - EKG Technician 29.94
12035 - Electroneurodiagnostic Technologist 29.94
12040 - Emergency Medical Technician 18.87
12071 - Licensed Practical Nurse I 17.66
12072 - Licensed Practical Nurse II 19.76
12073 - Licensed Practical Nurse III 22.03
12100 - Medical Assistant 16.68
12130 - Medical Laboratory Technician 23.46
12160 - Medical Record Clerk 19.11
12190 - Medical Record Technician 24.44
12195 - Medical Transcriptionist 17.66
12210 - Nuclear Medicine Technologist 43.42
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 15.05
12236 - Optical Technician 17.66
12250 - Pharmacy Technician 18.50
12280 - Phlebotomist 17.47
12305 - Radiologic Technologist 25.43
12311 - Registered Nurse I 23.98
12312 - Registered Nurse II 29.34
12313 - Registered Nurse II Specialist 29.34
12314 - Registered Nurse III 35.50
12315 - Registered Nurse III Anesthetist 35.50

12316 - Registered Nurse IV		42.55
12317 - Scheduler (Drug and Alcohol Testing)		24.48
12320 - Substance Abuse Treatment Counselor		26.98
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		14.15
13061 - Media Specialist I		14.18
13062 - Media Specialist II		15.86
13063 - Media Specialist III		17.69
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		17.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.06
14042 - Computer Operator II		19.09
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.63
14045 - Computer Operator V		26.17
14071 - Computer Programmer I	(see 1)	22.19
14072 - Computer Programmer II	(see 1)	27.50
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		17.06
14160 - Personal Computer Support Technician		23.63
14170 - System Support Specialist		31.18
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.83
15020 - Aircrew Training Devices Instructor (Rated)		34.88
15030 - Air Crew Training Devices Instructor (Pilot)		41.80
15050 - Computer Based Training Specialist / Instructor		28.83
15060 - Educational Technologist		32.21
15070 - Flight Instructor (Pilot)		41.80
15080 - Graphic Artist		22.11
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.80

15086 - Maintenance Test Pilot Rotary Wing 41.80
15088 - Non-Maintenance Test/Co-Pilot 41.80
15090 - Technical Instructor 20.92
15095 - Technical Instructor/Course Developer 25.60
15110 - Test Proctor 16.89
15120 - Tutor 16.89
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.42
16030 - Counter Attendant 9.42
16040 - Dry Cleaner 11.64
16070 - Finisher Flatwork Machine 9.42
16090 - Presser Hand 9.42
16110 - Presser Machine Drycleaning 9.42
16130 - Presser Machine Shirts 9.42
16160 - Presser Machine Wearing Apparel Laundry 9.42
16190 - Sewing Machine Operator 12.42
16220 - Tailor 13.09
16250 - Washer Machine 10.23
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.79
19040 - Tool And Die Maker 32.41
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.23
21030 - Material Coordinator 25.21
21040 - Material Expediter 25.21
21050 - Material Handling Laborer 15.87
21071 - Order Filler 15.96
21080 - Production Line Worker (Food Processing) 17.23
21110 - Shipping Packer 15.90
21130 - Shipping/Receiving Clerk 15.90
21140 - Store Worker I 12.15
21150 - Stock Clerk 16.90
21210 - Tools And Parts Attendant 17.23
21410 - Warehouse Specialist 17.23
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.14
23019 - Aircraft Logs and Records Technician 23.28
23021 - Aircraft Mechanic I 28.38
23022 - Aircraft Mechanic II 30.14
23023 - Aircraft Mechanic III 31.91
23040 - Aircraft Mechanic Helper 19.84
23050 - Aircraft Painter 26.70
23060 - Aircraft Servicer 23.28
23070 - Aircraft Survival Flight Equipment Technician 26.70
23080 - Aircraft Worker 24.98
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.98
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.38
23110 - Appliance Mechanic 25.79

23120 - Bicycle Repairer	20.83
23125 - Cable Splicer	40.87
23130 - Carpenter Maintenance	21.52
23140 - Carpet Layer	24.12
23160 - Electrician Maintenance	27.34
23181 - Electronics Technician Maintenance I	26.49
23182 - Electronics Technician Maintenance II	28.31
23183 - Electronics Technician Maintenance III	30.10
23260 - Fabric Worker	22.48
23290 - Fire Alarm System Mechanic	27.41
23310 - Fire Extinguisher Repairer	20.83
23311 - Fuel Distribution System Mechanic	27.19
23312 - Fuel Distribution System Operator	20.67
23370 - General Maintenance Worker	18.95
23380 - Ground Support Equipment Mechanic	28.38
23381 - Ground Support Equipment Servicer	23.28
23382 - Ground Support Equipment Worker	24.98
23391 - Gunsmith I	20.83
23392 - Gunsmith II	24.12
23393 - Gunsmith III	27.41
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.37
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.94
23430 - Heavy Equipment Mechanic	27.76
23440 - Heavy Equipment Operator	24.01
23460 - Instrument Mechanic	27.41
23465 - Laboratory/Shelter Mechanic	25.79
23470 - Laborer	15.87
23510 - Locksmith	25.79
23530 - Machinery Maintenance Mechanic	30.11
23550 - Machinist Maintenance	26.36
23580 - Maintenance Trades Helper	19.16
23591 - Metrology Technician I	27.41
23592 - Metrology Technician II	29.83
23593 - Metrology Technician III	31.47
23640 - Millwright	27.41
23710 - Office Appliance Repairer	24.70
23760 - Painter Maintenance	18.55
23790 - Pipefitter Maintenance	24.55
23810 - Plumber Maintenance	23.10
23820 - Pneudraulic Systems Mechanic	27.41
23850 - Rigger	27.41
23870 - Scale Mechanic	24.12
23890 - Sheet-Metal Worker Maintenance	25.98
23910 - Small Engine Mechanic	24.12
23931 - Telecommunications Mechanic I	27.52
23932 - Telecommunications Mechanic II	29.23
23950 - Telephone Lineman	27.41
23960 - Welder Combination Maintenance	25.27

23965 - Well Driller	25.27
23970 - Woodcraft Worker	27.41
23980 - Woodworker	20.83
24000 - Personal Needs Occupations	
24550 - Case Manager	18.55
24570 - Child Care Attendant	9.96
24580 - Child Care Center Clerk	12.43
24610 - Chore Aide	13.26
24620 - Family Readiness And Support Services Coordinator	18.55
24630 - Homemaker	18.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.14
25040 - Sewage Plant Operator	23.70
25070 - Stationary Engineer	28.14
25190 - Ventilation Equipment Tender	19.61
25210 - Water Treatment Plant Operator	23.70
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.04
27007 - Baggage Inspector	16.12
27008 - Corrections Officer	23.87
27010 - Court Security Officer	24.61
27030 - Detection Dog Handler	18.04
27040 - Detention Officer	23.87
27070 - Firefighter	24.98
27101 - Guard I	16.12
27102 - Guard II	18.04
27131 - Police Officer I	22.45
27132 - Police Officer II	24.95
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.87
28042 - Carnival Equipment Repairer	14.00
28043 - Carnival Worker	10.26
28210 - Gate Attendant/Gate Tender	15.21
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	17.01
28510 - Recreation Aide/Health Facility Attendant	12.42
28515 - Recreation Specialist	19.45
28630 - Sports Official	13.55
28690 - Swimming Pool Operator	17.04
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.12
29020 - Hatch Tender	24.12
29030 - Line Handler	24.12
29041 - Stevedore I	22.48
29042 - Stevedore II	25.79
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.65
30022 - Archeological Technician II		19.75
30023 - Archeological Technician III		24.46
30030 - Cartographic Technician		24.46
30040 - Civil Engineering Technician		22.50
30051 - Cryogenic Technician I		27.09
30052 - Cryogenic Technician II		29.92
30061 - Drafter/CAD Operator I		17.65
30062 - Drafter/CAD Operator II		19.75
30063 - Drafter/CAD Operator III		22.00
30064 - Drafter/CAD Operator IV		27.09
30081 - Engineering Technician I		15.36
30082 - Engineering Technician II		17.24
30083 - Engineering Technician III		19.29
30084 - Engineering Technician IV		23.89
30085 - Engineering Technician V		29.23
30086 - Engineering Technician VI		35.36
30090 - Environmental Technician		24.46
30095 - Evidence Control Specialist		24.46
30210 - Laboratory Technician		22.00
30221 - Latent Fingerprint Technician I		27.09
30222 - Latent Fingerprint Technician II		29.92
30240 - Mathematical Technician		24.46
30361 - Paralegal/Legal Assistant I		18.75
30362 - Paralegal/Legal Assistant II		23.22
30363 - Paralegal/Legal Assistant III		28.41
30364 - Paralegal/Legal Assistant IV		34.37
30375 - Petroleum Supply Specialist		29.92
30390 - Photo-Optics Technician		24.46
30395 - Radiation Control Technician		29.92
30461 - Technical Writer I		24.46
30462 - Technical Writer II		29.92
30463 - Technical Writer III		36.19
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.09
30502 - Weather Forecaster II		32.94
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.00
30621 - Weather Observer Senior	(see 2)	24.46
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.63
31030 - Bus Driver		23.14
31043 - Driver Courier		15.70
31260 - Parking and Lot Attendant		15.37
31290 - Shuttle Bus Driver		17.07

31310 - Taxi Driver	11.98
31361 - Truckdriver Light	17.07
31362 - Truckdriver Medium	18.42
31363 - Truckdriver Heavy	26.15
31364 - Truckdriver Tractor-Trailer	26.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.94
99050 - Desk Clerk	11.02
99095 - Embalmer	25.64
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.31
99252 - Laboratory Animal Caretaker II	15.55
99260 - Marketing Analyst	25.24
99310 - Mortician	25.64
99410 - Pest Controller	21.77
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.66
99711 - Recycling Specialist	22.58
99730 - Refuse Collector	16.75
99810 - Sales Clerk	11.70
99820 - School Crossing Guard	13.85
99830 - Survey Party Chief	19.67
99831 - Surveying Aide	14.38
99832 - Surveying Technician	17.85
99840 - Vending Machine Attendant	16.86
99841 - Vending Machine Repairer	21.20
99842 - Vending Machine Repairer Helper	17.08

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5406
Revision No.: 11
Date Of Last Revision: 06/30/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wyoming

Area: Wyoming County of Laramie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.62
01012 - Accounting Clerk II		16.41
01013 - Accounting Clerk III		18.36
01020 - Administrative Assistant		21.23
01035 - Court Reporter		17.14
01041 - Customer Service Representative I		12.30
01042 - Customer Service Representative II		13.83
01043 - Customer Service Representative III		15.09
01051 - Data Entry Operator I		12.86
01052 - Data Entry Operator II		14.03
01060 - Dispatcher Motor Vehicle		18.19
01070 - Document Preparation Clerk		13.64

01090 - Duplicating Machine Operator 13.64
01111 - General Clerk I 13.75
01112 - General Clerk II 15.00
01113 - General Clerk III 16.84
01120 - Housing Referral Assistant 19.10
01141 - Messenger Courier 11.12
01191 - Order Clerk I 12.50
01192 - Order Clerk II 13.64
01261 - Personnel Assistant (Employment) I 16.47
01262 - Personnel Assistant (Employment) II 18.43
01263 - Personnel Assistant (Employment) III 20.55
01270 - Production Control Clerk 25.21
01290 - Rental Clerk 14.75
01300 - Scheduler Maintenance 15.32
01311 - Secretary I 15.32
01312 - Secretary II 17.14
01313 - Secretary III 19.10
01320 - Service Order Dispatcher 17.94
01410 - Supply Technician 21.23
01420 - Survey Worker 17.14
01460 - Switchboard Operator/Receptionist 14.48
01531 - Travel Clerk I 12.47
01532 - Travel Clerk II 13.13
01533 - Travel Clerk III 13.70
01611 - Word Processor I 13.64
01612 - Word Processor II 15.32
01613 - Word Processor III 17.14
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.30
05010 - Automotive Electrician 20.81
05040 - Automotive Glass Installer 19.47
05070 - Automotive Worker 19.47
05110 - Mobile Equipment Servicer 16.81
05130 - Motor Equipment Metal Mechanic 22.12
05160 - Motor Equipment Metal Worker 19.47
05190 - Motor Vehicle Mechanic 22.12
05220 - Motor Vehicle Mechanic Helper 15.46
05250 - Motor Vehicle Upholstery Worker 18.14
05280 - Motor Vehicle Wrecker 19.47
05310 - Painter Automotive 20.81
05340 - Radiator Repair Specialist 19.47
05370 - Tire Repairer 15.09
05400 - Transmission Repair Specialist 22.12
07000 - Food Preparation And Service Occupations
07010 - Baker 13.51
07041 - Cook I 14.16
07042 - Cook II 16.40
07070 - Dishwasher 10.94
07130 - Food Service Worker 12.53
07210 - Meat Cutter 15.37

07260 - Waiter/Waitress	9.21
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.79
09040 - Furniture Handler	15.82
09080 - Furniture Refinisher	25.79
09090 - Furniture Refinisher Helper	19.16
09110 - Furniture Repairer Minor	22.48
09130 - Upholsterer	25.79
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.27
11060 - Elevator Operator	13.08
11090 - Gardener	21.38
11122 - Housekeeping Aide	13.08
11150 - Janitor	13.08
11210 - Laborer Grounds Maintenance	16.50
11240 - Maid or Houseman	10.58
11260 - Pruner	14.78
11270 - Tractor Operator	19.67
11330 - Trail Maintenance Worker	16.50
11360 - Window Cleaner	14.61
12000 - Health Occupations	
12010 - Ambulance Driver	18.87
12011 - Breath Alcohol Technician	19.76
12012 - Certified Occupational Therapist Assistant	27.11
12015 - Certified Physical Therapist Assistant	26.80
12020 - Dental Assistant	17.48
12025 - Dental Hygienist	34.83
12030 - EKG Technician	29.94
12035 - Electroneurodiagnostic Technologist	29.94
12040 - Emergency Medical Technician	18.87
12071 - Licensed Practical Nurse I	17.66
12072 - Licensed Practical Nurse II	19.76
12073 - Licensed Practical Nurse III	22.03
12100 - Medical Assistant	16.68
12130 - Medical Laboratory Technician	23.46
12160 - Medical Record Clerk	19.11
12190 - Medical Record Technician	24.44
12195 - Medical Transcriptionist	17.66
12210 - Nuclear Medicine Technologist	43.42
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	15.05
12236 - Optical Technician	17.66
12250 - Pharmacy Technician	18.50
12280 - Phlebotomist	17.47
12305 - Radiologic Technologist	25.43
12311 - Registered Nurse I	23.98
12312 - Registered Nurse II	29.34

12313 - Registered Nurse II Specialist		29.34
12314 - Registered Nurse III		35.50
12315 - Registered Nurse III Anesthetist		35.50
12316 - Registered Nurse IV		42.55
12317 - Scheduler (Drug and Alcohol Testing)		24.48
12320 - Substance Abuse Treatment Counselor		26.98
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		14.15
13061 - Media Specialist I		14.18
13062 - Media Specialist II		15.86
13063 - Media Specialist III		17.69
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		17.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.06
14042 - Computer Operator II		19.09
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.63
14045 - Computer Operator V		26.17
14071 - Computer Programmer I	(see 1)	22.19
14072 - Computer Programmer II	(see 1)	27.50
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		17.06
14160 - Personal Computer Support Technician		23.63
14170 - System Support Specialist		31.18
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.83
15020 - Aircrew Training Devices Instructor (Rated)		34.88
15030 - Air Crew Training Devices Instructor (Pilot)		41.80
15050 - Computer Based Training Specialist / Instructor		28.83
15060 - Educational Technologist		32.21

15070 - Flight Instructor (Pilot) 41.80
15080 - Graphic Artist 22.11
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.80
15086 - Maintenance Test Pilot Rotary Wing 41.80
15088 - Non-Maintenance Test/Co-Pilot 41.80
15090 - Technical Instructor 20.92
15095 - Technical Instructor/Course Developer 25.60
15110 - Test Proctor 16.89
15120 - Tutor 16.89
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.42
16030 - Counter Attendant 9.42
16040 - Dry Cleaner 11.64
16070 - Finisher Flatwork Machine 9.42
16090 - Presser Hand 9.42
16110 - Presser Machine Drycleaning 9.42
16130 - Presser Machine Shirts 9.42
16160 - Presser Machine Wearing Apparel Laundry 9.42
16190 - Sewing Machine Operator 12.42
16220 - Tailor 13.09
16250 - Washer Machine 10.23
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.79
19040 - Tool And Die Maker 32.41
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.23
21030 - Material Coordinator 25.21
21040 - Material Expediter 25.21
21050 - Material Handling Laborer 15.87
21071 - Order Filler 15.96
21080 - Production Line Worker (Food Processing) 17.23
21110 - Shipping Packer 15.90
21130 - Shipping/Receiving Clerk 15.90
21140 - Store Worker I 12.15
21150 - Stock Clerk 16.90
21210 - Tools And Parts Attendant 17.23
21410 - Warehouse Specialist 17.23
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.14
23019 - Aircraft Logs and Records Technician 23.28
23021 - Aircraft Mechanic I 28.38
23022 - Aircraft Mechanic II 30.14
23023 - Aircraft Mechanic III 31.91
23040 - Aircraft Mechanic Helper 19.84
23050 - Aircraft Painter 26.70
23060 - Aircraft Servicer 23.28
23070 - Aircraft Survival Flight Equipment Technician 26.70
23080 - Aircraft Worker 24.98
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.98

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.38
23110 - Appliance Mechanic 25.79
23120 - Bicycle Repairer 20.83
23125 - Cable Splicer 40.87
23130 - Carpenter Maintenance 21.52
23140 - Carpet Layer 24.12
23160 - Electrician Maintenance 27.34
23181 - Electronics Technician Maintenance I 26.49
23182 - Electronics Technician Maintenance II 28.31
23183 - Electronics Technician Maintenance III 30.10
23260 - Fabric Worker 22.48
23290 - Fire Alarm System Mechanic 27.41
23310 - Fire Extinguisher Repairer 20.83
23311 - Fuel Distribution System Mechanic 27.19
23312 - Fuel Distribution System Operator 20.67
23370 - General Maintenance Worker 18.95
23380 - Ground Support Equipment Mechanic 28.38
23381 - Ground Support Equipment Servicer 23.28
23382 - Ground Support Equipment Worker 24.98
23391 - Gunsmith I 20.83
23392 - Gunsmith II 24.12
23393 - Gunsmith III 27.41
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.37
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.94
23430 - Heavy Equipment Mechanic 27.76
23440 - Heavy Equipment Operator 24.01
23460 - Instrument Mechanic 27.41
23465 - Laboratory/Shelter Mechanic 25.79
23470 - Laborer 15.87
23510 - Locksmith 25.79
23530 - Machinery Maintenance Mechanic 30.11
23550 - Machinist Maintenance 26.36
23580 - Maintenance Trades Helper 19.16
23591 - Metrology Technician I 27.41
23592 - Metrology Technician II 29.83
23593 - Metrology Technician III 31.47
23640 - Millwright 27.41
23710 - Office Appliance Repairer 24.70
23760 - Painter Maintenance 18.55
23790 - Pipefitter Maintenance 24.55
23810 - Plumber Maintenance 23.10
23820 - Pneudraulic Systems Mechanic 27.41
23850 - Rigger 27.41
23870 - Scale Mechanic 24.12
23890 - Sheet-Metal Worker Maintenance 25.98
23910 - Small Engine Mechanic 24.12
23931 - Telecommunications Mechanic I 27.52

23932 - Telecommunications Mechanic II 29.23
23950 - Telephone Lineman 27.41
23960 - Welder Combination Maintenance 25.27
23965 - Well Driller 25.27
23970 - Woodcraft Worker 27.41
23980 - Woodworker 20.83
24000 - Personal Needs Occupations
24550 - Case Manager 18.55
24570 - Child Care Attendant 9.96
24580 - Child Care Center Clerk 12.43
24610 - Chore Aide 13.26
24620 - Family Readiness And Support Services Coordinator 18.55
24630 - Homemaker 18.55
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.14
25040 - Sewage Plant Operator 23.70
25070 - Stationary Engineer 28.14
25190 - Ventilation Equipment Tender 19.61
25210 - Water Treatment Plant Operator 23.70
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.04
27007 - Baggage Inspector 16.12
27008 - Corrections Officer 23.87
27010 - Court Security Officer 24.61
27030 - Detection Dog Handler 18.04
27040 - Detention Officer 23.87
27070 - Firefighter 24.98
27101 - Guard I 16.12
27102 - Guard II 18.04
27131 - Police Officer I 22.45
27132 - Police Officer II 24.95
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.87
28042 - Carnival Equipment Repairer 14.00
28043 - Carnival Worker 10.26
28210 - Gate Attendant/Gate Tender 15.21
28310 - Lifeguard 13.00
28350 - Park Attendant (Aide) 17.01
28510 - Recreation Aide/Health Facility Attendant 12.42
28515 - Recreation Specialist 19.45
28630 - Sports Official 13.55
28690 - Swimming Pool Operator 17.04
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.12
29020 - Hatch Tender 24.12
29030 - Line Handler 24.12
29041 - Stevedore I 22.48
29042 - Stevedore II 25.79
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.65
30022 - Archeological Technician II 19.75
30023 - Archeological Technician III 24.46
30030 - Cartographic Technician 24.46
30040 - Civil Engineering Technician 22.50
30051 - Cryogenic Technician I 27.09
30052 - Cryogenic Technician II 29.92
30061 - Drafter/CAD Operator I 17.65
30062 - Drafter/CAD Operator II 19.75
30063 - Drafter/CAD Operator III 22.00
30064 - Drafter/CAD Operator IV 27.09
30081 - Engineering Technician I 15.36
30082 - Engineering Technician II 17.24
30083 - Engineering Technician III 19.29
30084 - Engineering Technician IV 23.89
30085 - Engineering Technician V 29.23
30086 - Engineering Technician VI 35.36
30090 - Environmental Technician 24.46
30095 - Evidence Control Specialist 24.46
30210 - Laboratory Technician 22.00
30221 - Latent Fingerprint Technician I 27.09
30222 - Latent Fingerprint Technician II 29.92
30240 - Mathematical Technician 24.46
30361 - Paralegal/Legal Assistant I 18.75
30362 - Paralegal/Legal Assistant II 23.22
30363 - Paralegal/Legal Assistant III 28.41
30364 - Paralegal/Legal Assistant IV 34.37
30375 - Petroleum Supply Specialist 29.92
30390 - Photo-Optics Technician 24.46
30395 - Radiation Control Technician 29.92
30461 - Technical Writer I 24.46
30462 - Technical Writer II 29.92
30463 - Technical Writer III 36.19
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.09
30502 - Weather Forecaster II 32.94
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.00
30621 - Weather Observer Senior (see 2) 24.46
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.63
31030 - Bus Driver 23.14

31043 - Driver Courier	15.70
31260 - Parking and Lot Attendant	15.37
31290 - Shuttle Bus Driver	17.07
31310 - Taxi Driver	11.98
31361 - Truckdriver Light	17.07
31362 - Truckdriver Medium	18.42
31363 - Truckdriver Heavy	26.15
31364 - Truckdriver Tractor-Trailer	26.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.94
99050 - Desk Clerk	11.02
99095 - Embalmer	25.64
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.31
99252 - Laboratory Animal Caretaker II	15.55
99260 - Marketing Analyst	25.24
99310 - Mortician	25.64
99410 - Pest Controller	21.77
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.66
99711 - Recycling Specialist	22.58
99730 - Refuse Collector	16.75
99810 - Sales Clerk	11.70
99820 - School Crossing Guard	13.85
99830 - Survey Party Chief	19.67
99831 - Surveying Aide	14.38
99832 - Surveying Technician	17.85
99840 - Vending Machine Attendant	16.86
99841 - Vending Machine Repairer	21.20
99842 - Vending Machine Repairer Helper	17.08

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5407
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wyoming

Area: Wyoming Counties of Big Horn Fremont Hot Springs Park Washakie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.11
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		23.57
01035 - Court Reporter		18.64
01041 - Customer Service Representative I		13.69
01042 - Customer Service Representative II		15.39
01043 - Customer Service Representative III		16.79
01051 - Data Entry Operator I		13.60
01052 - Data Entry Operator II		14.84
01060 - Dispatcher Motor Vehicle		22.17
01070 - Document Preparation Clerk		14.84
01090 - Duplicating Machine Operator		14.84
01111 - General Clerk I		14.98
01112 - General Clerk II		16.34

01113 - General Clerk III	18.34
01120 - Housing Referral Assistant	20.78
01141 - Messenger Courier	12.10
01191 - Order Clerk I	13.60
01192 - Order Clerk II	14.84
01261 - Personnel Assistant (Employment) I	15.84
01262 - Personnel Assistant (Employment) II	17.72
01263 - Personnel Assistant (Employment) III	19.75
01270 - Production Control Clerk	24.65
01290 - Rental Clerk	14.53
01300 - Scheduler Maintenance	16.66
01311 - Secretary I	16.66
01312 - Secretary II	18.64
01313 - Secretary III	20.78
01320 - Service Order Dispatcher	19.81
01410 - Supply Technician	23.57
01420 - Survey Worker	14.81
01460 - Switchboard Operator/Receptionist	14.33
01531 - Travel Clerk I	14.51
01532 - Travel Clerk II	15.32
01533 - Travel Clerk III	15.98
01611 - Word Processor I	14.84
01612 - Word Processor II	16.66
01613 - Word Processor III	18.64
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.85
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	15.09
05400 - Transmission Repair Specialist	23.21
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.55
07041 - Cook I	14.61
07042 - Cook II	16.90
07070 - Dishwasher	11.63
07130 - Food Service Worker	12.26
07210 - Meat Cutter	18.13
07260 - Waiter/Waitress	9.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.61

09040 - Furniture Handler 15.70
09080 - Furniture Refinisher 25.61
09090 - Furniture Refinisher Helper 19.01
09110 - Furniture Repairer Minor 22.29
09130 - Upholsterer 25.61
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.04
11060 - Elevator Operator 14.67
11090 - Gardener 21.14
11122 - Housekeeping Aide 14.67
11150 - Janitor 14.67
11210 - Laborer Grounds Maintenance 16.06
11240 - Maid or Houseman 13.37
11260 - Pruner 14.28
11270 - Tractor Operator 19.44
11330 - Trail Maintenance Worker 16.06
11360 - Window Cleaner 16.50
12000 - Health Occupations
12010 - Ambulance Driver 15.99
12011 - Breath Alcohol Technician 21.03
12012 - Certified Occupational Therapist Assistant 28.11
12015 - Certified Physical Therapist Assistant 27.44
12020 - Dental Assistant 17.03
12025 - Dental Hygienist 35.44
12030 - EKG Technician 31.86
12035 - Electroneurodiagnostic Technologist 31.86
12040 - Emergency Medical Technician 15.99
12071 - Licensed Practical Nurse I 18.79
12072 - Licensed Practical Nurse II 21.03
12073 - Licensed Practical Nurse III 23.44
12100 - Medical Assistant 15.93
12130 - Medical Laboratory Technician 24.21
12160 - Medical Record Clerk 18.14
12190 - Medical Record Technician 20.30
12195 - Medical Transcriptionist 18.79
12210 - Nuclear Medicine Technologist 46.20
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 18.79
12250 - Pharmacy Technician 18.45
12280 - Phlebotomist 17.47
12305 - Radiologic Technologist 28.95
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)		26.04
12320 - Substance Abuse Treatment Counselor		25.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.71
13012 - Exhibits Specialist II		21.94
13013 - Exhibits Specialist III		26.84
13041 - Illustrator I		17.71
13042 - Illustrator II		21.94
13043 - Illustrator III		26.84
13047 - Librarian		24.30
13050 - Library Aide/Clerk		13.96
13054 - Library Information Technology Systems Administrator		21.94
13058 - Library Technician		14.51
13061 - Media Specialist I		15.83
13062 - Media Specialist II		17.71
13063 - Media Specialist III		19.75
13071 - Photographer I		15.83
13072 - Photographer II		17.71
13073 - Photographer III		21.94
13074 - Photographer IV		26.84
13075 - Photographer V		32.47
13090 - Technical Order Library Clerk		17.40
13110 - Video Teleconference Technician		17.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.86
14042 - Computer Operator II		17.74
14043 - Computer Operator III		19.79
14044 - Computer Operator IV		21.99
14045 - Computer Operator V		24.34
14071 - Computer Programmer I	(see 1)	22.19
14072 - Computer Programmer II	(see 1)	27.50
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		15.86
14160 - Personal Computer Support Technician		21.99
14170 - System Support Specialist		28.52
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)		35.22
15050 - Computer Based Training Specialist / Instructor		26.31
15060 - Educational Technologist		30.74
15070 - Flight Instructor (Pilot)		35.22
15080 - Graphic Artist		19.02
15085 - Maintenance Test Pilot Fixed Jet/Prop		35.22

15086 - Maintenance Test Pilot Rotary Wing 35.22
15088 - Non-Maintenance Test/Co-Pilot 35.22
15090 - Technical Instructor 25.69
15095 - Technical Instructor/Course Developer 31.43
15110 - Test Proctor 20.74
15120 - Tutor 20.74
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.42
16030 - Counter Attendant 9.42
16040 - Dry Cleaner 11.64
16070 - Finisher Flatwork Machine 9.42
16090 - Presser Hand 9.42
16110 - Presser Machine Drycleaning 9.42
16130 - Presser Machine Shirts 9.42
16160 - Presser Machine Wearing Apparel Laundry 9.42
16190 - Sewing Machine Operator 12.42
16220 - Tailor 13.09
16250 - Washer Machine 10.23
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.41
19040 - Tool And Die Maker 32.95
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.08
21030 - Material Coordinator 28.50
21040 - Material Expediter 28.50
21050 - Material Handling Laborer 17.34
21071 - Order Filler 14.58
21080 - Production Line Worker (Food Processing) 20.08
21110 - Shipping Packer 17.46
21130 - Shipping/Receiving Clerk 17.46
21140 - Store Worker I 12.34
21150 - Stock Clerk 17.36
21210 - Tools And Parts Attendant 20.08
21410 - Warehouse Specialist 20.08
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 I 27.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.31
23110 - Appliance Mechanic 25.61

23120 - Bicycle Repairer	20.09
23125 - Cable Splicer	39.51
23130 - Carpenter Maintenance	25.21
23140 - Carpet Layer	24.65
23160 - Electrician Maintenance	27.85
23181 - Electronics Technician Maintenance I	28.03
23182 - Electronics Technician Maintenance II	30.03
23183 - Electronics Technician Maintenance III	32.00
23260 - Fabric Worker	22.99
23290 - Fire Alarm System Mechanic	28.14
23310 - Fire Extinguisher Repairer	21.31
23311 - Fuel Distribution System Mechanic	36.77
23312 - Fuel Distribution System Operator	27.85
23370 - General Maintenance Worker	19.00
23380 - Ground Support Equipment Mechanic	31.31
23381 - Ground Support Equipment Servicer	25.58
23382 - Ground Support Equipment Worker	27.42
23391 - Gunsmith I	21.31
23392 - Gunsmith II	24.65
23393 - Gunsmith III	28.14
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.89
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.09
23430 - Heavy Equipment Mechanic	28.67
23440 - Heavy Equipment Operator	24.88
23460 - Instrument Mechanic	26.62
23465 - Laboratory/Shelter Mechanic	26.41
23470 - Laborer	17.34
23510 - Locksmith	26.41
23530 - Machinery Maintenance Mechanic	33.85
23550 - Machinist Maintenance	22.51
23580 - Maintenance Trades Helper	16.12
23591 - Metrology Technician I	26.62
23592 - Metrology Technician II	29.83
23593 - Metrology Technician III	31.47
23640 - Millwright	28.14
23710 - Office Appliance Repairer	26.41
23760 - Painter Maintenance	20.41
23790 - Pipefitter Maintenance	29.28
23810 - Plumber Maintenance	27.49
23820 - Pneudraulic Systems Mechanic	28.14
23850 - Rigger	28.14
23870 - Scale Mechanic	24.65
23890 - Sheet-Metal Worker Maintenance	22.43
23910 - Small Engine Mechanic	24.65
23931 - Telecommunications Mechanic I	28.76
23932 - Telecommunications Mechanic II	30.50
23950 - Telephone Lineman	25.98
23960 - Welder Combination Maintenance	28.33

23965 - Well Driller	28.14
23970 - Woodcraft Worker	28.14
23980 - Woodworker	21.31
24000 - Personal Needs Occupations	
24550 - Case Manager	16.53
24570 - Child Care Attendant	12.39
24580 - Child Care Center Clerk	15.46
24610 - Chore Aide	13.16
24620 - Family Readiness And Support Services Coordinator	16.53
24630 - Homemaker	16.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.14
25040 - Sewage Plant Operator	22.92
25070 - Stationary Engineer	28.14
25190 - Ventilation Equipment Tender	19.61
25210 - Water Treatment Plant Operator	22.92
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.15
27007 - Baggage Inspector	15.73
27008 - Corrections Officer	23.03
27010 - Court Security Officer	24.01
27030 - Detection Dog Handler	17.60
27040 - Detention Officer	23.03
27070 - Firefighter	24.99
27101 - Guard I	15.73
27102 - Guard II	17.60
27131 - Police Officer I	24.00
27132 - Police Officer II	26.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.65
28042 - Carnival Equipment Repairer	18.11
28043 - Carnival Worker	12.38
28210 - Gate Attendant/Gate Tender	17.88
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	20.00
28510 - Recreation Aide/Health Facility Attendant	14.60
28515 - Recreation Specialist	24.78
28630 - Sports Official	15.93
28690 - Swimming Pool Operator	21.19
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.65
29020 - Hatch Tender	24.65
29030 - Line Handler	24.65
29041 - Stevedore I	22.99
29042 - Stevedore II	26.41
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.58
30022 - Archeological Technician II		20.79
30023 - Archeological Technician III		25.75
30030 - Cartographic Technician		25.75
30040 - Civil Engineering Technician		23.21
30051 - Cryogenic Technician I		26.73
30052 - Cryogenic Technician II		29.52
30061 - Drafter/CAD Operator I		18.58
30062 - Drafter/CAD Operator II		20.79
30063 - Drafter/CAD Operator III		23.17
30064 - Drafter/CAD Operator IV		28.52
30081 - Engineering Technician I		15.77
30082 - Engineering Technician II		17.70
30083 - Engineering Technician III		19.81
30084 - Engineering Technician IV		24.53
30085 - Engineering Technician V		30.01
30086 - Engineering Technician VI		36.31
30090 - Environmental Technician		24.12
30095 - Evidence Control Specialist		24.12
30210 - Laboratory Technician		21.86
30221 - Latent Fingerprint Technician I		26.73
30222 - Latent Fingerprint Technician II		29.52
30240 - Mathematical Technician		24.87
30361 - Paralegal/Legal Assistant I		18.81
30362 - Paralegal/Legal Assistant II		23.29
30363 - Paralegal/Legal Assistant III		28.49
30364 - Paralegal/Legal Assistant IV		34.47
30375 - Petroleum Supply Specialist		29.52
30390 - Photo-Optics Technician		25.75
30395 - Radiation Control Technician		29.52
30461 - Technical Writer I		25.75
30462 - Technical Writer II		31.50
30463 - Technical Writer III		38.10
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.73
30502 - Weather Forecaster II		32.52
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.17
30621 - Weather Observer Senior	(see 2)	25.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.90
31030 - Bus Driver		18.79
31043 - Driver Courier		17.40
31260 - Parking and Lot Attendant		13.94
31290 - Shuttle Bus Driver		18.92

31310 - Taxi Driver	13.18
31361 - Truckdriver Light	18.92
31362 - Truckdriver Medium	20.40
31363 - Truckdriver Heavy	23.19
31364 - Truckdriver Tractor-Trailer	23.19
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.29
99050 - Desk Clerk	13.29
99095 - Embalmer	25.64
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.35
99252 - Laboratory Animal Caretaker II	15.60
99260 - Marketing Analyst	24.49
99310 - Mortician	25.64
99410 - Pest Controller	22.32
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.89
99711 - Recycling Specialist	25.29
99730 - Refuse Collector	18.58
99810 - Sales Clerk	12.08
99820 - School Crossing Guard	17.38
99830 - Survey Party Chief	24.62
99831 - Surveying Aide	17.99
99832 - Surveying Technician	22.33
99840 - Vending Machine Attendant	16.68
99841 - Vending Machine Repairer	20.97
99842 - Vending Machine Repairer Helper	16.68

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5408
Revision No.: 12
Date Of Last Revision: 06/05/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wyoming

Area: Wyoming Counties of Big Horn Fremont Hot Springs Park Washakie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.11
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		23.57
01035 - Court Reporter		18.64
01041 - Customer Service Representative I		13.69
01042 - Customer Service Representative II		15.39
01043 - Customer Service Representative III		16.79
01051 - Data Entry Operator I		13.60
01052 - Data Entry Operator II		14.84
01060 - Dispatcher Motor Vehicle		22.17
01070 - Document Preparation Clerk		14.84

01090 - Duplicating Machine Operator 14.84
01111 - General Clerk I 14.98
01112 - General Clerk II 16.34
01113 - General Clerk III 18.34
01120 - Housing Referral Assistant 20.78
01141 - Messenger Courier 12.10
01191 - Order Clerk I 13.60
01192 - Order Clerk II 14.84
01261 - Personnel Assistant (Employment) I 15.84
01262 - Personnel Assistant (Employment) II 17.72
01263 - Personnel Assistant (Employment) III 19.75
01270 - Production Control Clerk 24.65
01290 - Rental Clerk 14.53
01300 - Scheduler Maintenance 16.66
01311 - Secretary I 16.66
01312 - Secretary II 18.64
01313 - Secretary III 20.78
01320 - Service Order Dispatcher 19.81
01410 - Supply Technician 23.57
01420 - Survey Worker 14.81
01460 - Switchboard Operator/Receptionist 14.33
01531 - Travel Clerk I 14.51
01532 - Travel Clerk II 15.32
01533 - Travel Clerk III 15.98
01611 - Word Processor I 14.84
01612 - Word Processor II 16.66
01613 - Word Processor III 18.64
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.85
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 15.09
05400 - Transmission Repair Specialist 23.21
07000 - Food Preparation And Service Occupations
07010 - Baker 13.55
07041 - Cook I 14.61
07042 - Cook II 16.90
07070 - Dishwasher 11.63
07130 - Food Service Worker 12.26
07210 - Meat Cutter 18.13

07260 - Waiter/Waitress	9.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.61
09040 - Furniture Handler	15.70
09080 - Furniture Refinisher	25.61
09090 - Furniture Refinisher Helper	19.01
09110 - Furniture Repairer Minor	22.29
09130 - Upholsterer	25.61
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.04
11060 - Elevator Operator	14.67
11090 - Gardener	21.14
11122 - Housekeeping Aide	14.67
11150 - Janitor	14.67
11210 - Laborer Grounds Maintenance	16.06
11240 - Maid or Houseman	13.37
11260 - Pruner	14.28
11270 - Tractor Operator	19.44
11330 - Trail Maintenance Worker	16.06
11360 - Window Cleaner	16.50
12000 - Health Occupations	
12010 - Ambulance Driver	15.99
12011 - Breath Alcohol Technician	21.03
12012 - Certified Occupational Therapist Assistant	28.11
12015 - Certified Physical Therapist Assistant	27.44
12020 - Dental Assistant	17.03
12025 - Dental Hygienist	35.44
12030 - EKG Technician	31.86
12035 - Electroneurodiagnostic Technologist	31.86
12040 - Emergency Medical Technician	15.99
12071 - Licensed Practical Nurse I	18.79
12072 - Licensed Practical Nurse II	21.03
12073 - Licensed Practical Nurse III	23.44
12100 - Medical Assistant	15.93
12130 - Medical Laboratory Technician	24.21
12160 - Medical Record Clerk	18.14
12190 - Medical Record Technician	20.30
12195 - Medical Transcriptionist	18.79
12210 - Nuclear Medicine Technologist	46.20
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	18.79
12250 - Pharmacy Technician	18.45
12280 - Phlebotomist	17.47
12305 - Radiologic Technologist	28.95
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)		26.04
12320 - Substance Abuse Treatment Counselor		25.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.71
13012 - Exhibits Specialist II		21.94
13013 - Exhibits Specialist III		26.84
13041 - Illustrator I		17.71
13042 - Illustrator II		21.94
13043 - Illustrator III		26.84
13047 - Librarian		24.30
13050 - Library Aide/Clerk		13.96
13054 - Library Information Technology Systems Administrator		21.94
13058 - Library Technician		14.51
13061 - Media Specialist I		15.83
13062 - Media Specialist II		17.71
13063 - Media Specialist III		19.75
13071 - Photographer I		15.83
13072 - Photographer II		17.71
13073 - Photographer III		21.94
13074 - Photographer IV		26.84
13075 - Photographer V		32.47
13090 - Technical Order Library Clerk		17.40
13110 - Video Teleconference Technician		17.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.86
14042 - Computer Operator II		17.74
14043 - Computer Operator III		19.79
14044 - Computer Operator IV		21.99
14045 - Computer Operator V		24.34
14071 - Computer Programmer I	(see 1)	22.19
14072 - Computer Programmer II	(see 1)	27.50
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		15.86
14160 - Personal Computer Support Technician		21.99
14170 - System Support Specialist		28.52
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)		35.22
15050 - Computer Based Training Specialist / Instructor		26.31
15060 - Educational Technologist		30.74

15070 - Flight Instructor (Pilot) 35.22
15080 - Graphic Artist 19.02
15085 - Maintenance Test Pilot Fixed Jet/Prop 35.22
15086 - Maintenance Test Pilot Rotary Wing 35.22
15088 - Non-Maintenance Test/Co-Pilot 35.22
15090 - Technical Instructor 25.69
15095 - Technical Instructor/Course Developer 31.43
15110 - Test Proctor 20.74
15120 - Tutor 20.74
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.42
16030 - Counter Attendant 9.42
16040 - Dry Cleaner 11.64
16070 - Finisher Flatwork Machine 9.42
16090 - Presser Hand 9.42
16110 - Presser Machine Drycleaning 9.42
16130 - Presser Machine Shirts 9.42
16160 - Presser Machine Wearing Apparel Laundry 9.42
16190 - Sewing Machine Operator 12.42
16220 - Tailor 13.09
16250 - Washer Machine 10.23
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.41
19040 - Tool And Die Maker 32.95
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.08
21030 - Material Coordinator 28.50
21040 - Material Expediter 28.50
21050 - Material Handling Laborer 17.34
21071 - Order Filler 14.58
21080 - Production Line Worker (Food Processing) 20.08
21110 - Shipping Packer 17.46
21130 - Shipping/Receiving Clerk 17.46
21140 - Store Worker I 12.34
21150 - Stock Clerk 17.36
21210 - Tools And Parts Attendant 20.08
21410 - Warehouse Specialist 20.08
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 I 27.42

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.31
23110 - Appliance Mechanic 25.61
23120 - Bicycle Repairer 20.09
23125 - Cable Splicer 39.51
23130 - Carpenter Maintenance 25.21
23140 - Carpet Layer 24.65
23160 - Electrician Maintenance 27.85
23181 - Electronics Technician Maintenance I 28.03
23182 - Electronics Technician Maintenance II 30.03
23183 - Electronics Technician Maintenance III 32.00
23260 - Fabric Worker 22.99
23290 - Fire Alarm System Mechanic 28.14
23310 - Fire Extinguisher Repairer 21.31
23311 - Fuel Distribution System Mechanic 36.77
23312 - Fuel Distribution System Operator 27.85
23370 - General Maintenance Worker 19.00
23380 - Ground Support Equipment Mechanic 31.31
23381 - Ground Support Equipment Servicer 25.58
23382 - Ground Support Equipment Worker 27.42
23391 - Gunsmith I 21.31
23392 - Gunsmith II 24.65
23393 - Gunsmith III 28.14
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.89
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.09
23430 - Heavy Equipment Mechanic 28.67
23440 - Heavy Equipment Operator 24.88
23460 - Instrument Mechanic 26.62
23465 - Laboratory/Shelter Mechanic 26.41
23470 - Laborer 17.34
23510 - Locksmith 26.41
23530 - Machinery Maintenance Mechanic 33.85
23550 - Machinist Maintenance 22.51
23580 - Maintenance Trades Helper 16.12
23591 - Metrology Technician I 26.62
23592 - Metrology Technician II 29.83
23593 - Metrology Technician III 31.47
23640 - Millwright 28.14
23710 - Office Appliance Repairer 26.41
23760 - Painter Maintenance 20.41
23790 - Pipefitter Maintenance 29.28
23810 - Plumber Maintenance 27.49
23820 - Pneudraulic Systems Mechanic 28.14
23850 - Rigger 28.14
23870 - Scale Mechanic 24.65
23890 - Sheet-Metal Worker Maintenance 22.43
23910 - Small Engine Mechanic 24.65
23931 - Telecommunications Mechanic I 28.76

23932 - Telecommunications Mechanic II 30.50
23950 - Telephone Lineman 25.98
23960 - Welder Combination Maintenance 28.33
23965 - Well Driller 28.14
23970 - Woodcraft Worker 28.14
23980 - Woodworker 21.31
24000 - Personal Needs Occupations
24550 - Case Manager 16.53
24570 - Child Care Attendant 12.39
24580 - Child Care Center Clerk 15.46
24610 - Chore Aide 13.16
24620 - Family Readiness And Support Services Coordinator 16.53
24630 - Homemaker 16.53
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.14
25040 - Sewage Plant Operator 22.92
25070 - Stationary Engineer 28.14
25190 - Ventilation Equipment Tender 19.61
25210 - Water Treatment Plant Operator 22.92
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.15
27007 - Baggage Inspector 15.73
27008 - Corrections Officer 23.03
27010 - Court Security Officer 24.01
27030 - Detection Dog Handler 17.60
27040 - Detention Officer 23.03
27070 - Firefighter 24.99
27101 - Guard I 15.73
27102 - Guard II 17.60
27131 - Police Officer I 24.00
27132 - Police Officer II 26.66
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.65
28042 - Carnival Equipment Repairer 18.11
28043 - Carnival Worker 12.38
28210 - Gate Attendant/Gate Tender 17.88
28310 - Lifeguard 13.72
28350 - Park Attendant (Aide) 20.00
28510 - Recreation Aide/Health Facility Attendant 14.60
28515 - Recreation Specialist 24.78
28630 - Sports Official 15.93
28690 - Swimming Pool Operator 21.19
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.65
29020 - Hatch Tender 24.65
29030 - Line Handler 24.65
29041 - Stevedore I 22.99
29042 - Stevedore II 26.41
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.58
30022 - Archeological Technician II 20.79
30023 - Archeological Technician III 25.75
30030 - Cartographic Technician 25.75
30040 - Civil Engineering Technician 23.21
30051 - Cryogenic Technician I 26.73
30052 - Cryogenic Technician II 29.52
30061 - Drafter/CAD Operator I 18.58
30062 - Drafter/CAD Operator II 20.79
30063 - Drafter/CAD Operator III 23.17
30064 - Drafter/CAD Operator IV 28.52
30081 - Engineering Technician I 15.77
30082 - Engineering Technician II 17.70
30083 - Engineering Technician III 19.81
30084 - Engineering Technician IV 24.53
30085 - Engineering Technician V 30.01
30086 - Engineering Technician VI 36.31
30090 - Environmental Technician 24.12
30095 - Evidence Control Specialist 24.12
30210 - Laboratory Technician 21.86
30221 - Latent Fingerprint Technician I 26.73
30222 - Latent Fingerprint Technician II 29.52
30240 - Mathematical Technician 24.87
30361 - Paralegal/Legal Assistant I 18.81
30362 - Paralegal/Legal Assistant II 23.29
30363 - Paralegal/Legal Assistant III 28.49
30364 - Paralegal/Legal Assistant IV 34.47
30375 - Petroleum Supply Specialist 29.52
30390 - Photo-Optics Technician 25.75
30395 - Radiation Control Technician 29.52
30461 - Technical Writer I 25.75
30462 - Technical Writer II 31.50
30463 - Technical Writer III 38.10
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.73
30502 - Weather Forecaster II 32.52
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.17
30621 - Weather Observer Senior (see 2) 25.75
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.90
31030 - Bus Driver 18.79

31043 - Driver Courier	17.40
31260 - Parking and Lot Attendant	13.94
31290 - Shuttle Bus Driver	18.92
31310 - Taxi Driver	13.18
31361 - Truckdriver Light	18.92
31362 - Truckdriver Medium	20.40
31363 - Truckdriver Heavy	23.19
31364 - Truckdriver Tractor-Trailer	23.19
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.29
99050 - Desk Clerk	13.29
99095 - Embalmer	25.64
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.35
99252 - Laboratory Animal Caretaker II	15.60
99260 - Marketing Analyst	24.49
99310 - Mortician	25.64
99410 - Pest Controller	22.32
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.89
99711 - Recycling Specialist	25.29
99730 - Refuse Collector	18.58
99810 - Sales Clerk	12.08
99820 - School Crossing Guard	17.38
99830 - Survey Party Chief	24.62
99831 - Surveying Aide	17.99
99832 - Surveying Technician	22.33
99840 - Vending Machine Attendant	16.68
99841 - Vending Machine Repairer	20.97
99842 - Vending Machine Repairer Helper	16.68

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5409
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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		15.53
01012 - Accounting Clerk II		17.44
01013 - Accounting Clerk III		19.51
01020 - Administrative Assistant		24.48
01035 - Court Reporter		18.64
01041 - Customer Service Representative I		13.69
01042 - Customer Service Representative II		15.39
01043 - Customer Service Representative III		16.79
01051 - Data Entry Operator I		13.60
01052 - Data Entry Operator II		14.84
01060 - Dispatcher Motor Vehicle		23.87
01070 - Document Preparation Clerk		14.84
01090 - Duplicating Machine Operator		14.84
01111 - General Clerk I		14.98
01112 - General Clerk II		16.34

01113 - General Clerk III 18.34
01120 - Housing Referral Assistant 20.78
01141 - Messenger Courier 12.10
01191 - Order Clerk I 13.60
01192 - Order Clerk II 14.84
01261 - Personnel Assistant (Employment) I 15.84
01262 - Personnel Assistant (Employment) II 17.72
01263 - Personnel Assistant (Employment) III 19.75
01270 - Production Control Clerk 29.83
01290 - Rental Clerk 14.53
01300 - Scheduler Maintenance 16.66
01311 - Secretary I 16.66
01312 - Secretary II 18.64
01313 - Secretary III 20.78
01320 - Service Order Dispatcher 21.73
01410 - Supply Technician 24.48
01420 - Survey Worker 15.84
01460 - Switchboard Operator/Receptionist 14.33
01531 - Travel Clerk I 15.96
01532 - Travel Clerk II 16.85
01533 - Travel Clerk III 17.58
01611 - Word Processor I 14.84
01612 - Word Processor II 16.66
01613 - Word Processor III 18.64
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.76
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 15.09
05400 - Transmission Repair Specialist 23.21
07000 - Food Preparation And Service Occupations
07010 - Baker 16.71
07041 - Cook I 14.61
07042 - Cook II 16.90
07070 - Dishwasher 12.73
07130 - Food Service Worker 13.32
07210 - Meat Cutter 18.56
07260 - Waiter/Waitress 9.64
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 13.68
11060 - Elevator Operator 14.67
11090 - Gardener 21.14
11122 - Housekeeping Aide 14.67
11150 - Janitor 14.67
11210 - Laborer Grounds Maintenance 16.50
11240 - Maid or Houseman 13.37
11260 - Pruner 14.72
11270 - Tractor Operator 19.50
11330 - Trail Maintenance Worker 16.50
11360 - Window Cleaner 16.50
12000 - Health Occupations
12010 - Ambulance Driver 19.35
12011 - Breath Alcohol Technician 21.03
12012 - Certified Occupational Therapist Assistant 27.56
12015 - Certified Physical Therapist Assistant 27.44
12020 - Dental Assistant 17.03
12025 - Dental Hygienist 36.98
12030 - EKG Technician 31.86
12035 - Electroneurodiagnostic Technologist 31.86
12040 - Emergency Medical Technician 19.35
12071 - Licensed Practical Nurse I 18.79
12072 - Licensed Practical Nurse II 21.03
12073 - Licensed Practical Nurse III 23.44
12100 - Medical Assistant 16.07
12130 - Medical Laboratory Technician 23.20
12160 - Medical Record Clerk 18.14
12190 - Medical Record Technician 20.30
12195 - Medical Transcriptionist 18.79
12210 - Nuclear Medicine Technologist 46.20
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 18.79
12250 - Pharmacy Technician 18.55
12280 - Phlebotomist 17.47
12305 - Radiologic Technologist 28.95
12311 - Registered Nurse I 23.45
12312 - Registered Nurse II 28.70
12313 - Registered Nurse II Specialist 28.70
12314 - Registered Nurse III 34.72
12315 - Registered Nurse III Anesthetist 34.72

12316 - Registered Nurse IV		41.61
12317 - Scheduler (Drug and Alcohol Testing)		26.04
12320 - Substance Abuse Treatment Counselor		27.54
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		15.99
13072 - Photographer II		17.90
13073 - Photographer III		22.17
13074 - Photographer IV		27.11
13075 - Photographer V		32.80
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		18.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.86
14042 - Computer Operator II		17.74
14043 - Computer Operator III		19.79
14044 - Computer Operator IV		21.99
14045 - Computer Operator V		24.34
14071 - Computer Programmer I	(see 1)	22.19
14072 - Computer Programmer II	(see 1)	27.50
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		15.86
14160 - Personal Computer Support Technician		21.99
14170 - System Support Specialist		28.52
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		33.38
15070 - Flight Instructor (Pilot)		38.54
15080 - Graphic Artist		22.11
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 27.21
15095 - Technical Instructor/Course Developer 33.29
15110 - Test Proctor 21.97
15120 - Tutor 21.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.42
16030 - Counter Attendant 9.42
16040 - Dry Cleaner 11.64
16070 - Finisher Flatwork Machine 9.42
16090 - Presser Hand 9.42
16110 - Presser Machine Drycleaning 9.42
16130 - Presser Machine Shirts 9.42
16160 - Presser Machine Wearing Apparel Laundry 9.42
16190 - Sewing Machine Operator 12.42
16220 - Tailor 13.09
16250 - Washer Machine 10.23
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 17.23
21030 - Material Coordinator 29.83
21040 - Material Expediter 29.83
21050 - Material Handling Laborer 17.61
21071 - Order Filler 14.58
21080 - Production Line Worker (Food Processing) 17.23
21110 - Shipping Packer 17.55
21130 - Shipping/Receiving Clerk 17.55
21140 - Store Worker I 12.34
21150 - Stock Clerk 17.36
21210 - Tools And Parts Attendant 17.23
21410 - Warehouse Specialist 17.23
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 I 27.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.31
23110 - Appliance Mechanic 25.61

23120 - Bicycle Repairer	20.07
23125 - Cable Splicer	39.51
23130 - Carpenter Maintenance	25.51
23140 - Carpet Layer	25.72
23160 - Electrician Maintenance	28.20
23181 - Electronics Technician Maintenance I	29.04
23182 - Electronics Technician Maintenance II	31.11
23183 - Electronics Technician Maintenance III	33.14
23260 - Fabric Worker	24.30
23290 - Fire Alarm System Mechanic	30.92
23310 - Fire Extinguisher Repairer	22.53
23311 - Fuel Distribution System Mechanic	36.10
23312 - Fuel Distribution System Operator	27.36
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	22.51
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.87
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	17.61
23510 - Locksmith	26.41
23530 - Machinery Maintenance Mechanic	36.86
23550 - Machinist Maintenance	22.51
23580 - Maintenance Trades Helper	14.65
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	26.41
23760 - Painter Maintenance	19.09
23790 - Pipefitter Maintenance	28.92
23810 - Plumber Maintenance	27.15
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	24.65
23931 - Telecommunications Mechanic I	29.17
23932 - Telecommunications Mechanic II	30.92
23950 - Telephone Lineman	28.58
23960 - Welder Combination Maintenance	28.33

23965 - Well Driller		28.14
23970 - Woodcraft Worker		29.76
23980 - Woodworker		22.53
24000 - Personal Needs Occupations		
24550 - Case Manager		16.86
24570 - Child Care Attendant		13.26
24580 - Child Care Center Clerk		16.54
24610 - Chore Aide		13.16
24620 - Family Readiness And Support Services Coordinator		16.86
24630 - Homemaker		16.86
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		15.73
27008 - Corrections Officer		25.25
27010 - Court Security Officer		24.01
27030 - Detection Dog Handler		17.60
27040 - Detention Officer		25.25
27070 - Firefighter		24.99
27101 - Guard I		15.73
27102 - Guard II		17.60
27131 - Police Officer I		25.45
27132 - Police Officer II		28.27
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.85
28042 - Carnival Equipment Repairer		18.32
28043 - Carnival Worker		12.42
28210 - Gate Attendant/Gate Tender		17.88
28310 - Lifeguard		13.95
28350 - Park Attendant (Aide)		20.00
28510 - Recreation Aide/Health Facility Attendant		14.60
28515 - Recreation Specialist		24.09
28630 - Sports Official		15.93
28690 - Swimming Pool Operator		21.19
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)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		18.58
30022 - Archeological Technician II		20.79
30023 - Archeological Technician III		25.75
30030 - Cartographic Technician		25.75
30040 - Civil Engineering Technician		23.21
30051 - Cryogenic Technician I		28.52
30052 - Cryogenic Technician II		31.50
30061 - Drafter/CAD Operator I		18.58
30062 - Drafter/CAD Operator II		20.79
30063 - Drafter/CAD Operator III		23.17
30064 - Drafter/CAD Operator IV		28.52
30081 - Engineering Technician I		15.77
30082 - Engineering Technician II		17.70
30083 - Engineering Technician III		19.81
30084 - Engineering Technician IV		24.53
30085 - Engineering Technician V		30.01
30086 - Engineering Technician VI		36.31
30090 - Environmental Technician		25.75
30095 - Evidence Control Specialist		25.75
30210 - Laboratory Technician		29.11
30221 - Latent Fingerprint Technician I		28.52
30222 - Latent Fingerprint Technician II		31.50
30240 - Mathematical Technician		25.75
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		31.50
30390 - Photo-Optics Technician		25.75
30395 - Radiation Control Technician		31.50
30461 - Technical Writer I		25.75
30462 - Technical Writer II		31.50
30463 - Technical Writer III		38.10
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.52
30502 - Weather Forecaster II		34.68
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.17
30621 - Weather Observer Senior	(see 2)	25.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.90
31030 - Bus Driver		18.31
31043 - Driver Courier		17.40
31260 - Parking and Lot Attendant		13.94
31290 - Shuttle Bus Driver		18.92

31310 - Taxi Driver	15.17
31361 - Truckdriver Light	18.92
31362 - Truckdriver Medium	20.40
31363 - Truckdriver Heavy	23.19
31364 - Truckdriver Tractor-Trailer	23.19
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.29
99050 - Desk Clerk	13.77
99095 - Embalmer	25.64
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.35
99252 - Laboratory Animal Caretaker II	15.60
99260 - Marketing Analyst	24.49
99310 - Mortician	25.64
99410 - Pest Controller	22.32
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.89
99711 - Recycling Specialist	25.29
99730 - Refuse Collector	18.58
99810 - Sales Clerk	13.13
99820 - School Crossing Guard	16.69
99830 - Survey Party Chief	24.60
99831 - Surveying Aide	17.98
99832 - Surveying Technician	22.33
99840 - Vending Machine Attendant	16.68
99841 - Vending Machine Repairer	20.97
99842 - Vending Machine Repairer Helper	16.68

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5410
Revision No.: 12
Date Of Last Revision: 06/05/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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		15.53
01012 - Accounting Clerk II		17.44
01013 - Accounting Clerk III		19.51
01020 - Administrative Assistant		24.48
01035 - Court Reporter		18.64
01041 - Customer Service Representative I		13.69
01042 - Customer Service Representative II		15.39
01043 - Customer Service Representative III		16.79
01051 - Data Entry Operator I		13.60
01052 - Data Entry Operator II		14.84
01060 - Dispatcher Motor Vehicle		23.87
01070 - Document Preparation Clerk		14.84

01090 - Duplicating Machine Operator	14.84
01111 - General Clerk I	14.98
01112 - General Clerk II	16.34
01113 - General Clerk III	18.34
01120 - Housing Referral Assistant	20.78
01141 - Messenger Courier	12.10
01191 - Order Clerk I	13.60
01192 - Order Clerk II	14.84
01261 - Personnel Assistant (Employment) I	15.84
01262 - Personnel Assistant (Employment) II	17.72
01263 - Personnel Assistant (Employment) III	19.75
01270 - Production Control Clerk	29.83
01290 - Rental Clerk	14.53
01300 - Scheduler Maintenance	16.66
01311 - Secretary I	16.66
01312 - Secretary II	18.64
01313 - Secretary III	20.78
01320 - Service Order Dispatcher	21.73
01410 - Supply Technician	24.48
01420 - Survey Worker	15.84
01460 - Switchboard Operator/Receptionist	14.33
01531 - Travel Clerk I	15.96
01532 - Travel Clerk II	16.85
01533 - Travel Clerk III	17.58
01611 - Word Processor I	14.84
01612 - Word Processor II	16.66
01613 - Word Processor III	18.64
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.76
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	15.09
05400 - Transmission Repair Specialist	23.21
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.71
07041 - Cook I	14.61
07042 - Cook II	16.90
07070 - Dishwasher	12.73
07130 - Food Service Worker	13.32
07210 - Meat Cutter	18.56

07260 - Waiter/Waitress	9.64
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	13.68
11060 - Elevator Operator	14.67
11090 - Gardener	21.14
11122 - Housekeeping Aide	14.67
11150 - Janitor	14.67
11210 - Laborer Grounds Maintenance	16.50
11240 - Maid or Houseman	13.37
11260 - Pruner	14.72
11270 - Tractor Operator	19.50
11330 - Trail Maintenance Worker	16.50
11360 - Window Cleaner	16.50
12000 - Health Occupations	
12010 - Ambulance Driver	19.35
12011 - Breath Alcohol Technician	21.03
12012 - Certified Occupational Therapist Assistant	27.56
12015 - Certified Physical Therapist Assistant	27.44
12020 - Dental Assistant	17.03
12025 - Dental Hygienist	36.98
12030 - EKG Technician	31.86
12035 - Electroneurodiagnostic Technologist	31.86
12040 - Emergency Medical Technician	19.35
12071 - Licensed Practical Nurse I	18.79
12072 - Licensed Practical Nurse II	21.03
12073 - Licensed Practical Nurse III	23.44
12100 - Medical Assistant	16.07
12130 - Medical Laboratory Technician	23.20
12160 - Medical Record Clerk	18.14
12190 - Medical Record Technician	20.30
12195 - Medical Transcriptionist	18.79
12210 - Nuclear Medicine Technologist	46.20
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	18.79
12250 - Pharmacy Technician	18.55
12280 - Phlebotomist	17.47
12305 - Radiologic Technologist	28.95
12311 - Registered Nurse I	23.45
12312 - Registered Nurse II	28.70

12313 - Registered Nurse II Specialist		28.70
12314 - Registered Nurse III		34.72
12315 - Registered Nurse III Anesthetist		34.72
12316 - Registered Nurse IV		41.61
12317 - Scheduler (Drug and Alcohol Testing)		26.04
12320 - Substance Abuse Treatment Counselor		27.54
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		15.99
13072 - Photographer II		17.90
13073 - Photographer III		22.17
13074 - Photographer IV		27.11
13075 - Photographer V		32.80
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		18.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.86
14042 - Computer Operator II		17.74
14043 - Computer Operator III		19.79
14044 - Computer Operator IV		21.99
14045 - Computer Operator V		24.34
14071 - Computer Programmer I	(see 1)	22.19
14072 - Computer Programmer II	(see 1)	27.50
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		15.86
14160 - Personal Computer Support Technician		21.99
14170 - System Support Specialist		28.52
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		33.38

15070 - Flight Instructor (Pilot) 38.54
15080 - Graphic Artist 22.11
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 27.21
15095 - Technical Instructor/Course Developer 33.29
15110 - Test Proctor 21.97
15120 - Tutor 21.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.42
16030 - Counter Attendant 9.42
16040 - Dry Cleaner 11.64
16070 - Finisher Flatwork Machine 9.42
16090 - Presser Hand 9.42
16110 - Presser Machine Drycleaning 9.42
16130 - Presser Machine Shirts 9.42
16160 - Presser Machine Wearing Apparel Laundry 9.42
16190 - Sewing Machine Operator 12.42
16220 - Tailor 13.09
16250 - Washer Machine 10.23
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 17.23
21030 - Material Coordinator 29.83
21040 - Material Expediter 29.83
21050 - Material Handling Laborer 17.61
21071 - Order Filler 14.58
21080 - Production Line Worker (Food Processing) 17.23
21110 - Shipping Packer 17.55
21130 - Shipping/Receiving Clerk 17.55
21140 - Store Worker I 12.34
21150 - Stock Clerk 17.36
21210 - Tools And Parts Attendant 17.23
21410 - Warehouse Specialist 17.23
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 I 27.42

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.31
23110 - Appliance Mechanic 25.61
23120 - Bicycle Repairer 20.07
23125 - Cable Splicer 39.51
23130 - Carpenter Maintenance 25.51
23140 - Carpet Layer 25.72
23160 - Electrician Maintenance 28.20
23181 - Electronics Technician Maintenance I 29.04
23182 - Electronics Technician Maintenance II 31.11
23183 - Electronics Technician Maintenance III 33.14
23260 - Fabric Worker 24.30
23290 - Fire Alarm System Mechanic 30.92
23310 - Fire Extinguisher Repairer 22.53
23311 - Fuel Distribution System Mechanic 36.10
23312 - Fuel Distribution System Operator 27.36
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 22.51
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.87
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 17.61
23510 - Locksmith 26.41
23530 - Machinery Maintenance Mechanic 36.86
23550 - Machinist Maintenance 22.51
23580 - Maintenance Trades Helper 14.65
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 26.41
23760 - Painter Maintenance 19.09
23790 - Pipefitter Maintenance 28.92
23810 - Plumber Maintenance 27.15
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 24.65
23931 - Telecommunications Mechanic I 29.17

23932 - Telecommunications Mechanic II 30.92
23950 - Telephone Lineman 28.58
23960 - Welder Combination Maintenance 28.33
23965 - Well Driller 28.14
23970 - Woodcraft Worker 29.76
23980 - Woodworker 22.53
24000 - Personal Needs Occupations
24550 - Case Manager 16.86
24570 - Child Care Attendant 13.26
24580 - Child Care Center Clerk 16.54
24610 - Chore Aide 13.16
24620 - Family Readiness And Support Services Coordinator 16.86
24630 - Homemaker 16.86
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 15.73
27008 - Corrections Officer 25.25
27010 - Court Security Officer 24.01
27030 - Detection Dog Handler 17.60
27040 - Detention Officer 25.25
27070 - Firefighter 24.99
27101 - Guard I 15.73
27102 - Guard II 17.60
27131 - Police Officer I 25.45
27132 - Police Officer II 28.27
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.85
28042 - Carnival Equipment Repairer 18.32
28043 - Carnival Worker 12.42
28210 - Gate Attendant/Gate Tender 17.88
28310 - Lifeguard 13.95
28350 - Park Attendant (Aide) 20.00
28510 - Recreation Aide/Health Facility Attendant 14.60
28515 - Recreation Specialist 24.09
28630 - Sports Official 15.93
28690 - Swimming Pool Operator 21.19
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) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.58
30022 - Archeological Technician II 20.79
30023 - Archeological Technician III 25.75
30030 - Cartographic Technician 25.75
30040 - Civil Engineering Technician 23.21
30051 - Cryogenic Technician I 28.52
30052 - Cryogenic Technician II 31.50
30061 - Drafter/CAD Operator I 18.58
30062 - Drafter/CAD Operator II 20.79
30063 - Drafter/CAD Operator III 23.17
30064 - Drafter/CAD Operator IV 28.52
30081 - Engineering Technician I 15.77
30082 - Engineering Technician II 17.70
30083 - Engineering Technician III 19.81
30084 - Engineering Technician IV 24.53
30085 - Engineering Technician V 30.01
30086 - Engineering Technician VI 36.31
30090 - Environmental Technician 25.75
30095 - Evidence Control Specialist 25.75
30210 - Laboratory Technician 29.11
30221 - Latent Fingerprint Technician I 28.52
30222 - Latent Fingerprint Technician II 31.50
30240 - Mathematical Technician 25.75
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 31.50
30390 - Photo-Optics Technician 25.75
30395 - Radiation Control Technician 31.50
30461 - Technical Writer I 25.75
30462 - Technical Writer II 31.50
30463 - Technical Writer III 38.10
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.52
30502 - Weather Forecaster II 34.68
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.17
30621 - Weather Observer Senior (see 2) 25.75
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.90
31030 - Bus Driver 18.31

31043 - Driver Courier	17.40
31260 - Parking and Lot Attendant	13.94
31290 - Shuttle Bus Driver	18.92
31310 - Taxi Driver	15.17
31361 - Truckdriver Light	18.92
31362 - Truckdriver Medium	20.40
31363 - Truckdriver Heavy	23.19
31364 - Truckdriver Tractor-Trailer	23.19
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.29
99050 - Desk Clerk	13.77
99095 - Embalmer	25.64
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.35
99252 - Laboratory Animal Caretaker II	15.60
99260 - Marketing Analyst	24.49
99310 - Mortician	25.64
99410 - Pest Controller	22.32
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.89
99711 - Recycling Specialist	25.29
99730 - Refuse Collector	18.58
99810 - Sales Clerk	13.13
99820 - School Crossing Guard	16.69
99830 - Survey Party Chief	24.60
99831 - Surveying Aide	17.98
99832 - Surveying Technician	22.33
99840 - Vending Machine Attendant	16.68
99841 - Vending Machine Repairer	20.97
99842 - Vending Machine Repairer Helper	16.68

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5411
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wyoming

Area: Wyoming Counties of Campbell Crook Johnson Sheridan Weston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.24
01012 - Accounting Clerk II		15.99
01013 - Accounting Clerk III		17.89
01020 - Administrative Assistant		22.25
01035 - Court Reporter		17.98
01041 - Customer Service Representative I		13.76
01042 - Customer Service Representative II		15.47
01043 - Customer Service Representative III		16.88
01051 - Data Entry Operator I		13.12
01052 - Data Entry Operator II		14.32
01060 - Dispatcher Motor Vehicle		19.73
01070 - Document Preparation Clerk		14.32
01090 - Duplicating Machine Operator		14.32
01111 - General Clerk I		14.01
01112 - General Clerk II		15.29

01113 - General Clerk III 17.16
01120 - Housing Referral Assistant 20.04
01141 - Messenger Courier 11.67
01191 - Order Clerk I 13.12
01192 - Order Clerk II 14.32
01261 - Personnel Assistant (Employment) I 16.29
01262 - Personnel Assistant (Employment) II 18.23
01263 - Personnel Assistant (Employment) III 20.32
01270 - Production Control Clerk 29.83
01290 - Rental Clerk 14.90
01300 - Scheduler Maintenance 16.07
01311 - Secretary I 16.07
01312 - Secretary II 17.98
01313 - Secretary III 20.04
01320 - Service Order Dispatcher 19.73
01410 - Supply Technician 22.25
01420 - Survey Worker 15.84
01460 - Switchboard Operator/Receptionist 13.64
01531 - Travel Clerk I 11.95
01532 - Travel Clerk II 12.71
01533 - Travel Clerk III 13.41
01611 - Word Processor I 14.32
01612 - Word Processor II 16.07
01613 - Word Processor III 17.98
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.96
05010 - Automotive Electrician 23.72
05040 - Automotive Glass Installer 22.19
05070 - Automotive Worker 22.19
05110 - Mobile Equipment Servicer 19.16
05130 - Motor Equipment Metal Mechanic 25.21
05160 - Motor Equipment Metal Worker 22.19
05190 - Motor Vehicle Mechanic 25.21
05220 - Motor Vehicle Mechanic Helper 17.62
05250 - Motor Vehicle Upholstery Worker 20.68
05280 - Motor Vehicle Wrecker 22.19
05310 - Painter Automotive 23.72
05340 - Radiator Repair Specialist 22.19
05370 - Tire Repairer 16.60
05400 - Transmission Repair Specialist 25.21
07000 - Food Preparation And Service Occupations
07010 - Baker 13.23
07041 - Cook I 13.72
07042 - Cook II 15.89
07070 - Dishwasher 10.14
07130 - Food Service Worker 11.01
07210 - Meat Cutter 16.91
07260 - Waiter/Waitress 9.20
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 27.04

09040 - Furniture Handler 16.81
09080 - Furniture Refinisher 27.04
09090 - Furniture Refinisher Helper 20.35
09110 - Furniture Repairer Minor 23.89
09130 - Upholsterer 27.04
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.08
11060 - Elevator Operator 13.06
11090 - Gardener 19.33
11122 - Housekeeping Aide 14.62
11150 - Janitor 14.62
11210 - Laborer Grounds Maintenance 15.78
11240 - Maid or Houseman 11.52
11260 - Pruner 14.13
11270 - Tractor Operator 19.10
11330 - Trail Maintenance Worker 15.78
11360 - Window Cleaner 16.32
12000 - Health Occupations
12010 - Ambulance Driver 17.17
12011 - Breath Alcohol Technician 19.95
12012 - Certified Occupational Therapist Assistant 27.59
12015 - Certified Physical Therapist Assistant 26.55
12020 - Dental Assistant 18.03
12025 - Dental Hygienist 33.83
12030 - EKG Technician 30.23
12035 - Electroneurodiagnostic Technologist 30.23
12040 - Emergency Medical Technician 17.17
12071 - Licensed Practical Nurse I 17.83
12072 - Licensed Practical Nurse II 19.95
12073 - Licensed Practical Nurse III 22.24
12100 - Medical Assistant 17.16
12130 - Medical Laboratory Technician 23.19
12160 - Medical Record Clerk 18.78
12190 - Medical Record Technician 24.29
12195 - Medical Transcriptionist 17.83
12210 - Nuclear Medicine Technologist 43.84
12221 - Nursing Assistant I 11.95
12222 - Nursing Assistant II 13.44
12223 - Nursing Assistant III 14.66
12224 - Nursing Assistant IV 16.45
12235 - Optical Dispenser 16.61
12236 - Optical Technician 17.83
12250 - Pharmacy Technician 17.58
12280 - Phlebotomist 16.76
12305 - Radiologic Technologist 28.53
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)		24.71
12320 - Substance Abuse Treatment Counselor		27.49
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.64
13012 - Exhibits Specialist II		25.56
13013 - Exhibits Specialist III		31.27
13041 - Illustrator I		20.64
13042 - Illustrator II		25.56
13043 - Illustrator III		31.27
13047 - Librarian		28.31
13050 - Library Aide/Clerk		13.96
13054 - Library Information Technology Systems Administrator		25.56
13058 - Library Technician		17.40
13061 - Media Specialist I		18.44
13062 - Media Specialist II		20.64
13063 - Media Specialist III		23.01
13071 - Photographer I		18.44
13072 - Photographer II		20.64
13073 - Photographer III		25.56
13074 - Photographer IV		31.27
13075 - Photographer V		37.83
13090 - Technical Order Library Clerk		17.30
13110 - Video Teleconference Technician		18.76
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.86
14042 - Computer Operator II		17.74
14043 - Computer Operator III		19.79
14044 - Computer Operator IV		21.99
14045 - Computer Operator V		24.34
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)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.86
14160 - Personal Computer Support Technician		21.99
14170 - System Support Specialist		31.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.65
15020 - Aircrew Training Devices Instructor (Rated)		34.66
15030 - Air Crew Training Devices Instructor (Pilot)		41.54
15050 - Computer Based Training Specialist / Instructor		28.65
15060 - Educational Technologist		34.19
15070 - Flight Instructor (Pilot)		41.54
15080 - Graphic Artist		18.27
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.54

15086 - Maintenance Test Pilot Rotary Wing 41.54
15088 - Non-Maintenance Test/Co-Pilot 41.54
15090 - Technical Instructor 26.08
15095 - Technical Instructor/Course Developer 31.90
15110 - Test Proctor 21.05
15120 - Tutor 21.05
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.17
16030 - Counter Attendant 10.17
16040 - Dry Cleaner 11.61
16070 - Finisher Flatwork Machine 10.17
16090 - Presser Hand 10.17
16110 - Presser Machine Drycleaning 10.17
16130 - Presser Machine Shirts 10.17
16160 - Presser Machine Wearing Apparel Laundry 10.17
16190 - Sewing Machine Operator 12.20
16220 - Tailor 12.84
16250 - Washer Machine 10.65
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.68
19040 - Tool And Die Maker 34.79
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.94
21030 - Material Coordinator 29.83
21040 - Material Expediter 29.83
21050 - Material Handling Laborer 16.06
21071 - Order Filler 13.93
21080 - Production Line Worker (Food Processing) 22.94
21110 - Shipping Packer 16.71
21130 - Shipping/Receiving Clerk 16.71
21140 - Store Worker I 12.15
21150 - Stock Clerk 16.90
21210 - Tools And Parts Attendant 22.94
21410 - Warehouse Specialist 22.94
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.78
23019 - Aircraft Logs and Records Technician 23.89
23021 - Aircraft Mechanic I 29.12
23022 - Aircraft Mechanic II 30.78
23023 - Aircraft Mechanic III 32.57
23040 - Aircraft Mechanic Helper 20.35
23050 - Aircraft Painter 27.40
23060 - Aircraft Servicer 23.89
23070 - Aircraft Survival Flight Equipment Technician 27.40
23080 - Aircraft Worker 25.63
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.63
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.12
23110 - Appliance Mechanic 27.68

23120 - Bicycle Repairer 22.36
23125 - Cable Splicer 40.11
23130 - Carpenter Maintenance 21.88
23140 - Carpet Layer 25.90
23160 - Electrician Maintenance 30.89
23181 - Electronics Technician Maintenance I 30.55
23182 - Electronics Technician Maintenance II 32.66
23183 - Electronics Technician Maintenance III 34.71
23260 - Fabric Worker 24.14
23290 - Fire Alarm System Mechanic 29.43
23310 - Fire Extinguisher Repairer 22.36
23311 - Fuel Distribution System Mechanic 33.65
23312 - Fuel Distribution System Operator 25.57
23370 - General Maintenance Worker 18.95
23380 - Ground Support Equipment Mechanic 29.12
23381 - Ground Support Equipment Servicer 23.89
23382 - Ground Support Equipment Worker 25.63
23391 - Gunsmith I 22.36
23392 - Gunsmith II 25.90
23393 - Gunsmith III 29.43
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.06
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.56
23430 - Heavy Equipment Mechanic 34.29
23440 - Heavy Equipment Operator 31.36
23460 - Instrument Mechanic 29.43
23465 - Laboratory/Shelter Mechanic 27.68
23470 - Laborer 16.06
23510 - Locksmith 27.68
23530 - Machinery Maintenance Mechanic 34.02
23550 - Machinist Maintenance 27.45
23580 - Maintenance Trades Helper 16.12
23591 - Metrology Technician I 29.43
23592 - Metrology Technician II 31.25
23593 - Metrology Technician III 33.08
23640 - Millwright 29.43
23710 - Office Appliance Repairer 27.68
23760 - Painter Maintenance 22.77
23790 - Pipefitter Maintenance 25.99
23810 - Plumber Maintenance 24.45
23820 - Pneudraulic Systems Mechanic 29.43
23850 - Rigger 29.43
23870 - Scale Mechanic 25.90
23890 - Sheet-Metal Worker Maintenance 25.98
23910 - Small Engine Mechanic 25.90
23931 - Telecommunications Mechanic I 27.41
23932 - Telecommunications Mechanic II 29.11
23950 - Telephone Lineman 28.74
23960 - Welder Combination Maintenance 32.05

23965 - Well Driller 28.37
23970 - Woodcraft Worker 29.43
23980 - Woodworker 22.36
24000 - Personal Needs Occupations
24550 - Case Manager 15.90
24570 - Child Care Attendant 11.56
24580 - Child Care Center Clerk 14.42
24610 - Chore Aide 12.44
24620 - Family Readiness And Support Services Coordinator 15.90
24630 - Homemaker 15.90
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.12
25040 - Sewage Plant Operator 24.65
25070 - Stationary Engineer 29.12
25190 - Ventilation Equipment Tender 20.35
25210 - Water Treatment Plant Operator 24.65
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.08
27007 - Baggage Inspector 14.99
27008 - Corrections Officer 22.41
27010 - Court Security Officer 22.37
27030 - Detection Dog Handler 16.77
27040 - Detention Officer 22.41
27070 - Firefighter 22.79
27101 - Guard I 14.99
27102 - Guard II 16.77
27131 - Police Officer I 25.02
27132 - Police Officer II 27.80
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.01
28042 - Carnival Equipment Repairer 15.23
28043 - Carnival Worker 10.36
28210 - Gate Attendant/Gate Tender 18.70
28310 - Lifeguard 15.09
28350 - Park Attendant (Aide) 20.92
28510 - Recreation Aide/Health Facility Attendant 15.26
28515 - Recreation Specialist 20.63
28630 - Sports Official 16.65
28690 - Swimming Pool Operator 17.63
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.14
29020 - Hatch Tender 27.14
29030 - Line Handler 27.14
29041 - Stevedore I 25.29
29042 - Stevedore II 29.01
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29

30021 - Archeological Technician I		16.97
30022 - Archeological Technician II		18.99
30023 - Archeological Technician III		23.52
30030 - Cartographic Technician		23.52
30040 - Civil Engineering Technician		22.77
30051 - Cryogenic Technician I		26.05
30052 - Cryogenic Technician II		28.77
30061 - Drafter/CAD Operator I		16.97
30062 - Drafter/CAD Operator II		18.99
30063 - Drafter/CAD Operator III		21.17
30064 - Drafter/CAD Operator IV		26.05
30081 - Engineering Technician I		15.77
30082 - Engineering Technician II		17.69
30083 - Engineering Technician III		19.80
30084 - Engineering Technician IV		24.52
30085 - Engineering Technician V		30.00
30086 - Engineering Technician VI		36.30
30090 - Environmental Technician		21.11
30095 - Evidence Control Specialist		23.52
30210 - Laboratory Technician		18.47
30221 - Latent Fingerprint Technician I		26.05
30222 - Latent Fingerprint Technician II		28.77
30240 - Mathematical Technician		23.52
30361 - Paralegal/Legal Assistant I		18.83
30362 - Paralegal/Legal Assistant II		23.33
30363 - Paralegal/Legal Assistant III		28.53
30364 - Paralegal/Legal Assistant IV		34.52
30375 - Petroleum Supply Specialist		28.77
30390 - Photo-Optics Technician		23.52
30395 - Radiation Control Technician		28.77
30461 - Technical Writer I		23.52
30462 - Technical Writer II		28.77
30463 - Technical Writer III		34.81
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.05
30502 - Weather Forecaster II		31.69
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.17
30621 - Weather Observer Senior	(see 2)	23.52
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.30
31030 - Bus Driver		21.04
31043 - Driver Courier		15.67
31260 - Parking and Lot Attendant		14.17
31290 - Shuttle Bus Driver		17.04

31310 - Taxi Driver	11.98
31361 - Truckdriver Light	17.04
31362 - Truckdriver Medium	18.39
31363 - Truckdriver Heavy	24.12
31364 - Truckdriver Tractor-Trailer	24.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.61
99050 - Desk Clerk	11.31
99095 - Embalmer	25.64
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.29
99252 - Laboratory Animal Caretaker II	14.45
99260 - Marketing Analyst	29.17
99310 - Mortician	25.64
99410 - Pest Controller	21.77
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	21.15
99711 - Recycling Specialist	25.61
99730 - Refuse Collector	18.94
99810 - Sales Clerk	12.22
99820 - School Crossing Guard	13.79
99830 - Survey Party Chief	27.72
99831 - Surveying Aide	20.27
99832 - Surveying Technician	25.16
99840 - Vending Machine Attendant	14.82
99841 - Vending Machine Repairer	18.66
99842 - Vending Machine Repairer Helper	14.82

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5412
Revision No.: 12
Date Of Last Revision: 06/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wyoming

Area: Wyoming Counties of Campbell Crook Johnson Sheridan Weston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.24
01012 - Accounting Clerk II		15.99
01013 - Accounting Clerk III		17.89
01020 - Administrative Assistant		22.25
01035 - Court Reporter		17.98
01041 - Customer Service Representative I		13.76
01042 - Customer Service Representative II		15.47
01043 - Customer Service Representative III		16.88
01051 - Data Entry Operator I		13.12
01052 - Data Entry Operator II		14.32
01060 - Dispatcher Motor Vehicle		19.73
01070 - Document Preparation Clerk		14.32

01090 - Duplicating Machine Operator	14.32
01111 - General Clerk I	14.01
01112 - General Clerk II	15.29
01113 - General Clerk III	17.16
01120 - Housing Referral Assistant	20.04
01141 - Messenger Courier	11.67
01191 - Order Clerk I	13.12
01192 - Order Clerk II	14.32
01261 - Personnel Assistant (Employment) I	16.29
01262 - Personnel Assistant (Employment) II	18.23
01263 - Personnel Assistant (Employment) III	20.32
01270 - Production Control Clerk	29.83
01290 - Rental Clerk	14.90
01300 - Scheduler Maintenance	16.07
01311 - Secretary I	16.07
01312 - Secretary II	17.98
01313 - Secretary III	20.04
01320 - Service Order Dispatcher	19.73
01410 - Supply Technician	22.25
01420 - Survey Worker	15.84
01460 - Switchboard Operator/Receptionist	13.64
01531 - Travel Clerk I	11.95
01532 - Travel Clerk II	12.71
01533 - Travel Clerk III	13.41
01611 - Word Processor I	14.32
01612 - Word Processor II	16.07
01613 - Word Processor III	17.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.96
05010 - Automotive Electrician	23.72
05040 - Automotive Glass Installer	22.19
05070 - Automotive Worker	22.19
05110 - Mobile Equipment Servicer	19.16
05130 - Motor Equipment Metal Mechanic	25.21
05160 - Motor Equipment Metal Worker	22.19
05190 - Motor Vehicle Mechanic	25.21
05220 - Motor Vehicle Mechanic Helper	17.62
05250 - Motor Vehicle Upholstery Worker	20.68
05280 - Motor Vehicle Wrecker	22.19
05310 - Painter Automotive	23.72
05340 - Radiator Repair Specialist	22.19
05370 - Tire Repairer	16.60
05400 - Transmission Repair Specialist	25.21
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.23
07041 - Cook I	13.72
07042 - Cook II	15.89
07070 - Dishwasher	10.14
07130 - Food Service Worker	11.01
07210 - Meat Cutter	16.91

07260 - Waiter/Waitress	9.20
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.04
09040 - Furniture Handler	16.81
09080 - Furniture Refinisher	27.04
09090 - Furniture Refinisher Helper	20.35
09110 - Furniture Repairer Minor	23.89
09130 - Upholsterer	27.04
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.08
11060 - Elevator Operator	13.06
11090 - Gardener	19.33
11122 - Housekeeping Aide	14.62
11150 - Janitor	14.62
11210 - Laborer Grounds Maintenance	15.78
11240 - Maid or Houseman	11.52
11260 - Pruner	14.13
11270 - Tractor Operator	19.10
11330 - Trail Maintenance Worker	15.78
11360 - Window Cleaner	16.32
12000 - Health Occupations	
12010 - Ambulance Driver	17.17
12011 - Breath Alcohol Technician	19.95
12012 - Certified Occupational Therapist Assistant	27.59
12015 - Certified Physical Therapist Assistant	26.55
12020 - Dental Assistant	18.03
12025 - Dental Hygienist	33.83
12030 - EKG Technician	30.23
12035 - Electroneurodiagnostic Technologist	30.23
12040 - Emergency Medical Technician	17.17
12071 - Licensed Practical Nurse I	17.83
12072 - Licensed Practical Nurse II	19.95
12073 - Licensed Practical Nurse III	22.24
12100 - Medical Assistant	17.16
12130 - Medical Laboratory Technician	23.19
12160 - Medical Record Clerk	18.78
12190 - Medical Record Technician	24.29
12195 - Medical Transcriptionist	17.83
12210 - Nuclear Medicine Technologist	43.84
12221 - Nursing Assistant I	11.95
12222 - Nursing Assistant II	13.44
12223 - Nursing Assistant III	14.66
12224 - Nursing Assistant IV	16.45
12235 - Optical Dispenser	16.61
12236 - Optical Technician	17.83
12250 - Pharmacy Technician	17.58
12280 - Phlebotomist	16.76
12305 - Radiologic Technologist	28.53
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)		24.71
12320 - Substance Abuse Treatment Counselor		27.49
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.64
13012 - Exhibits Specialist II		25.56
13013 - Exhibits Specialist III		31.27
13041 - Illustrator I		20.64
13042 - Illustrator II		25.56
13043 - Illustrator III		31.27
13047 - Librarian		28.31
13050 - Library Aide/Clerk		13.96
13054 - Library Information Technology Systems Administrator		25.56
13058 - Library Technician		17.40
13061 - Media Specialist I		18.44
13062 - Media Specialist II		20.64
13063 - Media Specialist III		23.01
13071 - Photographer I		18.44
13072 - Photographer II		20.64
13073 - Photographer III		25.56
13074 - Photographer IV		31.27
13075 - Photographer V		37.83
13090 - Technical Order Library Clerk		17.30
13110 - Video Teleconference Technician		18.76
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.86
14042 - Computer Operator II		17.74
14043 - Computer Operator III		19.79
14044 - Computer Operator IV		21.99
14045 - Computer Operator V		24.34
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)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.86
14160 - Personal Computer Support Technician		21.99
14170 - System Support Specialist		31.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.65
15020 - Aircrew Training Devices Instructor (Rated)		34.66
15030 - Air Crew Training Devices Instructor (Pilot)		41.54
15050 - Computer Based Training Specialist / Instructor		28.65
15060 - Educational Technologist		34.19

15070 - Flight Instructor (Pilot) 41.54
15080 - Graphic Artist 18.27
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.54
15086 - Maintenance Test Pilot Rotary Wing 41.54
15088 - Non-Maintenance Test/Co-Pilot 41.54
15090 - Technical Instructor 26.08
15095 - Technical Instructor/Course Developer 31.90
15110 - Test Proctor 21.05
15120 - Tutor 21.05
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.17
16030 - Counter Attendant 10.17
16040 - Dry Cleaner 11.61
16070 - Finisher Flatwork Machine 10.17
16090 - Presser Hand 10.17
16110 - Presser Machine Drycleaning 10.17
16130 - Presser Machine Shirts 10.17
16160 - Presser Machine Wearing Apparel Laundry 10.17
16190 - Sewing Machine Operator 12.20
16220 - Tailor 12.84
16250 - Washer Machine 10.65
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.68
19040 - Tool And Die Maker 34.79
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.94
21030 - Material Coordinator 29.83
21040 - Material Expediter 29.83
21050 - Material Handling Laborer 16.06
21071 - Order Filler 13.93
21080 - Production Line Worker (Food Processing) 22.94
21110 - Shipping Packer 16.71
21130 - Shipping/Receiving Clerk 16.71
21140 - Store Worker I 12.15
21150 - Stock Clerk 16.90
21210 - Tools And Parts Attendant 22.94
21410 - Warehouse Specialist 22.94
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.78
23019 - Aircraft Logs and Records Technician 23.89
23021 - Aircraft Mechanic I 29.12
23022 - Aircraft Mechanic II 30.78
23023 - Aircraft Mechanic III 32.57
23040 - Aircraft Mechanic Helper 20.35
23050 - Aircraft Painter 27.40
23060 - Aircraft Servicer 23.89
23070 - Aircraft Survival Flight Equipment Technician 27.40
23080 - Aircraft Worker 25.63
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.63

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.12
23110 - Appliance Mechanic 27.68
23120 - Bicycle Repairer 22.36
23125 - Cable Splicer 40.11
23130 - Carpenter Maintenance 21.88
23140 - Carpet Layer 25.90
23160 - Electrician Maintenance 30.89
23181 - Electronics Technician Maintenance I 30.55
23182 - Electronics Technician Maintenance II 32.66
23183 - Electronics Technician Maintenance III 34.71
23260 - Fabric Worker 24.14
23290 - Fire Alarm System Mechanic 29.43
23310 - Fire Extinguisher Repairer 22.36
23311 - Fuel Distribution System Mechanic 33.65
23312 - Fuel Distribution System Operator 25.57
23370 - General Maintenance Worker 18.95
23380 - Ground Support Equipment Mechanic 29.12
23381 - Ground Support Equipment Servicer 23.89
23382 - Ground Support Equipment Worker 25.63
23391 - Gunsmith I 22.36
23392 - Gunsmith II 25.90
23393 - Gunsmith III 29.43
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.06
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.56
23430 - Heavy Equipment Mechanic 34.29
23440 - Heavy Equipment Operator 31.36
23460 - Instrument Mechanic 29.43
23465 - Laboratory/Shelter Mechanic 27.68
23470 - Laborer 16.06
23510 - Locksmith 27.68
23530 - Machinery Maintenance Mechanic 34.02
23550 - Machinist Maintenance 27.45
23580 - Maintenance Trades Helper 16.12
23591 - Metrology Technician I 29.43
23592 - Metrology Technician II 31.25
23593 - Metrology Technician III 33.08
23640 - Millwright 29.43
23710 - Office Appliance Repairer 27.68
23760 - Painter Maintenance 22.77
23790 - Pipefitter Maintenance 25.99
23810 - Plumber Maintenance 24.45
23820 - Pneudraulic Systems Mechanic 29.43
23850 - Rigger 29.43
23870 - Scale Mechanic 25.90
23890 - Sheet-Metal Worker Maintenance 25.98
23910 - Small Engine Mechanic 25.90
23931 - Telecommunications Mechanic I 27.41

23932 - Telecommunications Mechanic II 29.11
23950 - Telephone Lineman 28.74
23960 - Welder Combination Maintenance 32.05
23965 - Well Driller 28.37
23970 - Woodcraft Worker 29.43
23980 - Woodworker 22.36
24000 - Personal Needs Occupations
24550 - Case Manager 15.90
24570 - Child Care Attendant 11.56
24580 - Child Care Center Clerk 14.42
24610 - Chore Aide 12.44
24620 - Family Readiness And Support Services Coordinator 15.90
24630 - Homemaker 15.90
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.12
25040 - Sewage Plant Operator 24.65
25070 - Stationary Engineer 29.12
25190 - Ventilation Equipment Tender 20.35
25210 - Water Treatment Plant Operator 24.65
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.08
27007 - Baggage Inspector 14.99
27008 - Corrections Officer 22.41
27010 - Court Security Officer 22.37
27030 - Detection Dog Handler 16.77
27040 - Detention Officer 22.41
27070 - Firefighter 22.79
27101 - Guard I 14.99
27102 - Guard II 16.77
27131 - Police Officer I 25.02
27132 - Police Officer II 27.80
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.01
28042 - Carnival Equipment Repairer 15.23
28043 - Carnival Worker 10.36
28210 - Gate Attendant/Gate Tender 18.70
28310 - Lifeguard 15.09
28350 - Park Attendant (Aide) 20.92
28510 - Recreation Aide/Health Facility Attendant 15.26
28515 - Recreation Specialist 20.63
28630 - Sports Official 16.65
28690 - Swimming Pool Operator 17.63
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.14
29020 - Hatch Tender 27.14
29030 - Line Handler 27.14
29041 - Stevedore I 25.29
29042 - Stevedore II 29.01
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.97
30022 - Archeological Technician II 18.99
30023 - Archeological Technician III 23.52
30030 - Cartographic Technician 23.52
30040 - Civil Engineering Technician 22.77
30051 - Cryogenic Technician I 26.05
30052 - Cryogenic Technician II 28.77
30061 - Drafter/CAD Operator I 16.97
30062 - Drafter/CAD Operator II 18.99
30063 - Drafter/CAD Operator III 21.17
30064 - Drafter/CAD Operator IV 26.05
30081 - Engineering Technician I 15.77
30082 - Engineering Technician II 17.69
30083 - Engineering Technician III 19.80
30084 - Engineering Technician IV 24.52
30085 - Engineering Technician V 30.00
30086 - Engineering Technician VI 36.30
30090 - Environmental Technician 21.11
30095 - Evidence Control Specialist 23.52
30210 - Laboratory Technician 18.47
30221 - Latent Fingerprint Technician I 26.05
30222 - Latent Fingerprint Technician II 28.77
30240 - Mathematical Technician 23.52
30361 - Paralegal/Legal Assistant I 18.83
30362 - Paralegal/Legal Assistant II 23.33
30363 - Paralegal/Legal Assistant III 28.53
30364 - Paralegal/Legal Assistant IV 34.52
30375 - Petroleum Supply Specialist 28.77
30390 - Photo-Optics Technician 23.52
30395 - Radiation Control Technician 28.77
30461 - Technical Writer I 23.52
30462 - Technical Writer II 28.77
30463 - Technical Writer III 34.81
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.05
30502 - Weather Forecaster II 31.69
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.17
30621 - Weather Observer Senior (see 2) 23.52
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.30
31030 - Bus Driver 21.04

31043 - Driver Courier	15.67
31260 - Parking and Lot Attendant	14.17
31290 - Shuttle Bus Driver	17.04
31310 - Taxi Driver	11.98
31361 - Truckdriver Light	17.04
31362 - Truckdriver Medium	18.39
31363 - Truckdriver Heavy	24.12
31364 - Truckdriver Tractor-Trailer	24.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.61
99050 - Desk Clerk	11.31
99095 - Embalmer	25.64
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.29
99252 - Laboratory Animal Caretaker II	14.45
99260 - Marketing Analyst	29.17
99310 - Mortician	25.64
99410 - Pest Controller	21.77
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	21.15
99711 - Recycling Specialist	25.61
99730 - Refuse Collector	18.94
99810 - Sales Clerk	12.22
99820 - School Crossing Guard	13.79
99830 - Survey Party Chief	27.72
99831 - Surveying Aide	20.27
99832 - Surveying Technician	25.16
99840 - Vending Machine Attendant	14.82
99841 - Vending Machine Repairer	18.66
99842 - Vending Machine Repairer Helper	14.82

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5413
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wyoming

Area: Wyoming Counties of Albany Carbon Converse Goshen Niobrara Platte

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.24
01012 - Accounting Clerk II		15.99
01013 - Accounting Clerk III		17.89
01020 - Administrative Assistant		21.80
01035 - Court Reporter		17.98
01041 - Customer Service Representative I		13.76
01042 - Customer Service Representative II		15.47
01043 - Customer Service Representative III		16.88
01051 - Data Entry Operator I		13.12
01052 - Data Entry Operator II		14.32
01060 - Dispatcher Motor Vehicle		19.73
01070 - Document Preparation Clerk		14.32
01090 - Duplicating Machine Operator		14.32
01111 - General Clerk I		14.01
01112 - General Clerk II		15.29

01113 - General Clerk III 17.16
01120 - Housing Referral Assistant 20.04
01141 - Messenger Courier 11.67
01191 - Order Clerk I 13.12
01192 - Order Clerk II 14.32
01261 - Personnel Assistant (Employment) I 16.29
01262 - Personnel Assistant (Employment) II 18.23
01263 - Personnel Assistant (Employment) III 20.32
01270 - Production Control Clerk 24.65
01290 - Rental Clerk 14.08
01300 - Scheduler Maintenance 16.07
01311 - Secretary I 16.07
01312 - Secretary II 17.98
01313 - Secretary III 20.04
01320 - Service Order Dispatcher 19.73
01410 - Supply Technician 21.80
01420 - Survey Worker 14.84
01460 - Switchboard Operator/Receptionist 13.59
01531 - Travel Clerk I 11.99
01532 - Travel Clerk II 12.71
01533 - Travel Clerk III 13.41
01611 - Word Processor I 14.32
01612 - Word Processor II 16.07
01613 - Word Processor III 17.98
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 26.24
05010 - Automotive Electrician 21.78
05040 - Automotive Glass Installer 20.38
05070 - Automotive Worker 20.38
05110 - Mobile Equipment Servicer 17.59
05130 - Motor Equipment Metal Mechanic 23.15
05160 - Motor Equipment Metal Worker 20.38
05190 - Motor Vehicle Mechanic 23.15
05220 - Motor Vehicle Mechanic Helper 16.18
05250 - Motor Vehicle Upholstery Worker 18.99
05280 - Motor Vehicle Wrecker 20.38
05310 - Painter Automotive 21.78
05340 - Radiator Repair Specialist 20.38
05370 - Tire Repairer 16.60
05400 - Transmission Repair Specialist 23.15
07000 - Food Preparation And Service Occupations
07010 - Baker 12.67
07041 - Cook I 13.72
07042 - Cook II 15.89
07070 - Dishwasher 9.47
07130 - Food Service Worker 10.96
07210 - Meat Cutter 16.31
07260 - Waiter/Waitress 9.20
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 27.04

09040 - Furniture Handler 16.89
09080 - Furniture Refinisher 27.04
09090 - Furniture Refinisher Helper 20.45
09110 - Furniture Repairer Minor 24.00
09130 - Upholsterer 27.04
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.08
11060 - Elevator Operator 12.08
11090 - Gardener 19.33
11122 - Housekeeping Aide 14.62
11150 - Janitor 14.62
11210 - Laborer Grounds Maintenance 14.68
11240 - Maid or Houseman 11.52
11260 - Pruner 13.15
11270 - Tractor Operator 17.78
11330 - Trail Maintenance Worker 14.68
11360 - Window Cleaner 16.32
12000 - Health Occupations
12010 - Ambulance Driver 17.17
12011 - Breath Alcohol Technician 21.07
12012 - Certified Occupational Therapist Assistant 28.11
12015 - Certified Physical Therapist Assistant 26.55
12020 - Dental Assistant 18.03
12025 - Dental Hygienist 33.83
12030 - EKG Technician 31.92
12035 - Electroneurodiagnostic Technologist 31.92
12040 - Emergency Medical Technician 17.17
12071 - Licensed Practical Nurse I 18.83
12072 - Licensed Practical Nurse II 21.07
12073 - Licensed Practical Nurse III 23.49
12100 - Medical Assistant 16.82
12130 - Medical Laboratory Technician 24.06
12160 - Medical Record Clerk 17.14
12190 - Medical Record Technician 19.46
12195 - Medical Transcriptionist 18.83
12210 - Nuclear Medicine Technologist 45.74
12221 - Nursing Assistant I 11.95
12222 - Nursing Assistant II 13.44
12223 - Nursing Assistant III 14.66
12224 - Nursing Assistant IV 16.45
12235 - Optical Dispenser 18.58
12236 - Optical Technician 18.83
12250 - Pharmacy Technician 17.51
12280 - Phlebotomist 16.76
12305 - Radiologic Technologist 28.10
12311 - Registered Nurse I 23.77
12312 - Registered Nurse II 29.07
12313 - Registered Nurse II Specialist 29.07
12314 - Registered Nurse III 35.17
12315 - Registered Nurse III Anesthetist 35.17

12316 - Registered Nurse IV		42.17
12317 - Scheduler (Drug and Alcohol Testing)		26.10
12320 - Substance Abuse Treatment Counselor		26.94
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.82
13012 - Exhibits Specialist II		25.78
13013 - Exhibits Specialist III		31.54
13041 - Illustrator I		20.82
13042 - Illustrator II		25.78
13043 - Illustrator III		31.54
13047 - Librarian		28.56
13050 - Library Aide/Clerk		14.52
13054 - Library Information Technology Systems Administrator		25.78
13058 - Library Technician		16.74
13061 - Media Specialist I		18.60
13062 - Media Specialist II		20.82
13063 - Media Specialist III		23.20
13071 - Photographer I		18.60
13072 - Photographer II		20.82
13073 - Photographer III		25.78
13074 - Photographer IV		31.54
13075 - Photographer V		38.16
13090 - Technical Order Library Clerk		18.27
13110 - Video Teleconference Technician		18.76
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.86
14042 - Computer Operator II		17.74
14043 - Computer Operator III		19.79
14044 - Computer Operator IV		21.99
14045 - Computer Operator V		24.34
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)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.86
14160 - Personal Computer Support Technician		21.99
14170 - System Support Specialist		28.74
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.65
15020 - Aircrew Training Devices Instructor (Rated)		34.66
15030 - Air Crew Training Devices Instructor (Pilot)		41.54
15050 - Computer Based Training Specialist / Instructor		28.65
15060 - Educational Technologist		29.57
15070 - Flight Instructor (Pilot)		41.54
15080 - Graphic Artist		20.10
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.54

15086 - Maintenance Test Pilot Rotary Wing 41.54
15088 - Non-Maintenance Test/Co-Pilot 41.54
15090 - Technical Instructor 26.18
15095 - Technical Instructor/Course Developer 32.03
15110 - Test Proctor 21.14
15120 - Tutor 21.14
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.17
16030 - Counter Attendant 10.17
16040 - Dry Cleaner 11.61
16070 - Finisher Flatwork Machine 10.17
16090 - Presser Hand 10.17
16110 - Presser Machine Drycleaning 10.17
16130 - Presser Machine Shirts 10.17
16160 - Presser Machine Wearing Apparel Laundry 10.17
16190 - Sewing Machine Operator 12.20
16220 - Tailor 12.84
16250 - Washer Machine 10.65
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.68
19040 - Tool And Die Maker 34.79
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.95
21030 - Material Coordinator 24.65
21040 - Material Expediter 24.65
21050 - Material Handling Laborer 16.06
21071 - Order Filler 12.75
21080 - Production Line Worker (Food Processing) 18.95
21110 - Shipping Packer 16.45
21130 - Shipping/Receiving Clerk 16.45
21140 - Store Worker I 12.15
21150 - Stock Clerk 16.90
21210 - Tools And Parts Attendant 18.95
21410 - Warehouse Specialist 18.95
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.78
23019 - Aircraft Logs and Records Technician 24.00
23021 - Aircraft Mechanic I 29.15
23022 - Aircraft Mechanic II 30.78
23023 - Aircraft Mechanic III 32.57
23040 - Aircraft Mechanic Helper 20.45
23050 - Aircraft Painter 27.53
23060 - Aircraft Servicer 24.00
23070 - Aircraft Survival Flight Equipment Technician 27.53
23080 - Aircraft Worker 25.75
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.75
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.15
23110 - Appliance Mechanic 27.68

23120 - Bicycle Repairer 22.36
23125 - Cable Splicer 40.11
23130 - Carpenter Maintenance 21.88
23140 - Carpet Layer 25.90
23160 - Electrician Maintenance 30.89
23181 - Electronics Technician Maintenance I 30.55
23182 - Electronics Technician Maintenance II 32.66
23183 - Electronics Technician Maintenance III 34.71
23260 - Fabric Worker 24.14
23290 - Fire Alarm System Mechanic 29.43
23310 - Fire Extinguisher Repairer 22.36
23311 - Fuel Distribution System Mechanic 33.65
23312 - Fuel Distribution System Operator 25.57
23370 - General Maintenance Worker 18.95
23380 - Ground Support Equipment Mechanic 29.15
23381 - Ground Support Equipment Servicer 24.00
23382 - Ground Support Equipment Worker 25.75
23391 - Gunsmith I 22.36
23392 - Gunsmith II 25.90
23393 - Gunsmith III 29.43
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.98
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.40
23430 - Heavy Equipment Mechanic 31.57
23440 - Heavy Equipment Operator 31.36
23460 - Instrument Mechanic 29.43
23465 - Laboratory/Shelter Mechanic 27.68
23470 - Laborer 16.06
23510 - Locksmith 27.68
23530 - Machinery Maintenance Mechanic 35.31
23550 - Machinist Maintenance 26.36
23580 - Maintenance Trades Helper 16.12
23591 - Metrology Technician I 29.43
23592 - Metrology Technician II 31.25
23593 - Metrology Technician III 33.08
23640 - Millwright 29.43
23710 - Office Appliance Repairer 27.68
23760 - Painter Maintenance 22.77
23790 - Pipefitter Maintenance 25.99
23810 - Plumber Maintenance 24.45
23820 - Pneudraulic Systems Mechanic 29.43
23850 - Rigger 29.43
23870 - Scale Mechanic 25.90
23890 - Sheet-Metal Worker Maintenance 25.98
23910 - Small Engine Mechanic 25.90
23931 - Telecommunications Mechanic I 27.41
23932 - Telecommunications Mechanic II 29.11
23950 - Telephone Lineman 28.58
23960 - Welder Combination Maintenance 32.05

23965 - Well Driller 26.82
23970 - Woodcraft Worker 29.43
23980 - Woodworker 22.36
24000 - Personal Needs Occupations
24550 - Case Manager 16.86
24570 - Child Care Attendant 11.45
24580 - Child Care Center Clerk 14.28
24610 - Chore Aide 12.44
24620 - Family Readiness And Support Services Coordinator 16.86
24630 - Homemaker 16.86
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.26
25040 - Sewage Plant Operator 23.94
25070 - Stationary Engineer 29.26
25190 - Ventilation Equipment Tender 20.45
25210 - Water Treatment Plant Operator 23.94
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.92
27007 - Baggage Inspector 13.66
27008 - Corrections Officer 20.34
27010 - Court Security Officer 22.37
27030 - Detection Dog Handler 16.77
27040 - Detention Officer 20.34
27070 - Firefighter 22.79
27101 - Guard I 13.66
27102 - Guard II 16.77
27131 - Police Officer I 23.55
27132 - Police Officer II 26.16
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.33
28042 - Carnival Equipment Repairer 14.50
28043 - Carnival 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 20.16
28630 - Sports Official 13.55
28690 - Swimming Pool Operator 17.04
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.14
29020 - Hatch Tender 27.14
29030 - Line Handler 27.14
29041 - Stevedore I 25.29
29042 - Stevedore II 29.01
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29

30021 - Archeological Technician I		16.97
30022 - Archeological Technician II		18.99
30023 - Archeological Technician III		23.52
30030 - Cartographic Technician		23.52
30040 - Civil Engineering Technician		22.77
30051 - Cryogenic Technician I		26.05
30052 - Cryogenic Technician II		28.77
30061 - Drafter/CAD Operator I		16.97
30062 - Drafter/CAD Operator II		18.99
30063 - Drafter/CAD Operator III		21.17
30064 - Drafter/CAD Operator IV		26.05
30081 - Engineering Technician I		15.77
30082 - Engineering Technician II		17.69
30083 - Engineering Technician III		19.80
30084 - Engineering Technician IV		24.52
30085 - Engineering Technician V		30.00
30086 - Engineering Technician VI		36.30
30090 - Environmental Technician		19.19
30095 - Evidence Control Specialist		23.52
30210 - Laboratory Technician		24.05
30221 - Latent Fingerprint Technician I		26.05
30222 - Latent Fingerprint Technician II		28.77
30240 - Mathematical Technician		23.52
30361 - Paralegal/Legal Assistant I		18.78
30362 - Paralegal/Legal Assistant II		23.26
30363 - Paralegal/Legal Assistant III		28.45
30364 - Paralegal/Legal Assistant IV		34.43
30375 - Petroleum Supply Specialist		28.77
30390 - Photo-Optics Technician		23.52
30395 - Radiation Control Technician		28.77
30461 - Technical Writer I		23.52
30462 - Technical Writer II		28.77
30463 - Technical Writer III		34.81
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.05
30502 - Weather Forecaster II		31.69
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.17
30621 - Weather Observer Senior	(see 2)	23.52
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.30
31030 - Bus Driver		21.04
31043 - Driver Courier		14.74
31260 - Parking and Lot Attendant		14.17
31290 - Shuttle Bus Driver		16.02

31310 - Taxi Driver	15.95
31361 - Truckdriver Light	16.02
31362 - Truckdriver Medium	17.38
31363 - Truckdriver Heavy	25.11
31364 - Truckdriver Tractor-Trailer	25.11
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.58
99050 - Desk Clerk	11.31
99095 - Embalmer	25.64
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.29
99252 - Laboratory Animal Caretaker II	14.45
99260 - Marketing Analyst	24.74
99310 - Mortician	25.64
99410 - Pest Controller	21.77
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	21.15
99711 - Recycling Specialist	25.61
99730 - Refuse Collector	18.94
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	13.79
99830 - Survey Party Chief	23.85
99831 - Surveying Aide	17.44
99832 - Surveying Technician	21.65
99840 - Vending Machine Attendant	15.33
99841 - Vending Machine Repairer	19.27
99842 - Vending Machine Repairer Helper	15.53

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5414
Revision No.: 12
Date Of Last Revision: 06/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wyoming

Area: Wyoming Counties of Albany Carbon Converse Goshen Niobrara Platte

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.24
01012 - Accounting Clerk II		15.99
01013 - Accounting Clerk III		17.89
01020 - Administrative Assistant		21.80
01035 - Court Reporter		17.98
01041 - Customer Service Representative I		13.76
01042 - Customer Service Representative II		15.47
01043 - Customer Service Representative III		16.88
01051 - Data Entry Operator I		13.12
01052 - Data Entry Operator II		14.32
01060 - Dispatcher Motor Vehicle		19.73
01070 - Document Preparation Clerk		14.32

01090 - Duplicating Machine Operator 14.32
01111 - General Clerk I 14.01
01112 - General Clerk II 15.29
01113 - General Clerk III 17.16
01120 - Housing Referral Assistant 20.04
01141 - Messenger Courier 11.67
01191 - Order Clerk I 13.12
01192 - Order Clerk II 14.32
01261 - Personnel Assistant (Employment) I 16.29
01262 - Personnel Assistant (Employment) II 18.23
01263 - Personnel Assistant (Employment) III 20.32
01270 - Production Control Clerk 24.65
01290 - Rental Clerk 14.08
01300 - Scheduler Maintenance 16.07
01311 - Secretary I 16.07
01312 - Secretary II 17.98
01313 - Secretary III 20.04
01320 - Service Order Dispatcher 19.73
01410 - Supply Technician 21.80
01420 - Survey Worker 14.84
01460 - Switchboard Operator/Receptionist 13.59
01531 - Travel Clerk I 11.99
01532 - Travel Clerk II 12.71
01533 - Travel Clerk III 13.41
01611 - Word Processor I 14.32
01612 - Word Processor II 16.07
01613 - Word Processor III 17.98
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 26.24
05010 - Automotive Electrician 21.78
05040 - Automotive Glass Installer 20.38
05070 - Automotive Worker 20.38
05110 - Mobile Equipment Servicer 17.59
05130 - Motor Equipment Metal Mechanic 23.15
05160 - Motor Equipment Metal Worker 20.38
05190 - Motor Vehicle Mechanic 23.15
05220 - Motor Vehicle Mechanic Helper 16.18
05250 - Motor Vehicle Upholstery Worker 18.99
05280 - Motor Vehicle Wrecker 20.38
05310 - Painter Automotive 21.78
05340 - Radiator Repair Specialist 20.38
05370 - Tire Repairer 16.60
05400 - Transmission Repair Specialist 23.15
07000 - Food Preparation And Service Occupations
07010 - Baker 12.67
07041 - Cook I 13.72
07042 - Cook II 15.89
07070 - Dishwasher 9.47
07130 - Food Service Worker 10.96
07210 - Meat Cutter 16.31

07260 - Waiter/Waitress	9.20
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.04
09040 - Furniture Handler	16.89
09080 - Furniture Refinisher	27.04
09090 - Furniture Refinisher Helper	20.45
09110 - Furniture Repairer Minor	24.00
09130 - Upholsterer	27.04
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.08
11060 - Elevator Operator	12.08
11090 - Gardener	19.33
11122 - Housekeeping Aide	14.62
11150 - Janitor	14.62
11210 - Laborer Grounds Maintenance	14.68
11240 - Maid or Houseman	11.52
11260 - Pruner	13.15
11270 - Tractor Operator	17.78
11330 - Trail Maintenance Worker	14.68
11360 - Window Cleaner	16.32
12000 - Health Occupations	
12010 - Ambulance Driver	17.17
12011 - Breath Alcohol Technician	21.07
12012 - Certified Occupational Therapist Assistant	28.11
12015 - Certified Physical Therapist Assistant	26.55
12020 - Dental Assistant	18.03
12025 - Dental Hygienist	33.83
12030 - EKG Technician	31.92
12035 - Electroneurodiagnostic Technologist	31.92
12040 - Emergency Medical Technician	17.17
12071 - Licensed Practical Nurse I	18.83
12072 - Licensed Practical Nurse II	21.07
12073 - Licensed Practical Nurse III	23.49
12100 - Medical Assistant	16.82
12130 - Medical Laboratory Technician	24.06
12160 - Medical Record Clerk	17.14
12190 - Medical Record Technician	19.46
12195 - Medical Transcriptionist	18.83
12210 - Nuclear Medicine Technologist	45.74
12221 - Nursing Assistant I	11.95
12222 - Nursing Assistant II	13.44
12223 - Nursing Assistant III	14.66
12224 - Nursing Assistant IV	16.45
12235 - Optical Dispenser	18.58
12236 - Optical Technician	18.83
12250 - Pharmacy Technician	17.51
12280 - Phlebotomist	16.76
12305 - Radiologic Technologist	28.10
12311 - Registered Nurse I	23.77
12312 - Registered Nurse II	29.07

12313 - Registered Nurse II Specialist		29.07
12314 - Registered Nurse III		35.17
12315 - Registered Nurse III Anesthetist		35.17
12316 - Registered Nurse IV		42.17
12317 - Scheduler (Drug and Alcohol Testing)		26.10
12320 - Substance Abuse Treatment Counselor		26.94
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.82
13012 - Exhibits Specialist II		25.78
13013 - Exhibits Specialist III		31.54
13041 - Illustrator I		20.82
13042 - Illustrator II		25.78
13043 - Illustrator III		31.54
13047 - Librarian		28.56
13050 - Library Aide/Clerk		14.52
13054 - Library Information Technology Systems Administrator		25.78
13058 - Library Technician		16.74
13061 - Media Specialist I		18.60
13062 - Media Specialist II		20.82
13063 - Media Specialist III		23.20
13071 - Photographer I		18.60
13072 - Photographer II		20.82
13073 - Photographer III		25.78
13074 - Photographer IV		31.54
13075 - Photographer V		38.16
13090 - Technical Order Library Clerk		18.27
13110 - Video Teleconference Technician		18.76
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.86
14042 - Computer Operator II		17.74
14043 - Computer Operator III		19.79
14044 - Computer Operator IV		21.99
14045 - Computer Operator V		24.34
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)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.86
14160 - Personal Computer Support Technician		21.99
14170 - System Support Specialist		28.74
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.65
15020 - Aircrew Training Devices Instructor (Rated)		34.66
15030 - Air Crew Training Devices Instructor (Pilot)		41.54
15050 - Computer Based Training Specialist / Instructor		28.65
15060 - Educational Technologist		29.57

15070 - Flight Instructor (Pilot) 41.54
15080 - Graphic Artist 20.10
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.54
15086 - Maintenance Test Pilot Rotary Wing 41.54
15088 - Non-Maintenance Test/Co-Pilot 41.54
15090 - Technical Instructor 26.18
15095 - Technical Instructor/Course Developer 32.03
15110 - Test Proctor 21.14
15120 - Tutor 21.14
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.17
16030 - Counter Attendant 10.17
16040 - Dry Cleaner 11.61
16070 - Finisher Flatwork Machine 10.17
16090 - Presser Hand 10.17
16110 - Presser Machine Drycleaning 10.17
16130 - Presser Machine Shirts 10.17
16160 - Presser Machine Wearing Apparel Laundry 10.17
16190 - Sewing Machine Operator 12.20
16220 - Tailor 12.84
16250 - Washer Machine 10.65
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.68
19040 - Tool And Die Maker 34.79
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.95
21030 - Material Coordinator 24.65
21040 - Material Expediter 24.65
21050 - Material Handling Laborer 16.06
21071 - Order Filler 12.75
21080 - Production Line Worker (Food Processing) 18.95
21110 - Shipping Packer 16.45
21130 - Shipping/Receiving Clerk 16.45
21140 - Store Worker I 12.15
21150 - Stock Clerk 16.90
21210 - Tools And Parts Attendant 18.95
21410 - Warehouse Specialist 18.95
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.78
23019 - Aircraft Logs and Records Technician 24.00
23021 - Aircraft Mechanic I 29.15
23022 - Aircraft Mechanic II 30.78
23023 - Aircraft Mechanic III 32.57
23040 - Aircraft Mechanic Helper 20.45
23050 - Aircraft Painter 27.53
23060 - Aircraft Servicer 24.00
23070 - Aircraft Survival Flight Equipment Technician 27.53
23080 - Aircraft Worker 25.75
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.75

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.15
23110 - Appliance Mechanic 27.68
23120 - Bicycle Repairer 22.36
23125 - Cable Splicer 40.11
23130 - Carpenter Maintenance 21.88
23140 - Carpet Layer 25.90
23160 - Electrician Maintenance 30.89
23181 - Electronics Technician Maintenance I 30.55
23182 - Electronics Technician Maintenance II 32.66
23183 - Electronics Technician Maintenance III 34.71
23260 - Fabric Worker 24.14
23290 - Fire Alarm System Mechanic 29.43
23310 - Fire Extinguisher Repairer 22.36
23311 - Fuel Distribution System Mechanic 33.65
23312 - Fuel Distribution System Operator 25.57
23370 - General Maintenance Worker 18.95
23380 - Ground Support Equipment Mechanic 29.15
23381 - Ground Support Equipment Servicer 24.00
23382 - Ground Support Equipment Worker 25.75
23391 - Gunsmith I 22.36
23392 - Gunsmith II 25.90
23393 - Gunsmith III 29.43
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.98
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.40
23430 - Heavy Equipment Mechanic 31.57
23440 - Heavy Equipment Operator 31.36
23460 - Instrument Mechanic 29.43
23465 - Laboratory/Shelter Mechanic 27.68
23470 - Laborer 16.06
23510 - Locksmith 27.68
23530 - Machinery Maintenance Mechanic 35.31
23550 - Machinist Maintenance 26.36
23580 - Maintenance Trades Helper 16.12
23591 - Metrology Technician I 29.43
23592 - Metrology Technician II 31.25
23593 - Metrology Technician III 33.08
23640 - Millwright 29.43
23710 - Office Appliance Repairer 27.68
23760 - Painter Maintenance 22.77
23790 - Pipefitter Maintenance 25.99
23810 - Plumber Maintenance 24.45
23820 - Pneudraulic Systems Mechanic 29.43
23850 - Rigger 29.43
23870 - Scale Mechanic 25.90
23890 - Sheet-Metal Worker Maintenance 25.98
23910 - Small Engine Mechanic 25.90
23931 - Telecommunications Mechanic I 27.41

23932 - Telecommunications Mechanic II 29.11
23950 - Telephone Lineman 28.58
23960 - Welder Combination Maintenance 32.05
23965 - Well Driller 26.82
23970 - Woodcraft Worker 29.43
23980 - Woodworker 22.36
24000 - Personal Needs Occupations
24550 - Case Manager 16.86
24570 - Child Care Attendant 11.45
24580 - Child Care Center Clerk 14.28
24610 - Chore Aide 12.44
24620 - Family Readiness And Support Services Coordinator 16.86
24630 - Homemaker 16.86
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.26
25040 - Sewage Plant Operator 23.94
25070 - Stationary Engineer 29.26
25190 - Ventilation Equipment Tender 20.45
25210 - Water Treatment Plant Operator 23.94
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.92
27007 - Baggage Inspector 13.66
27008 - Corrections Officer 20.34
27010 - Court Security Officer 22.37
27030 - Detection Dog Handler 16.77
27040 - Detention Officer 20.34
27070 - Firefighter 22.79
27101 - Guard I 13.66
27102 - Guard II 16.77
27131 - Police Officer I 23.55
27132 - Police Officer II 26.16
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.33
28042 - Carnival Equipment Repairer 14.50
28043 - Carnival 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 20.16
28630 - Sports Official 13.55
28690 - Swimming Pool Operator 17.04
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.14
29020 - Hatch Tender 27.14
29030 - Line Handler 27.14
29041 - Stevedore I 25.29
29042 - Stevedore II 29.01
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.97
30022 - Archeological Technician II 18.99
30023 - Archeological Technician III 23.52
30030 - Cartographic Technician 23.52
30040 - Civil Engineering Technician 22.77
30051 - Cryogenic Technician I 26.05
30052 - Cryogenic Technician II 28.77
30061 - Drafter/CAD Operator I 16.97
30062 - Drafter/CAD Operator II 18.99
30063 - Drafter/CAD Operator III 21.17
30064 - Drafter/CAD Operator IV 26.05
30081 - Engineering Technician I 15.77
30082 - Engineering Technician II 17.69
30083 - Engineering Technician III 19.80
30084 - Engineering Technician IV 24.52
30085 - Engineering Technician V 30.00
30086 - Engineering Technician VI 36.30
30090 - Environmental Technician 19.19
30095 - Evidence Control Specialist 23.52
30210 - Laboratory Technician 24.05
30221 - Latent Fingerprint Technician I 26.05
30222 - Latent Fingerprint Technician II 28.77
30240 - Mathematical Technician 23.52
30361 - Paralegal/Legal Assistant I 18.78
30362 - Paralegal/Legal Assistant II 23.26
30363 - Paralegal/Legal Assistant III 28.45
30364 - Paralegal/Legal Assistant IV 34.43
30375 - Petroleum Supply Specialist 28.77
30390 - Photo-Optics Technician 23.52
30395 - Radiation Control Technician 28.77
30461 - Technical Writer I 23.52
30462 - Technical Writer II 28.77
30463 - Technical Writer III 34.81
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.05
30502 - Weather Forecaster II 31.69
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.17
30621 - Weather Observer Senior (see 2) 23.52
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.30
31030 - Bus Driver 21.04

31043 - Driver Courier	14.74
31260 - Parking and Lot Attendant	14.17
31290 - Shuttle Bus Driver	16.02
31310 - Taxi Driver	15.95
31361 - Truckdriver Light	16.02
31362 - Truckdriver Medium	17.38
31363 - Truckdriver Heavy	25.11
31364 - Truckdriver Tractor-Trailer	25.11
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.58
99050 - Desk Clerk	11.31
99095 - Embalmer	25.64
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.29
99252 - Laboratory Animal Caretaker II	14.45
99260 - Marketing Analyst	24.74
99310 - Mortician	25.64
99410 - Pest Controller	21.77
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	21.15
99711 - Recycling Specialist	25.61
99730 - Refuse Collector	18.94
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	13.79
99830 - Survey Party Chief	23.85
99831 - Surveying Aide	17.44
99832 - Surveying Technician	21.65
99840 - Vending Machine Attendant	15.33
99841 - Vending Machine Repairer	19.27
99842 - Vending Machine Repairer Helper	15.53

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5415
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado County of Boulder

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.16
01012 - Accounting Clerk II		19.27
01013 - Accounting Clerk III		21.56
01020 - Administrative Assistant		28.07
01035 - Court Reporter		19.59
01041 - Customer Service Representative I		15.15
01042 - Customer Service Representative II		17.05
01043 - Customer Service Representative III		18.60
01051 - Data Entry Operator I		17.02
01052 - Data Entry Operator II		18.57
01060 - Dispatcher Motor Vehicle		21.31
01070 - Document Preparation Clerk		17.61
01090 - Duplicating Machine Operator		17.61
01111 - General Clerk I		16.25
01112 - General Clerk II		17.73

01113 - General Clerk III 19.90
01120 - Housing Referral Assistant 21.75
01141 - Messenger Courier 13.82
01191 - Order Clerk I 18.67
01192 - Order Clerk II 20.37
01261 - Personnel Assistant (Employment) I 18.04
01262 - Personnel Assistant (Employment) II 20.18
01263 - Personnel Assistant (Employment) III 22.50
01270 - Production Control Clerk 26.91
01290 - Rental Clerk 15.85
01300 - Scheduler Maintenance 17.15
01311 - Secretary I 17.15
01312 - Secretary II 19.19
01313 - Secretary III 21.75
01320 - Service Order Dispatcher 18.46
01410 - Supply Technician 28.07
01420 - Survey Worker 18.08
01460 - Switchboard Operator/Receptionist 15.78
01531 - Travel Clerk I 16.52
01532 - Travel Clerk II 17.30
01533 - Travel Clerk III 18.51
01611 - Word Processor I 15.57
01612 - Word Processor II 17.47
01613 - Word Processor III 19.55
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 26.19
05010 - Automotive Electrician 21.10
05040 - Automotive Glass Installer 19.75
05070 - Automotive Worker 19.75
05110 - Mobile Equipment Servicer 17.61
05130 - Motor Equipment Metal Mechanic 22.42
05160 - Motor Equipment Metal Worker 19.75
05190 - Motor Vehicle Mechanic 22.42
05220 - Motor Vehicle Mechanic Helper 16.41
05250 - Motor Vehicle Upholstery Worker 19.36
05280 - Motor Vehicle Wrecker 19.75
05310 - Painter Automotive 21.10
05340 - Radiator Repair Specialist 19.75
05370 - Tire Repairer 14.98
05400 - Transmission Repair Specialist 22.42
07000 - Food Preparation And Service Occupations
07010 - Baker 15.97
07041 - Cook I 15.55
07042 - Cook II 17.99
07070 - Dishwasher 11.89
07130 - Food Service Worker 14.33
07210 - Meat Cutter 17.39
07260 - Waiter/Waitress 10.65
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.06

09040 - Furniture Handler 15.90
09080 - Furniture Refinisher 19.06
09090 - Furniture Refinisher Helper 17.49
09110 - Furniture Repairer Minor 19.91
09130 - Upholsterer 19.06
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.42
11060 - Elevator Operator 13.42
11090 - Gardener 23.27
11122 - Housekeeping Aide 15.05
11150 - Janitor 15.05
11210 - Laborer Grounds Maintenance 17.80
11240 - Maid or Houseman 13.23
11260 - Pruner 16.00
11270 - Tractor Operator 21.45
11330 - Trail Maintenance Worker 17.80
11360 - Window Cleaner 16.74
12000 - Health Occupations
12010 - Ambulance Driver 18.67
12011 - Breath Alcohol Technician 22.73
12012 - Certified Occupational Therapist Assistant 30.92
12015 - Certified Physical Therapist Assistant 26.81
12020 - Dental Assistant 20.66
12025 - Dental Hygienist 43.73
12030 - EKG Technician 37.42
12035 - Electroneurodiagnostic Technologist 37.42
12040 - Emergency Medical Technician 18.67
12071 - Licensed Practical Nurse I 21.47
12072 - Licensed Practical Nurse II 24.01
12073 - Licensed Practical Nurse III 26.77
12100 - Medical Assistant 18.45
12130 - Medical Laboratory Technician 24.57
12160 - Medical Record Clerk 18.29
12190 - Medical Record Technician 20.46
12195 - Medical Transcriptionist 21.47
12210 - Nuclear Medicine Technologist 52.77
12221 - Nursing Assistant I 12.44
12222 - Nursing Assistant II 13.99
12223 - Nursing Assistant III 15.26
12224 - Nursing Assistant IV 17.14
12235 - Optical Dispenser 20.96
12236 - Optical Technician 20.69
12250 - Pharmacy Technician 17.83
12280 - Phlebotomist 16.82
12305 - Radiologic Technologist 32.52
12311 - Registered Nurse I 29.98
12312 - Registered Nurse II 36.67
12313 - Registered Nurse II Specialist 36.67
12314 - Registered Nurse III 43.96
12315 - Registered Nurse III Anesthetist 43.96

12316 - Registered Nurse IV		53.17
12317 - Scheduler (Drug and Alcohol Testing)		29.74
12320 - Substance Abuse Treatment Counselor		27.03
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.57
13012 - Exhibits Specialist II		30.45
13013 - Exhibits Specialist III		37.24
13041 - Illustrator I		25.61
13042 - Illustrator II		30.75
13043 - Illustrator III		37.62
13047 - Librarian		35.13
13050 - Library Aide/Clerk		16.91
13054 - Library Information Technology Systems Administrator		31.73
13058 - Library Technician		18.40
13061 - Media Specialist I		22.89
13062 - Media Specialist II		25.61
13063 - Media Specialist III		28.55
13071 - Photographer I		18.54
13072 - Photographer II		20.74
13073 - Photographer III		25.70
13074 - Photographer IV		34.57
13075 - Photographer V		41.82
13090 - Technical Order Library Clerk		19.98
13110 - Video Teleconference Technician		25.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.59
14042 - Computer Operator II		21.92
14043 - Computer Operator III		24.43
14044 - Computer Operator IV		27.16
14045 - Computer Operator V		31.42
14071 - Computer Programmer I	(see 1)	24.31
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		19.59
14160 - Personal Computer Support Technician		27.16
14170 - System Support Specialist		32.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.58
15020 - Aircrew Training Devices Instructor (Rated)		43.06
15030 - Air Crew Training Devices Instructor (Pilot)		49.15
15050 - Computer Based Training Specialist / Instructor		35.58
15060 - Educational Technologist		34.29
15070 - Flight Instructor (Pilot)		49.15
15080 - Graphic Artist		28.54
15085 - Maintenance Test Pilot Fixed Jet/Prop		46.65

15086 - Maintenance Test Pilot Rotary Wing 46.65
15088 - Non-Maintenance Test/Co-Pilot 46.65
15090 - Technical Instructor 28.95
15095 - Technical Instructor/Course Developer 35.41
15110 - Test Proctor 23.37
15120 - Tutor 23.37
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.35
16030 - Counter Attendant 13.35
16040 - Dry Cleaner 15.27
16070 - Finisher Flatwork Machine 13.35
16090 - Presser Hand 13.35
16110 - Presser Machine Drycleaning 13.35
16130 - Presser Machine Shirts 13.35
16160 - Presser Machine Wearing Apparel Laundry 13.35
16190 - Sewing Machine Operator 16.15
16220 - Tailor 17.16
16250 - Washer Machine 13.99
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.39
19040 - Tool And Die Maker 29.40
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.46
21030 - Material Coordinator 26.91
21040 - Material Expediter 26.91
21050 - Material Handling Laborer 17.36
21071 - Order Filler 15.40
21080 - Production Line Worker (Food Processing) 16.46
21110 - Shipping Packer 17.97
21130 - Shipping/Receiving Clerk 17.97
21140 - Store Worker I 13.83
21150 - Stock Clerk 18.24
21210 - Tools And Parts Attendant 16.46
21410 - Warehouse Specialist 16.46
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.11
23019 - Aircraft Logs and Records Technician 23.48
23021 - Aircraft Mechanic I 28.61
23022 - Aircraft Mechanic II 30.11
23023 - Aircraft Mechanic III 31.36
23040 - Aircraft Mechanic Helper 20.08
23050 - Aircraft Painter 26.93
23060 - Aircraft Servicer 23.48
23070 - Aircraft Survival Flight Equipment Technician 26.93
23080 - Aircraft Worker 25.22
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.22
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.61
23110 - Appliance Mechanic 27.61

23120 - Bicycle Repairer 19.73
23125 - Cable Splicer 36.99
23130 - Carpenter Maintenance 23.47
23140 - Carpet Layer 23.23
23160 - Electrician Maintenance 28.18
23181 - Electronics Technician Maintenance I 25.50
23182 - Electronics Technician Maintenance II 27.23
23183 - Electronics Technician Maintenance III 28.93
23260 - Fabric Worker 21.64
23290 - Fire Alarm System Mechanic 26.37
23310 - Fire Extinguisher Repairer 20.08
23311 - Fuel Distribution System Mechanic 27.81
23312 - Fuel Distribution System Operator 21.17
23370 - General Maintenance Worker 21.73
23380 - Ground Support Equipment Mechanic 28.61
23381 - Ground Support Equipment Servicer 23.48
23382 - Ground Support Equipment Worker 25.22
23391 - Gunsmith I 20.08
23392 - Gunsmith II 23.23
23393 - Gunsmith III 26.37
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.79
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.29
23430 - Heavy Equipment Mechanic 26.36
23440 - Heavy Equipment Operator 23.77
23460 - Instrument Mechanic 28.48
23465 - Laboratory/Shelter Mechanic 24.81
23470 - Laborer 15.99
23510 - Locksmith 24.81
23530 - Machinery Maintenance Mechanic 28.05
23550 - Machinist Maintenance 25.22
23580 - Maintenance Trades Helper 18.52
23591 - Metrology Technician I 28.48
23592 - Metrology Technician II 29.99
23593 - Metrology Technician III 31.21
23640 - Millwright 26.37
23710 - Office Appliance Repairer 26.15
23760 - Painter Maintenance 19.75
23790 - Pipefitter Maintenance 26.72
23810 - Plumber Maintenance 25.15
23820 - Pneudraulic Systems Mechanic 26.37
23850 - Rigger 26.37
23870 - Scale Mechanic 23.23
23890 - Sheet-Metal Worker Maintenance 22.88
23910 - Small Engine Mechanic 23.23
23931 - Telecommunications Mechanic I 32.77
23932 - Telecommunications Mechanic II 34.49
23950 - Telephone Lineman 26.37
23960 - Welder Combination Maintenance 26.15

23965 - Well Driller		26.37
23970 - Woodcraft Worker		26.37
23980 - Woodworker		20.08
24000 - Personal Needs Occupations		
24550 - Case Manager		17.25
24570 - Child Care Attendant		14.78
24580 - Child Care Center Clerk		18.43
24610 - Chore Aide		14.94
24620 - Family Readiness And Support Services Coordinator		17.25
24630 - Homemaker		17.25
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		30.51
25040 - Sewage Plant Operator		29.03
25070 - Stationary Engineer		30.51
25190 - Ventilation Equipment Tender		21.28
25210 - Water Treatment Plant Operator		29.03
27000 - Protective Service Occupations		
27004 - Alarm Monitor		27.14
27007 - Baggage Inspector		14.41
27008 - Corrections Officer		34.21
27010 - Court Security Officer		35.13
27030 - Detection Dog Handler		21.32
27040 - Detention Officer		34.21
27070 - Firefighter		35.13
27101 - Guard I		14.41
27102 - Guard II		21.32
27131 - Police Officer I		37.62
27132 - Police Officer II		41.80
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.80
28042 - Carnival Equipment Repairer		17.15
28043 - Carnival Worker		11.79
28210 - Gate Attendant/Gate Tender		16.58
28310 - Lifeguard		11.97
28350 - Park Attendant (Aide)		18.43
28510 - Recreation Aide/Health Facility Attendant		13.53
28515 - Recreation Specialist		21.46
28630 - Sports Official		14.76
28690 - Swimming Pool Operator		19.84
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.50
29020 - Hatch Tender		23.50
29030 - Line Handler		23.50
29041 - Stevedore I		21.91
29042 - Stevedore II		25.48
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	43.73
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.16
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.21

30021 - Archeological Technician I		19.40
30022 - Archeological Technician II		21.70
30023 - Archeological Technician III		26.89
30030 - Cartographic Technician		26.41
30040 - Civil Engineering Technician		32.36
30051 - Cryogenic Technician I		30.28
30052 - Cryogenic Technician II		32.45
30061 - Drafter/CAD Operator I		18.54
30062 - Drafter/CAD Operator II		20.74
30063 - Drafter/CAD Operator III		23.84
30064 - Drafter/CAD Operator IV		31.50
30081 - Engineering Technician I		18.44
30082 - Engineering Technician II		20.69
30083 - Engineering Technician III		23.15
30084 - Engineering Technician IV		28.69
30085 - Engineering Technician V		35.09
30086 - Engineering Technician VI		42.45
30090 - Environmental Technician		25.69
30095 - Evidence Control Specialist		25.69
30210 - Laboratory Technician		23.30
30221 - Latent Fingerprint Technician I		28.45
30222 - Latent Fingerprint Technician II		31.42
30240 - Mathematical Technician		29.28
30361 - Paralegal/Legal Assistant I		19.97
30362 - Paralegal/Legal Assistant II		24.74
30363 - Paralegal/Legal Assistant III		30.26
30364 - Paralegal/Legal Assistant IV		36.62
30375 - Petroleum Supply Specialist		31.42
30390 - Photo-Optics Technician		26.62
30395 - Radiation Control Technician		31.42
30461 - Technical Writer I		30.64
30462 - Technical Writer II		37.48
30463 - Technical Writer III		45.36
30491 - Unexploded Ordnance (UXO) Technician I		27.79
30492 - Unexploded Ordnance (UXO) Technician II		33.63
30493 - Unexploded Ordnance (UXO) Technician III		40.31
30494 - Unexploded (UXO) Safety Escort		27.79
30495 - Unexploded (UXO) Sweep Personnel		27.79
30501 - Weather Forecaster I		30.28
30502 - Weather Forecaster II		34.61
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.84
30621 - Weather Observer Senior	(see 2)	26.41
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.63
31020 - Bus Aide		14.68
31030 - Bus Driver		20.69
31043 - Driver Courier		15.31
31260 - Parking and Lot Attendant		11.76
31290 - Shuttle Bus Driver		16.61

31310 - Taxi Driver	14.56
31361 - Truckdriver Light	16.61
31362 - Truckdriver Medium	19.65
31363 - Truckdriver Heavy	21.57
31364 - Truckdriver Tractor-Trailer	21.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.40
99030 - Cashier	12.06
99050 - Desk Clerk	14.20
99095 - Embalmer	27.79
99130 - Flight Follower	27.79
99251 - Laboratory Animal Caretaker I	13.39
99252 - Laboratory Animal Caretaker II	14.53
99260 - Marketing Analyst	33.69
99310 - Mortician	27.79
99410 - Pest Controller	23.32
99510 - Photofinishing Worker	14.61
99710 - Recycling Laborer	24.75
99711 - Recycling Specialist	29.84
99730 - Refuse Collector	22.23
99810 - Sales Clerk	13.92
99820 - School Crossing Guard	14.88
99830 - Survey Party Chief	26.54
99831 - Surveying Aide	14.73
99832 - Surveying Technician	24.13
99840 - Vending Machine Attendant	19.94
99841 - Vending Machine Repairer	25.04
99842 - Vending Machine Repairer Helper	19.94

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5416
Revision No.: 13
Date Of Last Revision: 07/01/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado County of Boulder

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.16
01012 - Accounting Clerk II		19.27
01013 - Accounting Clerk III		21.56
01020 - Administrative Assistant		28.07
01035 - Court Reporter		19.59
01041 - Customer Service Representative I		15.15
01042 - Customer Service Representative II		17.05
01043 - Customer Service Representative III		18.60
01051 - Data Entry Operator I		17.02
01052 - Data Entry Operator II		18.57
01060 - Dispatcher Motor Vehicle		21.31
01070 - Document Preparation Clerk		17.61

01090 - Duplicating Machine Operator	17.61
01111 - General Clerk I	16.25
01112 - General Clerk II	17.73
01113 - General Clerk III	19.90
01120 - Housing Referral Assistant	21.75
01141 - Messenger Courier	13.82
01191 - Order Clerk I	18.67
01192 - Order Clerk II	20.37
01261 - Personnel Assistant (Employment) I	18.04
01262 - Personnel Assistant (Employment) II	20.18
01263 - Personnel Assistant (Employment) III	22.50
01270 - Production Control Clerk	26.91
01290 - Rental Clerk	15.85
01300 - Scheduler Maintenance	17.15
01311 - Secretary I	17.15
01312 - Secretary II	19.19
01313 - Secretary III	21.75
01320 - Service Order Dispatcher	18.46
01410 - Supply Technician	28.07
01420 - Survey Worker	18.08
01460 - Switchboard Operator/Receptionist	15.78
01531 - Travel Clerk I	16.52
01532 - Travel Clerk II	17.30
01533 - Travel Clerk III	18.51
01611 - Word Processor I	15.57
01612 - Word Processor II	17.47
01613 - Word Processor III	19.55
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.19
05010 - Automotive Electrician	21.10
05040 - Automotive Glass Installer	19.75
05070 - Automotive Worker	19.75
05110 - Mobile Equipment Servicer	17.61
05130 - Motor Equipment Metal Mechanic	22.42
05160 - Motor Equipment Metal Worker	19.75
05190 - Motor Vehicle Mechanic	22.42
05220 - Motor Vehicle Mechanic Helper	16.41
05250 - Motor Vehicle Upholstery Worker	19.36
05280 - Motor Vehicle Wrecker	19.75
05310 - Painter Automotive	21.10
05340 - Radiator Repair Specialist	19.75
05370 - Tire Repairer	14.98
05400 - Transmission Repair Specialist	22.42
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.97
07041 - Cook I	15.55
07042 - Cook II	17.99
07070 - Dishwasher	11.89
07130 - Food Service Worker	14.33
07210 - Meat Cutter	17.39

07260 - Waiter/Waitress	10.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.06
09040 - Furniture Handler	15.90
09080 - Furniture Refinisher	19.06
09090 - Furniture Refinisher Helper	17.49
09110 - Furniture Repairer Minor	19.91
09130 - Upholsterer	19.06
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.42
11060 - Elevator Operator	13.42
11090 - Gardener	23.27
11122 - Housekeeping Aide	15.05
11150 - Janitor	15.05
11210 - Laborer Grounds Maintenance	17.80
11240 - Maid or Houseman	13.23
11260 - Pruner	16.00
11270 - Tractor Operator	21.45
11330 - Trail Maintenance Worker	17.80
11360 - Window Cleaner	16.74
12000 - Health Occupations	
12010 - Ambulance Driver	18.67
12011 - Breath Alcohol Technician	22.73
12012 - Certified Occupational Therapist Assistant	30.92
12015 - Certified Physical Therapist Assistant	26.81
12020 - Dental Assistant	20.66
12025 - Dental Hygienist	43.73
12030 - EKG Technician	37.42
12035 - Electroneurodiagnostic Technologist	37.42
12040 - Emergency Medical Technician	18.67
12071 - Licensed Practical Nurse I	21.47
12072 - Licensed Practical Nurse II	24.01
12073 - Licensed Practical Nurse III	26.77
12100 - Medical Assistant	18.45
12130 - Medical Laboratory Technician	24.57
12160 - Medical Record Clerk	18.29
12190 - Medical Record Technician	20.46
12195 - Medical Transcriptionist	21.47
12210 - Nuclear Medicine Technologist	52.77
12221 - Nursing Assistant I	12.44
12222 - Nursing Assistant II	13.99
12223 - Nursing Assistant III	15.26
12224 - Nursing Assistant IV	17.14
12235 - Optical Dispenser	20.96
12236 - Optical Technician	20.69
12250 - Pharmacy Technician	17.83
12280 - Phlebotomist	16.82
12305 - Radiologic Technologist	32.52
12311 - Registered Nurse I	29.98
12312 - Registered Nurse II	36.67

12313 - Registered Nurse II Specialist		36.67
12314 - Registered Nurse III		43.96
12315 - Registered Nurse III Anesthetist		43.96
12316 - Registered Nurse IV		53.17
12317 - Scheduler (Drug and Alcohol Testing)		29.74
12320 - Substance Abuse Treatment Counselor		27.03
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.57
13012 - Exhibits Specialist II		30.45
13013 - Exhibits Specialist III		37.24
13041 - Illustrator I		25.61
13042 - Illustrator II		30.75
13043 - Illustrator III		37.62
13047 - Librarian		35.13
13050 - Library Aide/Clerk		16.91
13054 - Library Information Technology Systems Administrator		31.73
13058 - Library Technician		18.40
13061 - Media Specialist I		22.89
13062 - Media Specialist II		25.61
13063 - Media Specialist III		28.55
13071 - Photographer I		18.54
13072 - Photographer II		20.74
13073 - Photographer III		25.70
13074 - Photographer IV		34.57
13075 - Photographer V		41.82
13090 - Technical Order Library Clerk		19.98
13110 - Video Teleconference Technician		25.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.59
14042 - Computer Operator II		21.92
14043 - Computer Operator III		24.43
14044 - Computer Operator IV		27.16
14045 - Computer Operator V		31.42
14071 - Computer Programmer I	(see 1)	24.31
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		19.59
14160 - Personal Computer Support Technician		27.16
14170 - System Support Specialist		32.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.58
15020 - Aircrew Training Devices Instructor (Rated)		43.06
15030 - Air Crew Training Devices Instructor (Pilot)		49.15
15050 - Computer Based Training Specialist / Instructor		35.58
15060 - Educational Technologist		34.29

15070 - Flight Instructor (Pilot) 49.15
15080 - Graphic Artist 28.54
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.65
15086 - Maintenance Test Pilot Rotary Wing 46.65
15088 - Non-Maintenance Test/Co-Pilot 46.65
15090 - Technical Instructor 28.95
15095 - Technical Instructor/Course Developer 35.41
15110 - Test Proctor 23.37
15120 - Tutor 23.37
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.35
16030 - Counter Attendant 13.35
16040 - Dry Cleaner 15.27
16070 - Finisher Flatwork Machine 13.35
16090 - Presser Hand 13.35
16110 - Presser Machine Drycleaning 13.35
16130 - Presser Machine Shirts 13.35
16160 - Presser Machine Wearing Apparel Laundry 13.35
16190 - Sewing Machine Operator 16.15
16220 - Tailor 17.16
16250 - Washer Machine 13.99
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.39
19040 - Tool And Die Maker 29.40
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.46
21030 - Material Coordinator 26.91
21040 - Material Expediter 26.91
21050 - Material Handling Laborer 17.36
21071 - Order Filler 15.40
21080 - Production Line Worker (Food Processing) 16.46
21110 - Shipping Packer 17.97
21130 - Shipping/Receiving Clerk 17.97
21140 - Store Worker I 13.83
21150 - Stock Clerk 18.24
21210 - Tools And Parts Attendant 16.46
21410 - Warehouse Specialist 16.46
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.11
23019 - Aircraft Logs and Records Technician 23.48
23021 - Aircraft Mechanic I 28.61
23022 - Aircraft Mechanic II 30.11
23023 - Aircraft Mechanic III 31.36
23040 - Aircraft Mechanic Helper 20.08
23050 - Aircraft Painter 26.93
23060 - Aircraft Servicer 23.48
23070 - Aircraft Survival Flight Equipment Technician 26.93
23080 - Aircraft Worker 25.22
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.22

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.61
23110 - Appliance Mechanic 27.61
23120 - Bicycle Repairer 19.73
23125 - Cable Splicer 36.99
23130 - Carpenter Maintenance 23.47
23140 - Carpet Layer 23.23
23160 - Electrician Maintenance 28.18
23181 - Electronics Technician Maintenance I 25.50
23182 - Electronics Technician Maintenance II 27.23
23183 - Electronics Technician Maintenance III 28.93
23260 - Fabric Worker 21.64
23290 - Fire Alarm System Mechanic 26.37
23310 - Fire Extinguisher Repairer 20.08
23311 - Fuel Distribution System Mechanic 27.81
23312 - Fuel Distribution System Operator 21.17
23370 - General Maintenance Worker 21.73
23380 - Ground Support Equipment Mechanic 28.61
23381 - Ground Support Equipment Servicer 23.48
23382 - Ground Support Equipment Worker 25.22
23391 - Gunsmith I 20.08
23392 - Gunsmith II 23.23
23393 - Gunsmith III 26.37
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.79
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.29
23430 - Heavy Equipment Mechanic 26.36
23440 - Heavy Equipment Operator 23.77
23460 - Instrument Mechanic 28.48
23465 - Laboratory/Shelter Mechanic 24.81
23470 - Laborer 15.99
23510 - Locksmith 24.81
23530 - Machinery Maintenance Mechanic 28.05
23550 - Machinist Maintenance 25.22
23580 - Maintenance Trades Helper 18.52
23591 - Metrology Technician I 28.48
23592 - Metrology Technician II 29.99
23593 - Metrology Technician III 31.21
23640 - Millwright 26.37
23710 - Office Appliance Repairer 26.15
23760 - Painter Maintenance 19.75
23790 - Pipefitter Maintenance 26.72
23810 - Plumber Maintenance 25.15
23820 - Pneudraulic Systems Mechanic 26.37
23850 - Rigger 26.37
23870 - Scale Mechanic 23.23
23890 - Sheet-Metal Worker Maintenance 22.88
23910 - Small Engine Mechanic 23.23
23931 - Telecommunications Mechanic I 32.77

23932 - Telecommunications Mechanic II 34.49
23950 - Telephone Lineman 26.37
23960 - Welder Combination Maintenance 26.15
23965 - Well Driller 26.37
23970 - Woodcraft Worker 26.37
23980 - Woodworker 20.08
24000 - Personal Needs Occupations
24550 - Case Manager 17.25
24570 - Child Care Attendant 14.78
24580 - Child Care Center Clerk 18.43
24610 - Chore Aide 14.94
24620 - Family Readiness And Support Services Coordinator 17.25
24630 - Homemaker 17.25
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.51
25040 - Sewage Plant Operator 29.03
25070 - Stationary Engineer 30.51
25190 - Ventilation Equipment Tender 21.28
25210 - Water Treatment Plant Operator 29.03
27000 - Protective Service Occupations
27004 - Alarm Monitor 27.14
27007 - Baggage Inspector 14.41
27008 - Corrections Officer 34.21
27010 - Court Security Officer 35.13
27030 - Detection Dog Handler 21.32
27040 - Detention Officer 34.21
27070 - Firefighter 35.13
27101 - Guard I 14.41
27102 - Guard II 21.32
27131 - Police Officer I 37.62
27132 - Police Officer II 41.80
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.80
28042 - Carnival Equipment Repairer 17.15
28043 - Carnival Worker 11.79
28210 - Gate Attendant/Gate Tender 16.58
28310 - Lifeguard 11.97
28350 - Park Attendant (Aide) 18.43
28510 - Recreation Aide/Health Facility Attendant 13.53
28515 - Recreation Specialist 21.46
28630 - Sports Official 14.76
28690 - Swimming Pool Operator 19.84
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.50
29020 - Hatch Tender 23.50
29030 - Line Handler 23.50
29041 - Stevedore I 21.91
29042 - Stevedore II 25.48
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.73
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.16
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.21
30021 - Archeological Technician I 19.40
30022 - Archeological Technician II 21.70
30023 - Archeological Technician III 26.89
30030 - Cartographic Technician 26.41
30040 - Civil Engineering Technician 32.36
30051 - Cryogenic Technician I 30.28
30052 - Cryogenic Technician II 32.45
30061 - Drafter/CAD Operator I 18.54
30062 - Drafter/CAD Operator II 20.74
30063 - Drafter/CAD Operator III 23.84
30064 - Drafter/CAD Operator IV 31.50
30081 - Engineering Technician I 18.44
30082 - Engineering Technician II 20.69
30083 - Engineering Technician III 23.15
30084 - Engineering Technician IV 28.69
30085 - Engineering Technician V 35.09
30086 - Engineering Technician VI 42.45
30090 - Environmental Technician 25.69
30095 - Evidence Control Specialist 25.69
30210 - Laboratory Technician 23.30
30221 - Latent Fingerprint Technician I 28.45
30222 - Latent Fingerprint Technician II 31.42
30240 - Mathematical Technician 29.28
30361 - Paralegal/Legal Assistant I 19.97
30362 - Paralegal/Legal Assistant II 24.74
30363 - Paralegal/Legal Assistant III 30.26
30364 - Paralegal/Legal Assistant IV 36.62
30375 - Petroleum Supply Specialist 31.42
30390 - Photo-Optics Technician 26.62
30395 - Radiation Control Technician 31.42
30461 - Technical Writer I 30.64
30462 - Technical Writer II 37.48
30463 - Technical Writer III 45.36
30491 - Unexploded Ordnance (UXO) Technician I 27.79
30492 - Unexploded Ordnance (UXO) Technician II 33.63
30493 - Unexploded Ordnance (UXO) Technician III 40.31
30494 - Unexploded (UXO) Safety Escort 27.79
30495 - Unexploded (UXO) Sweep Personnel 27.79
30501 - Weather Forecaster I 30.28
30502 - Weather Forecaster II 34.61
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.84
30621 - Weather Observer Senior (see 2) 26.41
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.63
31020 - Bus Aide 14.68
31030 - Bus Driver 20.69

31043 - Driver Courier	15.31
31260 - Parking and Lot Attendant	11.76
31290 - Shuttle Bus Driver	16.61
31310 - Taxi Driver	14.56
31361 - Truckdriver Light	16.61
31362 - Truckdriver Medium	19.65
31363 - Truckdriver Heavy	21.57
31364 - Truckdriver Tractor-Trailer	21.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.40
99030 - Cashier	12.06
99050 - Desk Clerk	14.20
99095 - Embalmer	27.79
99130 - Flight Follower	27.79
99251 - Laboratory Animal Caretaker I	13.39
99252 - Laboratory Animal Caretaker II	14.53
99260 - Marketing Analyst	33.69
99310 - Mortician	27.79
99410 - Pest Controller	23.32
99510 - Photofinishing Worker	14.61
99710 - Recycling Laborer	24.75
99711 - Recycling Specialist	29.84
99730 - Refuse Collector	22.23
99810 - Sales Clerk	13.92
99820 - School Crossing Guard	14.88
99830 - Survey Party Chief	26.54
99831 - Surveying Aide	14.73
99832 - Surveying Technician	24.13
99840 - Vending Machine Attendant	19.94
99841 - Vending Machine Repairer	25.04
99842 - Vending Machine Repairer Helper	19.94

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5417
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado Counties of El Paso Teller

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.31
01012 - Accounting Clerk II		17.19
01013 - Accounting Clerk III		19.23
01020 - Administrative Assistant		25.05
01035 - Court Reporter		20.06
01041 - Customer Service Representative I		12.56
01042 - Customer Service Representative II		14.14
01043 - Customer Service Representative III		15.42
01051 - Data Entry Operator I		14.73
01052 - Data Entry Operator II		16.07
01060 - Dispatcher Motor Vehicle		19.81
01070 - Document Preparation Clerk		15.28
01090 - Duplicating Machine Operator		15.28
01111 - General Clerk I		15.04
01112 - General Clerk II		16.41

01113 - General Clerk III 18.42
01120 - Housing Referral Assistant 20.75
01141 - Messenger Courier 12.32
01191 - Order Clerk I 13.68
01192 - Order Clerk II 14.93
01261 - Personnel Assistant (Employment) I 16.12
01262 - Personnel Assistant (Employment) II 18.03
01263 - Personnel Assistant (Employment) III 20.64
01270 - Production Control Clerk 24.19
01290 - Rental Clerk 15.38
01300 - Scheduler Maintenance 16.64
01311 - Secretary I 16.64
01312 - Secretary II 18.61
01313 - Secretary III 20.75
01320 - Service Order Dispatcher 17.08
01410 - Supply Technician 25.05
01420 - Survey Worker 16.92
01460 - Switchboard Operator/Receptionist 14.56
01531 - Travel Clerk I 15.94
01532 - Travel Clerk II 17.06
01533 - Travel Clerk III 18.02
01611 - Word Processor I 15.40
01612 - Word Processor II 17.29
01613 - Word Processor III 19.34
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.23
05010 - Automotive Electrician 23.12
05040 - Automotive Glass Installer 21.69
05070 - Automotive Worker 21.69
05110 - Mobile Equipment Servicer 18.79
05130 - Motor Equipment Metal Mechanic 24.56
05160 - Motor Equipment Metal Worker 21.69
05190 - Motor Vehicle Mechanic 24.56
05220 - Motor Vehicle Mechanic Helper 17.35
05250 - Motor Vehicle Upholstery Worker 20.26
05280 - Motor Vehicle Wrecker 21.69
05310 - Painter Automotive 23.12
05340 - Radiator Repair Specialist 21.69
05370 - Tire Repairer 14.01
05400 - Transmission Repair Specialist 24.56
07000 - Food Preparation And Service Occupations
07010 - Baker 13.39
07041 - Cook I 13.53
07042 - Cook II 15.61
07070 - Dishwasher 11.66
07130 - Food Service Worker 12.20
07210 - Meat Cutter 17.48
07260 - Waiter/Waitress 10.64
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.67

09040 - Furniture Handler 13.17
09080 - Furniture Refinisher 19.13
09090 - Furniture Refinisher Helper 14.36
09110 - Furniture Repairer Minor 16.75
09130 - Upholsterer 19.13
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.31
11060 - Elevator Operator 12.31
11090 - Gardener 18.57
11122 - Housekeeping Aide 13.63
11150 - Janitor 13.63
11210 - Laborer Grounds Maintenance 14.41
11240 - Maid or Houseman 12.07
11260 - Pruner 13.75
11270 - Tractor Operator 17.15
11330 - Trail Maintenance Worker 14.41
11360 - Window Cleaner 14.28
12000 - Health Occupations
12010 - Ambulance Driver 17.08
12011 - Breath Alcohol Technician 18.79
12012 - Certified Occupational Therapist Assistant 27.33
12015 - Certified Physical Therapist Assistant 26.92
12020 - Dental Assistant 18.09
12025 - Dental Hygienist 36.78
12030 - EKG Technician 30.89
12035 - Electroneurodiagnostic Technologist 30.89
12040 - Emergency Medical Technician 17.08
12071 - Licensed Practical Nurse I 20.09
12072 - Licensed Practical Nurse II 22.47
12073 - Licensed Practical Nurse III 25.05
12100 - Medical Assistant 17.08
12130 - Medical Laboratory Technician 24.84
12160 - Medical Record Clerk 17.89
12190 - Medical Record Technician 20.01
12195 - Medical Transcriptionist 21.35
12210 - Nuclear Medicine Technologist 41.39
12221 - Nursing Assistant I 11.83
12222 - Nursing Assistant II 13.30
12223 - Nursing Assistant III 14.50
12224 - Nursing Assistant IV 16.28
12235 - Optical Dispenser 16.45
12236 - Optical Technician 16.28
12250 - Pharmacy Technician 17.54
12280 - Phlebotomist 17.51
12305 - Radiologic Technologist 30.03
12311 - Registered Nurse I 24.14
12312 - Registered Nurse II 29.54
12313 - Registered Nurse II Specialist 29.54
12314 - Registered Nurse III 35.73
12315 - Registered Nurse III Anesthetist 35.73

12316 - Registered Nurse IV		42.83
12317 - Scheduler (Drug and Alcohol Testing)		26.84
12320 - Substance Abuse Treatment Counselor		22.94
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.63
13012 - Exhibits Specialist II		30.51
13013 - Exhibits Specialist III		37.32
13041 - Illustrator I		24.90
13042 - Illustrator II		30.84
13043 - Illustrator III		37.71
13047 - Librarian		34.15
13050 - Library Aide/Clerk		15.84
13054 - Library Information Technology Systems Administrator		30.83
13058 - Library Technician		16.79
13061 - Media Specialist I		22.01
13062 - Media Specialist II		24.63
13063 - Media Specialist III		27.45
13071 - Photographer I		14.70
13072 - Photographer II		17.33
13073 - Photographer III		21.47
13074 - Photographer IV		24.77
13075 - Photographer V		29.97
13090 - Technical Order Library Clerk		16.41
13110 - Video Teleconference Technician		21.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.96
14042 - Computer Operator II		20.10
14043 - Computer Operator III		22.41
14044 - Computer Operator IV		24.89
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	27.57
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		17.96
14160 - Personal Computer Support Technician		24.89
14170 - System Support Specialist		39.65
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.80
15020 - Aircrew Training Devices Instructor (Rated)		40.90
15030 - Air Crew Training Devices Instructor (Pilot)		49.02
15050 - Computer Based Training Specialist / Instructor		33.80
15060 - Educational Technologist		36.09
15070 - Flight Instructor (Pilot)		49.02
15080 - Graphic Artist		24.66
15085 - Maintenance Test Pilot Fixed Jet/Prop		49.02

15086 - Maintenance Test Pilot Rotary Wing 49.02
15088 - Non-Maintenance Test/Co-Pilot 49.02
15090 - Technical Instructor 24.44
15095 - Technical Instructor/Course Developer 29.91
15110 - Test Proctor 19.73
15120 - Tutor 19.73
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.13
16030 - Counter Attendant 13.13
16040 - Dry Cleaner 15.02
16070 - Finisher Flatwork Machine 13.13
16090 - Presser Hand 13.13
16110 - Presser Machine Drycleaning 13.13
16130 - Presser Machine Shirts 13.13
16160 - Presser Machine Wearing Apparel Laundry 13.13
16190 - Sewing Machine Operator 15.65
16220 - Tailor 16.28
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.14
19040 - Tool And Die Maker 26.33
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.93
21030 - Material Coordinator 24.19
21040 - Material Expediter 24.19
21050 - Material Handling Laborer 14.33
21071 - Order Filler 13.81
21080 - Production Line Worker (Food Processing) 16.93
21110 - Shipping Packer 16.35
21130 - Shipping/Receiving Clerk 16.35
21140 - Store Worker I 12.89
21150 - Stock Clerk 15.54
21210 - Tools And Parts Attendant 16.93
21410 - Warehouse Specialist 16.93
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.34
23019 - Aircraft Logs and Records Technician 25.23
23021 - Aircraft Mechanic I 30.59
23022 - Aircraft Mechanic II 32.34
23023 - Aircraft Mechanic III 34.06
23040 - Aircraft Mechanic Helper 21.61
23050 - Aircraft Painter 28.80
23060 - Aircraft Servicer 25.23
23070 - Aircraft Survival Flight Equipment Technician 28.80
23080 - Aircraft Worker 27.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.59
23110 - Appliance Mechanic 16.98

23120 - Bicycle Repairer 18.10
23125 - Cable Splicer 39.18
23130 - Carpenter Maintenance 22.39
23140 - Carpet Layer 22.79
23160 - Electrician Maintenance 26.48
23181 - Electronics Technician Maintenance I 25.72
23182 - Electronics Technician Maintenance II 27.42
23183 - Electronics Technician Maintenance III 29.13
23260 - Fabric Worker 21.29
23290 - Fire Alarm System Mechanic 28.57
23310 - Fire Extinguisher Repairer 19.75
23311 - Fuel Distribution System Mechanic 34.82
23312 - Fuel Distribution System Operator 26.64
23370 - General Maintenance Worker 18.07
23380 - Ground Support Equipment Mechanic 30.59
23381 - Ground Support Equipment Servicer 25.23
23382 - Ground Support Equipment Worker 27.01
23391 - Gunsmith I 19.75
23392 - Gunsmith II 22.79
23393 - Gunsmith III 25.81
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.75
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.17
23430 - Heavy Equipment Mechanic 25.58
23440 - Heavy Equipment Operator 21.96
23460 - Instrument Mechanic 25.81
23465 - Laboratory/Shelter Mechanic 24.30
23470 - Laborer 14.33
23510 - Locksmith 20.23
23530 - Machinery Maintenance Mechanic 30.04
23550 - Machinist Maintenance 21.60
23580 - Maintenance Trades Helper 16.27
23591 - Metrology Technician I 25.81
23592 - Metrology Technician II 27.29
23593 - Metrology Technician III 28.74
23640 - Millwright 25.81
23710 - Office Appliance Repairer 20.44
23760 - Painter Maintenance 19.89
23790 - Pipefitter Maintenance 22.58
23810 - Plumber Maintenance 21.26
23820 - Pneudraulic Systems Mechanic 25.81
23850 - Rigger 25.81
23870 - Scale Mechanic 22.79
23890 - Sheet-Metal Worker Maintenance 23.40
23910 - Small Engine Mechanic 19.14
23931 - Telecommunications Mechanic I 31.20
23932 - Telecommunications Mechanic II 32.99
23950 - Telephone Lineman 23.93
23960 - Welder Combination Maintenance 19.10

23965 - Well Driller	25.81
23970 - Woodcraft Worker	25.81
23980 - Woodworker	19.75
24000 - Personal Needs Occupations	
24550 - Case Manager	17.70
24570 - Child Care Attendant	12.71
24580 - Child Care Center Clerk	15.90
24610 - Chore Aide	12.26
24620 - Family Readiness And Support Services Coordinator	17.70
24630 - Homemaker	17.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.87
25040 - Sewage Plant Operator	28.61
25070 - Stationary Engineer	27.87
25190 - Ventilation Equipment Tender	19.69
25210 - Water Treatment Plant Operator	28.61
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.04
27007 - Baggage Inspector	14.58
27008 - Corrections Officer	25.26
27010 - Court Security Officer	24.69
27030 - Detection Dog Handler	16.31
27040 - Detention Officer	25.26
27070 - Firefighter	24.12
27101 - Guard I	14.58
27102 - Guard II	16.31
27131 - Police Officer I	31.16
27132 - Police Officer II	34.63
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.31
28042 - Carnival Equipment Repairer	15.49
28043 - Carnival Worker	11.47
28210 - Gate Attendant/Gate Tender	15.33
28310 - Lifeguard	11.56
28350 - Park Attendant (Aide)	17.16
28510 - Recreation Aide/Health Facility Attendant	14.40
28515 - Recreation Specialist	21.22
28630 - Sports Official	13.66
28690 - Swimming Pool Operator	17.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.79
29020 - Hatch Tender	22.79
29030 - Line Handler	22.79
29041 - Stevedore I	21.29
29042 - Stevedore II	24.30
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.52
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.94
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.77

30021 - Archeological Technician I		19.31
30022 - Archeological Technician II		21.70
30023 - Archeological Technician III		24.87
30030 - Cartographic Technician		26.27
30040 - Civil Engineering Technician		27.58
30051 - Cryogenic Technician I		29.62
30052 - Cryogenic Technician II		30.67
30061 - Drafter/CAD Operator I		19.31
30062 - Drafter/CAD Operator II		21.70
30063 - Drafter/CAD Operator III		24.08
30064 - Drafter/CAD Operator IV		29.62
30081 - Engineering Technician I		16.63
30082 - Engineering Technician II		18.67
30083 - Engineering Technician III		20.87
30084 - Engineering Technician IV		25.86
30085 - Engineering Technician V		31.64
30086 - Engineering Technician VI		38.28
30090 - Environmental Technician		26.36
30095 - Evidence Control Specialist		24.87
30210 - Laboratory Technician		21.69
30221 - Latent Fingerprint Technician I		25.30
30222 - Latent Fingerprint Technician II		27.95
30240 - Mathematical Technician		28.90
30361 - Paralegal/Legal Assistant I		19.23
30362 - Paralegal/Legal Assistant II		23.82
30363 - Paralegal/Legal Assistant III		29.14
30364 - Paralegal/Legal Assistant IV		35.25
30375 - Petroleum Supply Specialist		30.42
30390 - Photo-Optics Technician		26.27
30395 - Radiation Control Technician		30.42
30461 - Technical Writer I		22.30
30462 - Technical Writer II		27.28
30463 - Technical Writer III		33.00
30491 - Unexploded Ordnance (UXO) Technician I		25.75
30492 - Unexploded Ordnance (UXO) Technician II		31.15
30493 - Unexploded Ordnance (UXO) Technician III		37.34
30494 - Unexploded (UXO) Safety Escort		25.75
30495 - Unexploded (UXO) Sweep Personnel		25.75
30501 - Weather Forecaster I		29.62
30502 - Weather Forecaster II		33.78
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.08
30621 - Weather Observer Senior	(see 2)	25.49
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.15
31020 - Bus Aide		12.93
31030 - Bus Driver		18.01
31043 - Driver Courier		15.27
31260 - Parking and Lot Attendant		12.56
31290 - Shuttle Bus Driver		16.52

31310 - Taxi Driver	12.73
31361 - Truckdriver Light	16.52
31362 - Truckdriver Medium	17.80
31363 - Truckdriver Heavy	21.55
31364 - Truckdriver Tractor-Trailer	21.55
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.19
99030 - Cashier	12.07
99050 - Desk Clerk	12.46
99095 - Embalmer	23.19
99130 - Flight Follower	25.75
99251 - Laboratory Animal Caretaker I	13.83
99252 - Laboratory Animal Caretaker II	14.98
99260 - Marketing Analyst	28.95
99310 - Mortician	23.19
99410 - Pest Controller	19.45
99510 - Photofinishing Worker	13.53
99710 - Recycling Laborer	19.07
99711 - Recycling Specialist	22.76
99730 - Refuse Collector	17.33
99810 - Sales Clerk	12.50
99820 - School Crossing Guard	15.03
99830 - Survey Party Chief	27.30
99831 - Surveying Aide	19.53
99832 - Surveying Technician	25.21
99840 - Vending Machine Attendant	15.50
99841 - Vending Machine Repairer	19.37
99842 - Vending Machine Repairer Helper	15.50

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5418
Revision No.: 15
Date Of Last Revision: 07/01/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado Counties of El Paso Teller

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.31
01012 - Accounting Clerk II		17.19
01013 - Accounting Clerk III		19.23
01020 - Administrative Assistant		25.05
01035 - Court Reporter		20.06
01041 - Customer Service Representative I		12.56
01042 - Customer Service Representative II		14.14
01043 - Customer Service Representative III		15.42
01051 - Data Entry Operator I		14.73
01052 - Data Entry Operator II		16.07
01060 - Dispatcher Motor Vehicle		19.81
01070 - Document Preparation Clerk		15.28

01090 - Duplicating Machine Operator 15.28
01111 - General Clerk I 15.04
01112 - General Clerk II 16.41
01113 - General Clerk III 18.42
01120 - Housing Referral Assistant 20.75
01141 - Messenger Courier 12.32
01191 - Order Clerk I 13.68
01192 - Order Clerk II 14.93
01261 - Personnel Assistant (Employment) I 16.12
01262 - Personnel Assistant (Employment) II 18.03
01263 - Personnel Assistant (Employment) III 20.64
01270 - Production Control Clerk 24.19
01290 - Rental Clerk 15.38
01300 - Scheduler Maintenance 16.64
01311 - Secretary I 16.64
01312 - Secretary II 18.61
01313 - Secretary III 20.75
01320 - Service Order Dispatcher 17.08
01410 - Supply Technician 25.05
01420 - Survey Worker 16.92
01460 - Switchboard Operator/Receptionist 14.56
01531 - Travel Clerk I 15.94
01532 - Travel Clerk II 17.06
01533 - Travel Clerk III 18.02
01611 - Word Processor I 15.40
01612 - Word Processor II 17.29
01613 - Word Processor III 19.34
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.23
05010 - Automotive Electrician 23.12
05040 - Automotive Glass Installer 21.69
05070 - Automotive Worker 21.69
05110 - Mobile Equipment Servicer 18.79
05130 - Motor Equipment Metal Mechanic 24.56
05160 - Motor Equipment Metal Worker 21.69
05190 - Motor Vehicle Mechanic 24.56
05220 - Motor Vehicle Mechanic Helper 17.35
05250 - Motor Vehicle Upholstery Worker 20.26
05280 - Motor Vehicle Wrecker 21.69
05310 - Painter Automotive 23.12
05340 - Radiator Repair Specialist 21.69
05370 - Tire Repairer 14.01
05400 - Transmission Repair Specialist 24.56
07000 - Food Preparation And Service Occupations
07010 - Baker 13.39
07041 - Cook I 13.53
07042 - Cook II 15.61
07070 - Dishwasher 11.66
07130 - Food Service Worker 12.20
07210 - Meat Cutter 17.48

07260 - Waiter/Waitress	10.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.67
09040 - Furniture Handler	13.17
09080 - Furniture Refinisher	19.13
09090 - Furniture Refinisher Helper	14.36
09110 - Furniture Repairer Minor	16.75
09130 - Upholsterer	19.13
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.31
11060 - Elevator Operator	12.31
11090 - Gardener	18.57
11122 - Housekeeping Aide	13.63
11150 - Janitor	13.63
11210 - Laborer Grounds Maintenance	14.41
11240 - Maid or Houseman	12.07
11260 - Pruner	13.75
11270 - Tractor Operator	17.15
11330 - Trail Maintenance Worker	14.41
11360 - Window Cleaner	14.28
12000 - Health Occupations	
12010 - Ambulance Driver	17.08
12011 - Breath Alcohol Technician	18.79
12012 - Certified Occupational Therapist Assistant	27.33
12015 - Certified Physical Therapist Assistant	26.92
12020 - Dental Assistant	18.09
12025 - Dental Hygienist	36.78
12030 - EKG Technician	30.89
12035 - Electroneurodiagnostic Technologist	30.89
12040 - Emergency Medical Technician	17.08
12071 - Licensed Practical Nurse I	20.09
12072 - Licensed Practical Nurse II	22.47
12073 - Licensed Practical Nurse III	25.05
12100 - Medical Assistant	17.08
12130 - Medical Laboratory Technician	24.84
12160 - Medical Record Clerk	17.89
12190 - Medical Record Technician	20.01
12195 - Medical Transcriptionist	21.35
12210 - Nuclear Medicine Technologist	41.39
12221 - Nursing Assistant I	11.83
12222 - Nursing Assistant II	13.30
12223 - Nursing Assistant III	14.50
12224 - Nursing Assistant IV	16.28
12235 - Optical Dispenser	16.45
12236 - Optical Technician	16.28
12250 - Pharmacy Technician	17.54
12280 - Phlebotomist	17.51
12305 - Radiologic Technologist	30.03
12311 - Registered Nurse I	24.14
12312 - Registered Nurse II	29.54

12313 - Registered Nurse II Specialist		29.54
12314 - Registered Nurse III		35.73
12315 - Registered Nurse III Anesthetist		35.73
12316 - Registered Nurse IV		42.83
12317 - Scheduler (Drug and Alcohol Testing)		26.84
12320 - Substance Abuse Treatment Counselor		22.94
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.63
13012 - Exhibits Specialist II		30.51
13013 - Exhibits Specialist III		37.32
13041 - Illustrator I		24.90
13042 - Illustrator II		30.84
13043 - Illustrator III		37.71
13047 - Librarian		34.15
13050 - Library Aide/Clerk		15.84
13054 - Library Information Technology Systems Administrator		30.83
13058 - Library Technician		16.79
13061 - Media Specialist I		22.01
13062 - Media Specialist II		24.63
13063 - Media Specialist III		27.45
13071 - Photographer I		14.70
13072 - Photographer II		17.33
13073 - Photographer III		21.47
13074 - Photographer IV		24.77
13075 - Photographer V		29.97
13090 - Technical Order Library Clerk		16.41
13110 - Video Teleconference Technician		21.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.96
14042 - Computer Operator II		20.10
14043 - Computer Operator III		22.41
14044 - Computer Operator IV		24.89
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	27.57
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		17.96
14160 - Personal Computer Support Technician		24.89
14170 - System Support Specialist		39.65
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.80
15020 - Aircrew Training Devices Instructor (Rated)		40.90
15030 - Air Crew Training Devices Instructor (Pilot)		49.02
15050 - Computer Based Training Specialist / Instructor		33.80
15060 - Educational Technologist		36.09

15070 - Flight Instructor (Pilot) 49.02
15080 - Graphic Artist 24.66
15085 - Maintenance Test Pilot Fixed Jet/Prop 49.02
15086 - Maintenance Test Pilot Rotary Wing 49.02
15088 - Non-Maintenance Test/Co-Pilot 49.02
15090 - Technical Instructor 24.44
15095 - Technical Instructor/Course Developer 29.91
15110 - Test Proctor 19.73
15120 - Tutor 19.73
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.13
16030 - Counter Attendant 13.13
16040 - Dry Cleaner 15.02
16070 - Finisher Flatwork Machine 13.13
16090 - Presser Hand 13.13
16110 - Presser Machine Drycleaning 13.13
16130 - Presser Machine Shirts 13.13
16160 - Presser Machine Wearing Apparel Laundry 13.13
16190 - Sewing Machine Operator 15.65
16220 - Tailor 16.28
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.14
19040 - Tool And Die Maker 26.33
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.93
21030 - Material Coordinator 24.19
21040 - Material Expediter 24.19
21050 - Material Handling Laborer 14.33
21071 - Order Filler 13.81
21080 - Production Line Worker (Food Processing) 16.93
21110 - Shipping Packer 16.35
21130 - Shipping/Receiving Clerk 16.35
21140 - Store Worker I 12.89
21150 - Stock Clerk 15.54
21210 - Tools And Parts Attendant 16.93
21410 - Warehouse Specialist 16.93
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.34
23019 - Aircraft Logs and Records Technician 25.23
23021 - Aircraft Mechanic I 30.59
23022 - Aircraft Mechanic II 32.34
23023 - Aircraft Mechanic III 34.06
23040 - Aircraft Mechanic Helper 21.61
23050 - Aircraft Painter 28.80
23060 - Aircraft Servicer 25.23
23070 - Aircraft Survival Flight Equipment Technician 28.80
23080 - Aircraft Worker 27.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.01

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.59
23110 - Appliance Mechanic 16.98
23120 - Bicycle Repairer 18.10
23125 - Cable Splicer 39.18
23130 - Carpenter Maintenance 22.39
23140 - Carpet Layer 22.79
23160 - Electrician Maintenance 26.48
23181 - Electronics Technician Maintenance I 25.72
23182 - Electronics Technician Maintenance II 27.42
23183 - Electronics Technician Maintenance III 29.13
23260 - Fabric Worker 21.29
23290 - Fire Alarm System Mechanic 28.57
23310 - Fire Extinguisher Repairer 19.75
23311 - Fuel Distribution System Mechanic 34.82
23312 - Fuel Distribution System Operator 26.64
23370 - General Maintenance Worker 18.07
23380 - Ground Support Equipment Mechanic 30.59
23381 - Ground Support Equipment Servicer 25.23
23382 - Ground Support Equipment Worker 27.01
23391 - Gunsmith I 19.75
23392 - Gunsmith II 22.79
23393 - Gunsmith III 25.81
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.75
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.17
23430 - Heavy Equipment Mechanic 25.58
23440 - Heavy Equipment Operator 21.96
23460 - Instrument Mechanic 25.81
23465 - Laboratory/Shelter Mechanic 24.30
23470 - Laborer 14.33
23510 - Locksmith 20.23
23530 - Machinery Maintenance Mechanic 30.04
23550 - Machinist Maintenance 21.60
23580 - Maintenance Trades Helper 16.27
23591 - Metrology Technician I 25.81
23592 - Metrology Technician II 27.29
23593 - Metrology Technician III 28.74
23640 - Millwright 25.81
23710 - Office Appliance Repairer 20.44
23760 - Painter Maintenance 19.89
23790 - Pipefitter Maintenance 22.58
23810 - Plumber Maintenance 21.26
23820 - Pneudraulic Systems Mechanic 25.81
23850 - Rigger 25.81
23870 - Scale Mechanic 22.79
23890 - Sheet-Metal Worker Maintenance 23.40
23910 - Small Engine Mechanic 19.14
23931 - Telecommunications Mechanic I 31.20

23932 - Telecommunications Mechanic II 32.99
23950 - Telephone Lineman 23.93
23960 - Welder Combination Maintenance 19.10
23965 - Well Driller 25.81
23970 - Woodcraft Worker 25.81
23980 - Woodworker 19.75
24000 - Personal Needs Occupations
24550 - Case Manager 17.70
24570 - Child Care Attendant 12.71
24580 - Child Care Center Clerk 15.90
24610 - Chore Aide 12.26
24620 - Family Readiness And Support Services Coordinator 17.70
24630 - Homemaker 17.70
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.87
25040 - Sewage Plant Operator 28.61
25070 - Stationary Engineer 27.87
25190 - Ventilation Equipment Tender 19.69
25210 - Water Treatment Plant Operator 28.61
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.04
27007 - Baggage Inspector 14.58
27008 - Corrections Officer 25.26
27010 - Court Security Officer 24.69
27030 - Detection Dog Handler 16.31
27040 - Detention Officer 25.26
27070 - Firefighter 24.12
27101 - Guard I 14.58
27102 - Guard II 16.31
27131 - Police Officer I 31.16
27132 - Police Officer II 34.63
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.31
28042 - Carnival Equipment Repairer 15.49
28043 - Carnival Worker 11.47
28210 - Gate Attendant/Gate Tender 15.33
28310 - Lifeguard 11.56
28350 - Park Attendant (Aide) 17.16
28510 - Recreation Aide/Health Facility Attendant 14.40
28515 - Recreation Specialist 21.22
28630 - Sports Official 13.66
28690 - Swimming Pool Operator 17.88
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.79
29020 - Hatch Tender 22.79
29030 - Line Handler 22.79
29041 - Stevedore I 21.29
29042 - Stevedore II 24.30
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.52
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.94
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.77
30021 - Archeological Technician I 19.31
30022 - Archeological Technician II 21.70
30023 - Archeological Technician III 24.87
30030 - Cartographic Technician 26.27
30040 - Civil Engineering Technician 27.58
30051 - Cryogenic Technician I 29.62
30052 - Cryogenic Technician II 30.67
30061 - Drafter/CAD Operator I 19.31
30062 - Drafter/CAD Operator II 21.70
30063 - Drafter/CAD Operator III 24.08
30064 - Drafter/CAD Operator IV 29.62
30081 - Engineering Technician I 16.63
30082 - Engineering Technician II 18.67
30083 - Engineering Technician III 20.87
30084 - Engineering Technician IV 25.86
30085 - Engineering Technician V 31.64
30086 - Engineering Technician VI 38.28
30090 - Environmental Technician 26.36
30095 - Evidence Control Specialist 24.87
30210 - Laboratory Technician 21.69
30221 - Latent Fingerprint Technician I 25.30
30222 - Latent Fingerprint Technician II 27.95
30240 - Mathematical Technician 28.90
30361 - Paralegal/Legal Assistant I 19.23
30362 - Paralegal/Legal Assistant II 23.82
30363 - Paralegal/Legal Assistant III 29.14
30364 - Paralegal/Legal Assistant IV 35.25
30375 - Petroleum Supply Specialist 30.42
30390 - Photo-Optics Technician 26.27
30395 - Radiation Control Technician 30.42
30461 - Technical Writer I 22.30
30462 - Technical Writer II 27.28
30463 - Technical Writer III 33.00
30491 - Unexploded Ordnance (UXO) Technician I 25.75
30492 - Unexploded Ordnance (UXO) Technician II 31.15
30493 - Unexploded Ordnance (UXO) Technician III 37.34
30494 - Unexploded (UXO) Safety Escort 25.75
30495 - Unexploded (UXO) Sweep Personnel 25.75
30501 - Weather Forecaster I 29.62
30502 - Weather Forecaster II 33.78
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.08
30621 - Weather Observer Senior (see 2) 25.49
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.15
31020 - Bus Aide 12.93
31030 - Bus Driver 18.01

31043 - Driver Courier	15.27
31260 - Parking and Lot Attendant	12.56
31290 - Shuttle Bus Driver	16.52
31310 - Taxi Driver	12.73
31361 - Truckdriver Light	16.52
31362 - Truckdriver Medium	17.80
31363 - Truckdriver Heavy	21.55
31364 - Truckdriver Tractor-Trailer	21.55
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.19
99030 - Cashier	12.07
99050 - Desk Clerk	12.46
99095 - Embalmer	23.19
99130 - Flight Follower	25.75
99251 - Laboratory Animal Caretaker I	13.83
99252 - Laboratory Animal Caretaker II	14.98
99260 - Marketing Analyst	28.95
99310 - Mortician	23.19
99410 - Pest Controller	19.45
99510 - Photofinishing Worker	13.53
99710 - Recycling Laborer	19.07
99711 - Recycling Specialist	22.76
99730 - Refuse Collector	17.33
99810 - Sales Clerk	12.50
99820 - School Crossing Guard	15.03
99830 - Survey Party Chief	27.30
99831 - Surveying Aide	19.53
99832 - Surveying Technician	25.21
99840 - Vending Machine Attendant	15.50
99841 - Vending Machine Repairer	19.37
99842 - Vending Machine Repairer Helper	15.50

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5419
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado Counties of Adams Arapahoe Broomfield Clear Creek Denver Douglas Elbert Gilpin Jefferson Park

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.44
01012 - Accounting Clerk II		19.57
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		27.90
01035 - Court Reporter		31.56
01041 - Customer Service Representative I		14.85
01042 - Customer Service Representative II		16.71
01043 - Customer Service Representative III		18.23
01051 - Data Entry Operator I		16.21
01052 - Data Entry Operator II		17.69
01060 - Dispatcher Motor Vehicle		21.86
01070 - Document Preparation Clerk		17.84
01090 - Duplicating Machine Operator		17.84
01111 - General Clerk I		16.46

01112 - General Clerk II	17.96
01113 - General Clerk III	20.16
01120 - Housing Referral Assistant	22.96
01141 - Messenger Courier	16.35
01191 - Order Clerk I	16.66
01192 - Order Clerk II	18.18
01261 - Personnel Assistant (Employment) I	17.70
01262 - Personnel Assistant (Employment) II	19.79
01263 - Personnel Assistant (Employment) III	22.07
01270 - Production Control Clerk	25.78
01290 - Rental Clerk	17.23
01300 - Scheduler Maintenance	18.40
01311 - Secretary I	18.40
01312 - Secretary II	20.59
01313 - Secretary III	22.96
01320 - Service Order Dispatcher	19.55
01410 - Supply Technician	27.90
01420 - Survey Worker	18.58
01460 - Switchboard Operator/Receptionist	15.80
01531 - Travel Clerk I	18.04
01532 - Travel Clerk II	18.90
01533 - Travel Clerk III	20.22
01611 - Word Processor I	18.00
01612 - Word Processor II	20.21
01613 - Word Processor III	22.60
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.19
05010 - Automotive Electrician	23.28
05040 - Automotive Glass Installer	21.79
05070 - Automotive Worker	21.79
05110 - Mobile Equipment Servicer	18.88
05130 - Motor Equipment Metal Mechanic	24.73
05160 - Motor Equipment Metal Worker	21.79
05190 - Motor Vehicle Mechanic	24.73
05220 - Motor Vehicle Mechanic Helper	17.40
05250 - Motor Vehicle Upholstery Worker	20.35
05280 - Motor Vehicle Wrecker	21.79
05310 - Painter Automotive	23.28
05340 - Radiator Repair Specialist	21.79
05370 - Tire Repairer	15.68
05400 - Transmission Repair Specialist	24.73
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.23
07041 - Cook I	14.86
07042 - Cook II	17.19
07070 - Dishwasher	12.26
07130 - Food Service Worker	13.48
07210 - Meat Cutter	19.48
07260 - Waiter/Waitress	10.65
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 19.06
09040 - Furniture Handler 15.90
09080 - Furniture Refinisher 19.06
09090 - Furniture Refinisher Helper 15.90
09110 - Furniture Repairer Minor 18.10
09130 - Upholsterer 19.06
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.60
11060 - Elevator Operator 13.33
11090 - Gardener 21.30
11122 - Housekeeping Aide 13.33
11150 - Janitor 13.33
11210 - Laborer Grounds Maintenance 16.29
11240 - Maid or Houseman 12.75
11260 - Pruner 14.65
11270 - Tractor Operator 19.63
11330 - Trail Maintenance Worker 16.29
11360 - Window Cleaner 14.83
12000 - Health Occupations
12010 - Ambulance Driver 20.39
12011 - Breath Alcohol Technician 23.81
12012 - Certified Occupational Therapist Assistant 28.73
12015 - Certified Physical Therapist Assistant 27.70
12020 - Dental Assistant 21.27
12025 - Dental Hygienist 44.13
12030 - EKG Technician 35.65
12035 - Electroneurodiagnostic Technologist 35.65
12040 - Emergency Medical Technician 20.39
12071 - Licensed Practical Nurse I 21.56
12072 - Licensed Practical Nurse II 24.11
12073 - Licensed Practical Nurse III 26.88
12100 - Medical Assistant 18.50
12130 - Medical Laboratory Technician 25.65
12160 - Medical Record Clerk 22.80
12190 - Medical Record Technician 25.50
12195 - Medical Transcriptionist 19.30
12210 - Nuclear Medicine Technologist 42.45
12221 - Nursing Assistant I 12.28
12222 - Nursing Assistant II 13.81
12223 - Nursing Assistant III 15.07
12224 - Nursing Assistant IV 16.92
12235 - Optical Dispenser 20.98
12236 - Optical Technician 18.46
12250 - Pharmacy Technician 18.13
12280 - Phlebotomist 17.44
12305 - Radiologic Technologist 33.02
12311 - Registered Nurse I 29.98
12312 - Registered Nurse II 36.67
12313 - Registered Nurse II Specialist 36.67
12314 - Registered Nurse III 43.96

12315 - Registered Nurse III Anesthetist		43.96
12316 - Registered Nurse IV		53.17
12317 - Scheduler (Drug and Alcohol Testing)		29.86
12320 - Substance Abuse Treatment Counselor		23.35
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.51
13012 - Exhibits Specialist II		24.17
13013 - Exhibits Specialist III		29.56
13041 - Illustrator I		21.69
13042 - Illustrator II		26.39
13043 - Illustrator III		32.27
13047 - Librarian		29.75
13050 - Library Aide/Clerk		15.88
13054 - Library Information Technology Systems Administrator		26.87
13058 - Library Technician		17.64
13061 - Media Specialist I		19.38
13062 - Media Specialist II		21.69
13063 - Media Specialist III		24.18
13071 - Photographer I		16.94
13072 - Photographer II		18.94
13073 - Photographer III		23.47
13074 - Photographer IV		28.71
13075 - Photographer V		34.74
13090 - Technical Order Library Clerk		17.64
13110 - Video Teleconference Technician		22.35
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.59
14042 - Computer Operator II		21.92
14043 - Computer Operator III		24.43
14044 - Computer Operator IV		27.16
14045 - Computer Operator V		30.66
14071 - Computer Programmer I	(see 1)	25.42
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		19.59
14160 - Personal Computer Support Technician		27.16
14170 - System Support Specialist		33.78
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.58
15020 - Aircrew Training Devices Instructor (Rated)		43.06
15030 - Air Crew Training Devices Instructor (Pilot)		49.15
15050 - Computer Based Training Specialist / Instructor		35.58
15060 - Educational Technologist		34.14
15070 - Flight Instructor (Pilot)		49.15
15080 - Graphic Artist		26.68

15085 - Maintenance Test Pilot Fixed Jet/Prop 47.39
15086 - Maintenance Test Pilot Rotary Wing 47.39
15088 - Non-Maintenance Test/Co-Pilot 47.39
15090 - Technical Instructor 28.05
15095 - Technical Instructor/Course Developer 34.31
15110 - Test Proctor 22.64
15120 - Tutor 22.64
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.35
16030 - Counter Attendant 13.35
16040 - Dry Cleaner 15.27
16070 - Finisher Flatwork Machine 13.35
16090 - Presser Hand 13.35
16110 - Presser Machine Drycleaning 13.35
16130 - Presser Machine Shirts 13.35
16160 - Presser Machine Wearing Apparel Laundry 13.35
16190 - Sewing Machine Operator 16.15
16220 - Tailor 17.16
16250 - Washer Machine 13.99
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.62
19040 - Tool And Die Maker 26.07
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.87
21030 - Material Coordinator 25.78
21040 - Material Expediter 25.78
21050 - Material Handling Laborer 17.36
21071 - Order Filler 15.40
21080 - Production Line Worker (Food Processing) 17.87
21110 - Shipping Packer 17.23
21130 - Shipping/Receiving Clerk 17.23
21140 - Store Worker I 13.83
21150 - Stock Clerk 18.24
21210 - Tools And Parts Attendant 17.87
21410 - Warehouse Specialist 17.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 40.70
23019 - Aircraft Logs and Records Technician 31.75
23021 - Aircraft Mechanic I 38.68
23022 - Aircraft Mechanic II 40.70
23023 - Aircraft Mechanic III 42.38
23040 - Aircraft Mechanic Helper 27.13
23050 - Aircraft Painter 36.40
23060 - Aircraft Servicer 31.75
23070 - Aircraft Survival Flight Equipment Technician 36.40
23080 - Aircraft Worker 34.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 34.07
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 38.68

23110 - Appliance Mechanic 23.21
23120 - Bicycle Repairer 15.78
23125 - Cable Splicer 41.36
23130 - Carpenter Maintenance 25.53
23140 - Carpet Layer 22.45
23160 - Electrician Maintenance 26.44
23181 - Electronics Technician Maintenance I 26.54
23182 - Electronics Technician Maintenance II 28.34
23183 - Electronics Technician Maintenance III 30.11
23260 - Fabric Worker 22.34
23290 - Fire Alarm System Mechanic 27.37
23310 - Fire Extinguisher Repairer 20.72
23311 - Fuel Distribution System Mechanic 30.74
23312 - Fuel Distribution System Operator 23.41
23370 - General Maintenance Worker 19.78
23380 - Ground Support Equipment Mechanic 38.68
23381 - Ground Support Equipment Servicer 31.75
23382 - Ground Support Equipment Worker 34.07
23391 - Gunsmith I 20.72
23392 - Gunsmith II 23.98
23393 - Gunsmith III 27.21
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.85
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.31
23430 - Heavy Equipment Mechanic 26.55
23440 - Heavy Equipment Operator 25.83
23460 - Instrument Mechanic 31.33
23465 - Laboratory/Shelter Mechanic 25.61
23470 - Laborer 15.94
23510 - Locksmith 23.16
23530 - Machinery Maintenance Mechanic 27.73
23550 - Machinist Maintenance 24.60
23580 - Maintenance Trades Helper 16.94
23591 - Metrology Technician I 31.33
23592 - Metrology Technician II 32.97
23593 - Metrology Technician III 34.34
23640 - Millwright 26.94
23710 - Office Appliance Repairer 21.44
23760 - Painter Maintenance 20.39
23790 - Pipefitter Maintenance 27.10
23810 - Plumber Maintenance 25.51
23820 - Pneudraulic Systems Mechanic 27.21
23850 - Rigger 24.73
23870 - Scale Mechanic 23.98
23890 - Sheet-Metal Worker Maintenance 24.13
23910 - Small Engine Mechanic 20.13
23931 - Telecommunications Mechanic I 31.57
23932 - Telecommunications Mechanic II 33.22
23950 - Telephone Lineman 24.78

23960 - Welder Combination Maintenance		23.43
23965 - Well Driller		23.80
23970 - Woodcraft Worker		27.21
23980 - Woodworker		20.72
24000 - Personal Needs Occupations		
24550 - Case Manager		17.99
24570 - Child Care Attendant		13.89
24580 - Child Care Center Clerk		17.32
24610 - Chore Aide		12.57
24620 - Family Readiness And Support Services Coordinator		17.99
24630 - Homemaker		17.99
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		27.30
25040 - Sewage Plant Operator		28.22
25070 - Stationary Engineer		27.30
25190 - Ventilation Equipment Tender		19.16
25210 - Water Treatment Plant Operator		28.22
27000 - Protective Service Occupations		
27004 - Alarm Monitor		25.69
27007 - Baggage Inspector		15.01
27008 - Corrections Officer		25.99
27010 - Court Security Officer		31.62
27030 - Detection Dog Handler		21.32
27040 - Detention Officer		25.99
27070 - Firefighter		37.25
27101 - Guard I		15.01
27102 - Guard II		21.32
27131 - Police Officer I		36.71
27132 - Police Officer II		40.79
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.79
28042 - Carnival Equipment Repairer		17.13
28043 - Carnival Worker		11.78
28210 - Gate Attendant/Gate Tender		17.04
28310 - Lifeguard		11.73
28350 - Park Attendant (Aide)		19.05
28510 - Recreation Aide/Health Facility Attendant		13.91
28515 - Recreation Specialist		23.60
28630 - Sports Official		15.18
28690 - Swimming Pool Operator		19.82
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.81
29020 - Hatch Tender		25.81
29030 - Line Handler		25.81
29041 - Stevedore I		24.04
29042 - Stevedore II		27.56
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	43.73
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.16

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.21
30021 - Archeological Technician I 20.17
30022 - Archeological Technician II 21.70
30023 - Archeological Technician III 27.94
30030 - Cartographic Technician 27.94
30040 - Civil Engineering Technician 27.05
30051 - Cryogenic Technician I 30.94
30052 - Cryogenic Technician II 34.17
30061 - Drafter/CAD Operator I 20.17
30062 - Drafter/CAD Operator II 20.65
30063 - Drafter/CAD Operator III 23.84
30064 - Drafter/CAD Operator IV 31.50
30081 - Engineering Technician I 18.44
30082 - Engineering Technician II 20.69
30083 - Engineering Technician III 23.15
30084 - Engineering Technician IV 28.69
30085 - Engineering Technician V 35.09
30086 - Engineering Technician VI 42.45
30090 - Environmental Technician 26.49
30095 - Evidence Control Specialist 27.94
30210 - Laboratory Technician 24.14
30221 - Latent Fingerprint Technician I 29.34
30222 - Latent Fingerprint Technician II 32.41
30240 - Mathematical Technician 29.28
30361 - Paralegal/Legal Assistant I 20.59
30362 - Paralegal/Legal Assistant II 25.51
30363 - Paralegal/Legal Assistant III 31.20
30364 - Paralegal/Legal Assistant IV 37.76
30375 - Petroleum Supply Specialist 34.17
30390 - Photo-Optics Technician 27.94
30395 - Radiation Control Technician 34.17
30461 - Technical Writer I 26.26
30462 - Technical Writer II 32.12
30463 - Technical Writer III 38.86
30491 - Unexploded Ordnance (UXO) Technician I 27.79
30492 - Unexploded Ordnance (UXO) Technician II 33.63
30493 - Unexploded Ordnance (UXO) Technician III 40.31
30494 - Unexploded (UXO) Safety Escort 27.79
30495 - Unexploded (UXO) Sweep Personnel 27.79
30501 - Weather Forecaster I 31.50
30502 - Weather Forecaster II 37.64
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.84
30621 - Weather Observer Senior (see 2) 27.94
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.63
31020 - Bus Aide 13.62
31030 - Bus Driver 19.19
31043 - Driver Courier 16.57
31260 - Parking and Lot Attendant 12.65

31290 - Shuttle Bus Driver	17.98
31310 - Taxi Driver	17.26
31361 - Truckdriver Light	17.98
31362 - Truckdriver Medium	19.65
31363 - Truckdriver Heavy	24.32
31364 - Truckdriver Tractor-Trailer	24.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.40
99030 - Cashier	12.35
99050 - Desk Clerk	13.91
99095 - Embalmer	32.20
99130 - Flight Follower	27.79
99251 - Laboratory Animal Caretaker I	15.12
99252 - Laboratory Animal Caretaker II	16.41
99260 - Marketing Analyst	34.07
99310 - Mortician	32.20
99410 - Pest Controller	20.41
99510 - Photofinishing Worker	16.17
99710 - Recycling Laborer	24.68
99711 - Recycling Specialist	29.74
99730 - Refuse Collector	22.19
99810 - Sales Clerk	12.73
99820 - School Crossing Guard	15.06
99830 - Survey Party Chief	27.68
99831 - Surveying Aide	15.36
99832 - Surveying Technician	25.16
99840 - Vending Machine Attendant	15.49
99841 - Vending Machine Repairer	19.46
99842 - Vending Machine Repairer Helper	15.49

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5420
Revision No.: 15
Date Of Last Revision: 07/08/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado Counties of Adams Arapahoe Broomfield Clear Creek Denver Douglas Elbert Gilpin Jefferson Park

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.44
01012 - Accounting Clerk II		19.57
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		27.90
01035 - Court Reporter		31.56
01041 - Customer Service Representative I		14.85
01042 - Customer Service Representative II		16.71
01043 - Customer Service Representative III		18.23
01051 - Data Entry Operator I		16.21
01052 - Data Entry Operator II		17.69
01060 - Dispatcher Motor Vehicle		21.86

01070 - Document Preparation Clerk 17.84
01090 - Duplicating Machine Operator 17.84
01111 - General Clerk I 16.46
01112 - General Clerk II 17.96
01113 - General Clerk III 20.16
01120 - Housing Referral Assistant 22.96
01141 - Messenger Courier 16.35
01191 - Order Clerk I 16.66
01192 - Order Clerk II 18.18
01261 - Personnel Assistant (Employment) I 17.70
01262 - Personnel Assistant (Employment) II 19.79
01263 - Personnel Assistant (Employment) III 22.07
01270 - Production Control Clerk 25.78
01290 - Rental Clerk 17.23
01300 - Scheduler Maintenance 18.40
01311 - Secretary I 18.40
01312 - Secretary II 20.59
01313 - Secretary III 22.96
01320 - Service Order Dispatcher 19.55
01410 - Supply Technician 27.90
01420 - Survey Worker 18.58
01460 - Switchboard Operator/Receptionist 15.80
01531 - Travel Clerk I 18.04
01532 - Travel Clerk II 18.90
01533 - Travel Clerk III 20.22
01611 - Word Processor I 18.00
01612 - Word Processor II 20.21
01613 - Word Processor III 22.60
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 26.19
05010 - Automotive Electrician 23.28
05040 - Automotive Glass Installer 21.79
05070 - Automotive Worker 21.79
05110 - Mobile Equipment Servicer 18.88
05130 - Motor Equipment Metal Mechanic 24.73
05160 - Motor Equipment Metal Worker 21.79
05190 - Motor Vehicle Mechanic 24.73
05220 - Motor Vehicle Mechanic Helper 17.40
05250 - Motor Vehicle Upholstery Worker 20.35
05280 - Motor Vehicle Wrecker 21.79
05310 - Painter Automotive 23.28
05340 - Radiator Repair Specialist 21.79
05370 - Tire Repairer 15.68
05400 - Transmission Repair Specialist 24.73
07000 - Food Preparation And Service Occupations
07010 - Baker 16.23
07041 - Cook I 14.86
07042 - Cook II 17.19
07070 - Dishwasher 12.26
07130 - Food Service Worker 13.48

07210 - Meat Cutter	19.48
07260 - Waiter/Waitress	10.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.06
09040 - Furniture Handler	15.90
09080 - Furniture Refinisher	19.06
09090 - Furniture Refinisher Helper	15.90
09110 - Furniture Repairer Minor	18.10
09130 - Upholsterer	19.06
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.60
11060 - Elevator Operator	13.33
11090 - Gardener	21.30
11122 - Housekeeping Aide	13.33
11150 - Janitor	13.33
11210 - Laborer Grounds Maintenance	16.29
11240 - Maid or Houseman	12.75
11260 - Pruner	14.65
11270 - Tractor Operator	19.63
11330 - Trail Maintenance Worker	16.29
11360 - Window Cleaner	14.83
12000 - Health Occupations	
12010 - Ambulance Driver	20.39
12011 - Breath Alcohol Technician	23.81
12012 - Certified Occupational Therapist Assistant	28.73
12015 - Certified Physical Therapist Assistant	27.70
12020 - Dental Assistant	21.27
12025 - Dental Hygienist	44.13
12030 - EKG Technician	35.65
12035 - Electroneurodiagnostic Technologist	35.65
12040 - Emergency Medical Technician	20.39
12071 - Licensed Practical Nurse I	21.56
12072 - Licensed Practical Nurse II	24.11
12073 - Licensed Practical Nurse III	26.88
12100 - Medical Assistant	18.50
12130 - Medical Laboratory Technician	25.65
12160 - Medical Record Clerk	22.80
12190 - Medical Record Technician	25.50
12195 - Medical Transcriptionist	19.30
12210 - Nuclear Medicine Technologist	42.45
12221 - Nursing Assistant I	12.28
12222 - Nursing Assistant II	13.81
12223 - Nursing Assistant III	15.07
12224 - Nursing Assistant IV	16.92
12235 - Optical Dispenser	20.98
12236 - Optical Technician	18.46
12250 - Pharmacy Technician	18.13
12280 - Phlebotomist	17.44
12305 - Radiologic Technologist	33.02
12311 - Registered Nurse I	29.98

12312 - Registered Nurse II		36.67
12313 - Registered Nurse II Specialist		36.67
12314 - Registered Nurse III		43.96
12315 - Registered Nurse III Anesthetist		43.96
12316 - Registered Nurse IV		53.17
12317 - Scheduler (Drug and Alcohol Testing)		29.86
12320 - Substance Abuse Treatment Counselor		23.35
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.51
13012 - Exhibits Specialist II		24.17
13013 - Exhibits Specialist III		29.56
13041 - Illustrator I		21.69
13042 - Illustrator II		26.39
13043 - Illustrator III		32.27
13047 - Librarian		29.75
13050 - Library Aide/Clerk		15.88
13054 - Library Information Technology Systems Administrator		26.87
13058 - Library Technician		17.64
13061 - Media Specialist I		19.38
13062 - Media Specialist II		21.69
13063 - Media Specialist III		24.18
13071 - Photographer I		16.94
13072 - Photographer II		18.94
13073 - Photographer III		23.47
13074 - Photographer IV		28.71
13075 - Photographer V		34.74
13090 - Technical Order Library Clerk		17.64
13110 - Video Teleconference Technician		22.35
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.59
14042 - Computer Operator II		21.92
14043 - Computer Operator III		24.43
14044 - Computer Operator IV		27.16
14045 - Computer Operator V		30.66
14071 - Computer Programmer I	(see 1)	25.42
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		19.59
14160 - Personal Computer Support Technician		27.16
14170 - System Support Specialist		33.78
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.58
15020 - Aircrew Training Devices Instructor (Rated)		43.06
15030 - Air Crew Training Devices Instructor (Pilot)		49.15
15050 - Computer Based Training Specialist / Instructor		35.58

15060 - Educational Technologist 34.14
15070 - Flight Instructor (Pilot) 49.15
15080 - Graphic Artist 26.68
15085 - Maintenance Test Pilot Fixed Jet/Prop 47.39
15086 - Maintenance Test Pilot Rotary Wing 47.39
15088 - Non-Maintenance Test/Co-Pilot 47.39
15090 - Technical Instructor 28.05
15095 - Technical Instructor/Course Developer 34.31
15110 - Test Proctor 22.64
15120 - Tutor 22.64
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.35
16030 - Counter Attendant 13.35
16040 - Dry Cleaner 15.27
16070 - Finisher Flatwork Machine 13.35
16090 - Presser Hand 13.35
16110 - Presser Machine Drycleaning 13.35
16130 - Presser Machine Shirts 13.35
16160 - Presser Machine Wearing Apparel Laundry 13.35
16190 - Sewing Machine Operator 16.15
16220 - Tailor 17.16
16250 - Washer Machine 13.99
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.62
19040 - Tool And Die Maker 26.07
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.87
21030 - Material Coordinator 25.78
21040 - Material Expediter 25.78
21050 - Material Handling Laborer 17.36
21071 - Order Filler 15.40
21080 - Production Line Worker (Food Processing) 17.87
21110 - Shipping Packer 17.23
21130 - Shipping/Receiving Clerk 17.23
21140 - Store Worker I 13.83
21150 - Stock Clerk 18.24
21210 - Tools And Parts Attendant 17.87
21410 - Warehouse Specialist 17.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 40.70
23019 - Aircraft Logs and Records Technician 31.75
23021 - Aircraft Mechanic I 38.68
23022 - Aircraft Mechanic II 40.70
23023 - Aircraft Mechanic III 42.38
23040 - Aircraft Mechanic Helper 27.13
23050 - Aircraft Painter 36.40
23060 - Aircraft Servicer 31.75
23070 - Aircraft Survival Flight Equipment Technician 36.40
23080 - Aircraft Worker 34.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 34.07

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 38.68
II
23110 - Appliance Mechanic 23.21
23120 - Bicycle Repairer 15.78
23125 - Cable Splicer 41.36
23130 - Carpenter Maintenance 25.53
23140 - Carpet Layer 22.45
23160 - Electrician Maintenance 26.44
23181 - Electronics Technician Maintenance I 26.54
23182 - Electronics Technician Maintenance II 28.34
23183 - Electronics Technician Maintenance III 30.11
23260 - Fabric Worker 22.34
23290 - Fire Alarm System Mechanic 27.37
23310 - Fire Extinguisher Repairer 20.72
23311 - Fuel Distribution System Mechanic 30.74
23312 - Fuel Distribution System Operator 23.41
23370 - General Maintenance Worker 19.78
23380 - Ground Support Equipment Mechanic 38.68
23381 - Ground Support Equipment Servicer 31.75
23382 - Ground Support Equipment Worker 34.07
23391 - Gunsmith I 20.72
23392 - Gunsmith II 23.98
23393 - Gunsmith III 27.21
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.85
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.31
23430 - Heavy Equipment Mechanic 26.55
23440 - Heavy Equipment Operator 25.83
23460 - Instrument Mechanic 31.33
23465 - Laboratory/Shelter Mechanic 25.61
23470 - Laborer 15.94
23510 - Locksmith 23.16
23530 - Machinery Maintenance Mechanic 27.73
23550 - Machinist Maintenance 24.60
23580 - Maintenance Trades Helper 16.94
23591 - Metrology Technician I 31.33
23592 - Metrology Technician II 32.97
23593 - Metrology Technician III 34.34
23640 - Millwright 26.94
23710 - Office Appliance Repairer 21.44
23760 - Painter Maintenance 20.39
23790 - Pipefitter Maintenance 27.10
23810 - Plumber Maintenance 25.51
23820 - Pneudraulic Systems Mechanic 27.21
23850 - Rigger 24.73
23870 - Scale Mechanic 23.98
23890 - Sheet-Metal Worker Maintenance 24.13
23910 - Small Engine Mechanic 20.13

23931 - Telecommunications Mechanic I	31.57
23932 - Telecommunications Mechanic II	33.22
23950 - Telephone Lineman	24.78
23960 - Welder Combination Maintenance	23.43
23965 - Well Driller	23.80
23970 - Woodcraft Worker	27.21
23980 - Woodworker	20.72
24000 - Personal Needs Occupations	
24550 - Case Manager	17.99
24570 - Child Care Attendant	13.89
24580 - Child Care Center Clerk	17.32
24610 - Chore Aide	12.57
24620 - Family Readiness And Support Services Coordinator	17.99
24630 - Homemaker	17.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.30
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	27.30
25190 - Ventilation Equipment Tender	19.16
25210 - Water Treatment Plant Operator	28.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.69
27007 - Baggage Inspector	15.01
27008 - Corrections Officer	25.99
27010 - Court Security Officer	31.62
27030 - Detection Dog Handler	21.32
27040 - Detention Officer	25.99
27070 - Firefighter	37.25
27101 - Guard I	15.01
27102 - Guard II	21.32
27131 - Police Officer I	36.71
27132 - Police Officer II	40.79
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.79
28042 - Carnival Equipment Repairer	17.13
28043 - Carnival Worker	11.78
28210 - Gate Attendant/Gate Tender	17.04
28310 - Lifeguard	11.73
28350 - Park Attendant (Aide)	19.05
28510 - Recreation Aide/Health Facility Attendant	13.91
28515 - Recreation Specialist	23.60
28630 - Sports Official	15.18
28690 - Swimming Pool Operator	19.82
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.81
29020 - Hatch Tender	25.81
29030 - Line Handler	25.81
29041 - Stevedore I	24.04
29042 - Stevedore II	27.56

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	43.73
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.16
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.21
30021 - Archeological Technician I		20.17
30022 - Archeological Technician II		21.70
30023 - Archeological Technician III		27.94
30030 - Cartographic Technician		27.94
30040 - Civil Engineering Technician		27.05
30051 - Cryogenic Technician I		30.94
30052 - Cryogenic Technician II		34.17
30061 - Drafter/CAD Operator I		20.17
30062 - Drafter/CAD Operator II		20.65
30063 - Drafter/CAD Operator III		23.84
30064 - Drafter/CAD Operator IV		31.50
30081 - Engineering Technician I		18.44
30082 - Engineering Technician II		20.69
30083 - Engineering Technician III		23.15
30084 - Engineering Technician IV		28.69
30085 - Engineering Technician V		35.09
30086 - Engineering Technician VI		42.45
30090 - Environmental Technician		26.49
30095 - Evidence Control Specialist		27.94
30210 - Laboratory Technician		24.14
30221 - Latent Fingerprint Technician I		29.34
30222 - Latent Fingerprint Technician II		32.41
30240 - Mathematical Technician		29.28
30361 - Paralegal/Legal Assistant I		20.59
30362 - Paralegal/Legal Assistant II		25.51
30363 - Paralegal/Legal Assistant III		31.20
30364 - Paralegal/Legal Assistant IV		37.76
30375 - Petroleum Supply Specialist		34.17
30390 - Photo-Optics Technician		27.94
30395 - Radiation Control Technician		34.17
30461 - Technical Writer I		26.26
30462 - Technical Writer II		32.12
30463 - Technical Writer III		38.86
30491 - Unexploded Ordnance (UXO) Technician I		27.79
30492 - Unexploded Ordnance (UXO) Technician II		33.63
30493 - Unexploded Ordnance (UXO) Technician III		40.31
30494 - Unexploded (UXO) Safety Escort		27.79
30495 - Unexploded (UXO) Sweep Personnel		27.79
30501 - Weather Forecaster I		31.50
30502 - Weather Forecaster II		37.64
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.84
30621 - Weather Observer Senior	(see 2)	27.94

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		33.63
31020 - Bus Aide		13.62

31030 - Bus Driver	19.19
31043 - Driver Courier	16.57
31260 - Parking and Lot Attendant	12.65
31290 - Shuttle Bus Driver	17.98
31310 - Taxi Driver	17.26
31361 - Truckdriver Light	17.98
31362 - Truckdriver Medium	19.65
31363 - Truckdriver Heavy	24.32
31364 - Truckdriver Tractor-Trailer	24.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.40
99030 - Cashier	12.35
99050 - Desk Clerk	13.91
99095 - Embalmer	32.20
99130 - Flight Follower	27.79
99251 - Laboratory Animal Caretaker I	15.12
99252 - Laboratory Animal Caretaker II	16.41
99260 - Marketing Analyst	34.07
99310 - Mortician	32.20
99410 - Pest Controller	20.41
99510 - Photofinishing Worker	16.17
99710 - Recycling Laborer	24.68
99711 - Recycling Specialist	29.74
99730 - Refuse Collector	22.19
99810 - Sales Clerk	12.73
99820 - School Crossing Guard	15.06
99830 - Survey Party Chief	27.68
99831 - Surveying Aide	15.36
99832 - Surveying Technician	25.16
99840 - Vending Machine Attendant	15.49
99841 - Vending Machine Repairer	19.46
99842 - Vending Machine Repairer Helper	15.49

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5421
Revision No.: 16
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado County of Larimer

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.43
01012 - Accounting Clerk II		18.44
01013 - Accounting Clerk III		20.62
01020 - Administrative Assistant		24.85
01035 - Court Reporter		20.01
01041 - Customer Service Representative I		12.75
01042 - Customer Service Representative II		14.34
01043 - Customer Service Representative III		15.65
01051 - Data Entry Operator I		14.74
01052 - Data Entry Operator II		16.08
01060 - Dispatcher Motor Vehicle		19.21
01070 - Document Preparation Clerk		18.97
01090 - Duplicating Machine Operator		18.97
01111 - General Clerk I		15.05
01112 - General Clerk II		16.42

01113 - General Clerk III 18.43
01120 - Housing Referral Assistant 22.31
01141 - Messenger Courier 12.98
01191 - Order Clerk I 16.35
01192 - Order Clerk II 17.88
01261 - Personnel Assistant (Employment) I 17.09
01262 - Personnel Assistant (Employment) II 19.11
01263 - Personnel Assistant (Employment) III 21.31
01270 - Production Control Clerk 22.54
01290 - Rental Clerk 17.40
01300 - Scheduler Maintenance 17.89
01311 - Secretary I 17.89
01312 - Secretary II 20.01
01313 - Secretary III 22.31
01320 - Service Order Dispatcher 16.83
01410 - Supply Technician 24.85
01420 - Survey Worker 18.33
01460 - Switchboard Operator/Receptionist 15.68
01531 - Travel Clerk I 16.52
01532 - Travel Clerk II 17.30
01533 - Travel Clerk III 18.51
01611 - Word Processor I 15.20
01612 - Word Processor II 17.07
01613 - Word Processor III 19.09
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 28.60
05010 - Automotive Electrician 23.00
05040 - Automotive Glass Installer 21.40
05070 - Automotive Worker 21.40
05110 - Mobile Equipment Servicer 19.81
05130 - Motor Equipment Metal Mechanic 23.59
05160 - Motor Equipment Metal Worker 21.40
05190 - Motor Vehicle Mechanic 23.59
05220 - Motor Vehicle Mechanic Helper 18.48
05250 - Motor Vehicle Upholstery Worker 21.40
05280 - Motor Vehicle Wrecker 21.40
05310 - Painter Automotive 22.20
05340 - Radiator Repair Specialist 21.40
05370 - Tire Repairer 14.98
05400 - Transmission Repair Specialist 23.59
07000 - Food Preparation And Service Occupations
07010 - Baker 15.10
07041 - Cook I 14.33
07042 - Cook II 16.58
07070 - Dishwasher 11.94
07130 - Food Service Worker 12.07
07210 - Meat Cutter 17.55
07260 - Waiter/Waitress 10.64
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.56

09040 - Furniture Handler 14.45
09080 - Furniture Refinisher 18.56
09090 - Furniture Refinisher Helper 14.45
09110 - Furniture Repairer Minor 16.45
09130 - Upholsterer 18.56
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.02
11060 - Elevator Operator 13.97
11090 - Gardener 19.53
11122 - Housekeeping Aide 13.97
11150 - Janitor 13.97
11210 - Laborer Grounds Maintenance 14.94
11240 - Maid or Houseman 12.59
11260 - Pruner 13.43
11270 - Tractor Operator 18.00
11330 - Trail Maintenance Worker 14.94
11360 - Window Cleaner 15.54
12000 - Health Occupations
12010 - Ambulance Driver 19.53
12011 - Breath Alcohol Technician 21.48
12012 - Certified Occupational Therapist Assistant 31.94
12015 - Certified Physical Therapist Assistant 24.39
12020 - Dental Assistant 19.84
12025 - Dental Hygienist 39.20
12030 - EKG Technician 35.28
12035 - Electroneurodiagnostic Technologist 35.28
12040 - Emergency Medical Technician 19.53
12071 - Licensed Practical Nurse I 20.82
12072 - Licensed Practical Nurse II 23.28
12073 - Licensed Practical Nurse III 25.96
12100 - Medical Assistant 17.38
12130 - Medical Laboratory Technician 23.71
12160 - Medical Record Clerk 17.66
12190 - Medical Record Technician 19.76
12195 - Medical Transcriptionist 19.86
12210 - Nuclear Medicine Technologist 51.17
12221 - Nursing Assistant I 12.93
12222 - Nursing Assistant II 14.55
12223 - Nursing Assistant III 15.88
12224 - Nursing Assistant IV 17.83
12235 - Optical Dispenser 16.88
12236 - Optical Technician 20.82
12250 - Pharmacy Technician 17.11
12280 - Phlebotomist 17.28
12305 - Radiologic Technologist 28.71
12311 - Registered Nurse I 24.43
12312 - Registered Nurse II 29.88
12313 - Registered Nurse II Specialist 29.88
12314 - Registered Nurse III 36.15
12315 - Registered Nurse III Anesthetist 36.15

12316 - Registered Nurse IV		43.33
12317 - Scheduler (Drug and Alcohol Testing)		28.84
12320 - Substance Abuse Treatment Counselor		23.95
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.18
13012 - Exhibits Specialist II		26.24
13013 - Exhibits Specialist III		32.09
13041 - Illustrator I		21.18
13042 - Illustrator II		26.24
13043 - Illustrator III		32.09
13047 - Librarian		29.05
13050 - Library Aide/Clerk		16.68
13054 - Library Information Technology Systems Administrator		26.24
13058 - Library Technician		17.26
13061 - Media Specialist I		18.92
13062 - Media Specialist II		21.18
13063 - Media Specialist III		23.61
13071 - Photographer I		17.92
13072 - Photographer II		20.03
13073 - Photographer III		24.82
13074 - Photographer IV		30.37
13075 - Photographer V		35.20
13090 - Technical Order Library Clerk		20.89
13110 - Video Teleconference Technician		18.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.54
14042 - Computer Operator II		20.75
14043 - Computer Operator III		22.45
14044 - Computer Operator IV		25.69
14045 - Computer Operator V		28.44
14071 - Computer Programmer I	(see 1)	24.15
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		18.54
14160 - Personal Computer Support Technician		25.69
14170 - System Support Specialist		33.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.62
15020 - Aircrew Training Devices Instructor (Rated)		44.31
15030 - Air Crew Training Devices Instructor (Pilot)		53.10
15050 - Computer Based Training Specialist / Instructor		36.62
15060 - Educational Technologist		30.71
15070 - Flight Instructor (Pilot)		53.10
15080 - Graphic Artist		25.11
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.13

15086 - Maintenance Test Pilot Rotary Wing 44.13
15088 - Non-Maintenance Test/Co-Pilot 44.13
15090 - Technical Instructor 23.32
15095 - Technical Instructor/Course Developer 28.52
15110 - Test Proctor 18.82
15120 - Tutor 18.82
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.35
16030 - Counter Attendant 13.35
16040 - Dry Cleaner 15.27
16070 - Finisher Flatwork Machine 13.35
16090 - Presser Hand 13.35
16110 - Presser Machine Drycleaning 13.35
16130 - Presser Machine Shirts 13.35
16160 - Presser Machine Wearing Apparel Laundry 13.35
16190 - Sewing Machine Operator 16.15
16220 - Tailor 17.16
16250 - Washer Machine 13.99
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.52
19040 - Tool And Die Maker 28.36
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.71
21030 - Material Coordinator 22.54
21040 - Material Expediter 22.54
21050 - Material Handling Laborer 14.37
21071 - Order Filler 14.43
21080 - Production Line Worker (Food Processing) 18.71
21110 - Shipping Packer 17.26
21130 - Shipping/Receiving Clerk 17.26
21140 - Store Worker I 13.83
21150 - Stock Clerk 18.24
21210 - Tools And Parts Attendant 18.71
21410 - Warehouse Specialist 18.71
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.94
23019 - Aircraft Logs and Records Technician 23.35
23021 - Aircraft Mechanic I 28.45
23022 - Aircraft Mechanic II 29.94
23023 - Aircraft Mechanic III 31.19
23040 - Aircraft Mechanic Helper 19.97
23050 - Aircraft Painter 26.78
23060 - Aircraft Servicer 23.35
23070 - Aircraft Survival Flight Equipment Technician 26.78
23080 - Aircraft Worker 25.08
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.08
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.45
23110 - Appliance Mechanic 24.27

23120 - Bicycle Repairer	16.86
23125 - Cable Splicer	41.61
23130 - Carpenter Maintenance	22.96
23140 - Carpet Layer	25.19
23160 - Electrician Maintenance	28.24
23181 - Electronics Technician Maintenance I	27.28
23182 - Electronics Technician Maintenance II	29.13
23183 - Electronics Technician Maintenance III	30.95
23260 - Fabric Worker	23.46
23290 - Fire Alarm System Mechanic	28.59
23310 - Fire Extinguisher Repairer	21.77
23311 - Fuel Distribution System Mechanic	31.38
23312 - Fuel Distribution System Operator	23.91
23370 - General Maintenance Worker	19.54
23380 - Ground Support Equipment Mechanic	28.45
23381 - Ground Support Equipment Servicer	23.35
23382 - Ground Support Equipment Worker	25.08
23391 - Gunsmith I	21.77
23392 - Gunsmith II	25.19
23393 - Gunsmith III	28.59
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.32
23430 - Heavy Equipment Mechanic	25.78
23440 - Heavy Equipment Operator	25.62
23460 - Instrument Mechanic	28.45
23465 - Laboratory/Shelter Mechanic	26.90
23470 - Laborer	14.37
23510 - Locksmith	25.87
23530 - Machinery Maintenance Mechanic	33.81
23550 - Machinist Maintenance	23.23
23580 - Maintenance Trades Helper	15.31
23591 - Metrology Technician I	28.45
23592 - Metrology Technician II	29.94
23593 - Metrology Technician III	31.19
23640 - Millwright	28.45
23710 - Office Appliance Repairer	23.21
23760 - Painter Maintenance	20.53
23790 - Pipefitter Maintenance	26.28
23810 - Plumber Maintenance	24.73
23820 - Pneudraulic Systems Mechanic	28.59
23850 - Rigger	28.59
23870 - Scale Mechanic	25.19
23890 - Sheet-Metal Worker Maintenance	29.50
23910 - Small Engine Mechanic	19.50
23931 - Telecommunications Mechanic I	31.72
23932 - Telecommunications Mechanic II	33.38
23950 - Telephone Lineman	28.59
23960 - Welder Combination Maintenance	23.69

23965 - Well Driller		28.59
23970 - Woodcraft Worker		20.28
23980 - Woodworker		21.77
24000 - Personal Needs Occupations		
24550 - Case Manager		16.35
24570 - Child Care Attendant		12.08
24580 - Child Care Center Clerk		16.35
24610 - Chore Aide		12.89
24620 - Family Readiness And Support Services Coordinator		16.35
24630 - Homemaker		16.35
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		33.33
25040 - Sewage Plant Operator		27.87
25070 - Stationary Engineer		33.33
25190 - Ventilation Equipment Tender		23.38
25210 - Water Treatment Plant Operator		27.87
27000 - Protective Service Occupations		
27004 - Alarm Monitor		26.89
27007 - Baggage Inspector		11.69
27008 - Corrections Officer		32.74
27010 - Court Security Officer		32.74
27030 - Detection Dog Handler		17.87
27040 - Detention Officer		32.74
27070 - Firefighter		35.84
27101 - Guard I		11.69
27102 - Guard II		17.87
27131 - Police Officer I		35.65
27132 - Police Officer II		39.61
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.92
28042 - Carnival Equipment Repairer		17.28
28043 - Carnival Worker		11.88
28210 - Gate Attendant/Gate Tender		15.57
28310 - Lifeguard		12.13
28350 - Park Attendant (Aide)		17.43
28510 - Recreation Aide/Health Facility Attendant		12.72
28515 - Recreation Specialist		21.50
28630 - Sports Official		13.88
28690 - Swimming Pool Operator		19.99
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.75
29020 - Hatch Tender		28.75
29030 - Line Handler		28.75
29041 - Stevedore I		27.95
29042 - Stevedore II		35.19
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	43.73
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.16
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.21

30021 - Archeological Technician I		18.85
30022 - Archeological Technician II		21.08
30023 - Archeological Technician III		26.12
30030 - Cartographic Technician		26.12
30040 - Civil Engineering Technician		23.90
30051 - Cryogenic Technician I		28.92
30052 - Cryogenic Technician II		31.95
30061 - Drafter/CAD Operator I		18.85
30062 - Drafter/CAD Operator II		21.08
30063 - Drafter/CAD Operator III		23.51
30064 - Drafter/CAD Operator IV		28.92
30081 - Engineering Technician I		16.53
30082 - Engineering Technician II		18.55
30083 - Engineering Technician III		20.77
30084 - Engineering Technician IV		25.71
30085 - Engineering Technician V		31.39
30086 - Engineering Technician VI		37.98
30090 - Environmental Technician		24.38
30095 - Evidence Control Specialist		26.12
30210 - Laboratory Technician		23.91
30221 - Latent Fingerprint Technician I		28.92
30222 - Latent Fingerprint Technician II		31.95
30240 - Mathematical Technician		26.12
30361 - Paralegal/Legal Assistant I		21.75
30362 - Paralegal/Legal Assistant II		26.95
30363 - Paralegal/Legal Assistant III		32.97
30364 - Paralegal/Legal Assistant IV		39.88
30375 - Petroleum Supply Specialist		31.95
30390 - Photo-Optics Technician		25.28
30395 - Radiation Control Technician		31.95
30461 - Technical Writer I		24.17
30462 - Technical Writer II		29.57
30463 - Technical Writer III		35.77
30491 - Unexploded Ordnance (UXO) Technician I		27.79
30492 - Unexploded Ordnance (UXO) Technician II		33.63
30493 - Unexploded Ordnance (UXO) Technician III		40.31
30494 - Unexploded (UXO) Safety Escort		27.79
30495 - Unexploded (UXO) Sweep Personnel		27.79
30501 - Weather Forecaster I		28.92
30502 - Weather Forecaster II		35.19
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.51
30621 - Weather Observer Senior	(see 2)	26.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.63
31020 - Bus Aide		13.45
31030 - Bus Driver		21.20
31043 - Driver Courier		15.43
31260 - Parking and Lot Attendant		12.11
31290 - Shuttle Bus Driver		16.79

31310 - Taxi Driver	14.18
31361 - Truckdriver Light	16.79
31362 - Truckdriver Medium	20.56
31363 - Truckdriver Heavy	21.16
31364 - Truckdriver Tractor-Trailer	21.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.40
99030 - Cashier	12.29
99050 - Desk Clerk	13.08
99095 - Embalmer	27.79
99130 - Flight Follower	27.79
99251 - Laboratory Animal Caretaker I	13.96
99252 - Laboratory Animal Caretaker II	15.15
99260 - Marketing Analyst	28.87
99310 - Mortician	27.79
99410 - Pest Controller	21.66
99510 - Photofinishing Worker	14.61
99710 - Recycling Laborer	23.78
99711 - Recycling Specialist	28.65
99730 - Refuse Collector	21.38
99810 - Sales Clerk	12.06
99820 - School Crossing Guard	15.17
99830 - Survey Party Chief	19.71
99831 - Surveying Aide	12.60
99832 - Surveying Technician	20.65
99840 - Vending Machine Attendant	19.94
99841 - Vending Machine Repairer	25.04
99842 - Vending Machine Repairer Helper	19.94

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years 4 weeks after 10 years and 5 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5422
Revision No.: 16
Date Of Last Revision: 07/08/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado County of Larimer

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.43
01012 - Accounting Clerk II		18.44
01013 - Accounting Clerk III		20.62
01020 - Administrative Assistant		24.85
01035 - Court Reporter		20.01
01041 - Customer Service Representative I		12.75
01042 - Customer Service Representative II		14.34
01043 - Customer Service Representative III		15.65
01051 - Data Entry Operator I		14.74
01052 - Data Entry Operator II		16.08
01060 - Dispatcher Motor Vehicle		19.21
01070 - Document Preparation Clerk		18.97

01090 - Duplicating Machine Operator 18.97
01111 - General Clerk I 15.05
01112 - General Clerk II 16.42
01113 - General Clerk III 18.43
01120 - Housing Referral Assistant 22.31
01141 - Messenger Courier 12.98
01191 - Order Clerk I 16.35
01192 - Order Clerk II 17.88
01261 - Personnel Assistant (Employment) I 17.09
01262 - Personnel Assistant (Employment) II 19.11
01263 - Personnel Assistant (Employment) III 21.31
01270 - Production Control Clerk 22.54
01290 - Rental Clerk 17.40
01300 - Scheduler Maintenance 17.89
01311 - Secretary I 17.89
01312 - Secretary II 20.01
01313 - Secretary III 22.31
01320 - Service Order Dispatcher 16.83
01410 - Supply Technician 24.85
01420 - Survey Worker 18.33
01460 - Switchboard Operator/Receptionist 15.68
01531 - Travel Clerk I 16.52
01532 - Travel Clerk II 17.30
01533 - Travel Clerk III 18.51
01611 - Word Processor I 15.20
01612 - Word Processor II 17.07
01613 - Word Processor III 19.09
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 28.60
05010 - Automotive Electrician 23.00
05040 - Automotive Glass Installer 21.40
05070 - Automotive Worker 21.40
05110 - Mobile Equipment Servicer 19.81
05130 - Motor Equipment Metal Mechanic 23.59
05160 - Motor Equipment Metal Worker 21.40
05190 - Motor Vehicle Mechanic 23.59
05220 - Motor Vehicle Mechanic Helper 18.48
05250 - Motor Vehicle Upholstery Worker 21.40
05280 - Motor Vehicle Wrecker 21.40
05310 - Painter Automotive 22.20
05340 - Radiator Repair Specialist 21.40
05370 - Tire Repairer 14.98
05400 - Transmission Repair Specialist 23.59
07000 - Food Preparation And Service Occupations
07010 - Baker 15.10
07041 - Cook I 14.33
07042 - Cook II 16.58
07070 - Dishwasher 11.94
07130 - Food Service Worker 12.07
07210 - Meat Cutter 17.55

07260 - Waiter/Waitress	10.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.56
09040 - Furniture Handler	14.45
09080 - Furniture Refinisher	18.56
09090 - Furniture Refinisher Helper	14.45
09110 - Furniture Repairer Minor	16.45
09130 - Upholsterer	18.56
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.02
11060 - Elevator Operator	13.97
11090 - Gardener	19.53
11122 - Housekeeping Aide	13.97
11150 - Janitor	13.97
11210 - Laborer Grounds Maintenance	14.94
11240 - Maid or Houseman	12.59
11260 - Pruner	13.43
11270 - Tractor Operator	18.00
11330 - Trail Maintenance Worker	14.94
11360 - Window Cleaner	15.54
12000 - Health Occupations	
12010 - Ambulance Driver	19.53
12011 - Breath Alcohol Technician	21.48
12012 - Certified Occupational Therapist Assistant	31.94
12015 - Certified Physical Therapist Assistant	24.39
12020 - Dental Assistant	19.84
12025 - Dental Hygienist	39.20
12030 - EKG Technician	35.28
12035 - Electroneurodiagnostic Technologist	35.28
12040 - Emergency Medical Technician	19.53
12071 - Licensed Practical Nurse I	20.82
12072 - Licensed Practical Nurse II	23.28
12073 - Licensed Practical Nurse III	25.96
12100 - Medical Assistant	17.38
12130 - Medical Laboratory Technician	23.71
12160 - Medical Record Clerk	17.66
12190 - Medical Record Technician	19.76
12195 - Medical Transcriptionist	19.86
12210 - Nuclear Medicine Technologist	51.17
12221 - Nursing Assistant I	12.93
12222 - Nursing Assistant II	14.55
12223 - Nursing Assistant III	15.88
12224 - Nursing Assistant IV	17.83
12235 - Optical Dispenser	16.88
12236 - Optical Technician	20.82
12250 - Pharmacy Technician	17.11
12280 - Phlebotomist	17.28
12305 - Radiologic Technologist	28.71
12311 - Registered Nurse I	24.43
12312 - Registered Nurse II	29.88

12313 - Registered Nurse II Specialist		29.88
12314 - Registered Nurse III		36.15
12315 - Registered Nurse III Anesthetist		36.15
12316 - Registered Nurse IV		43.33
12317 - Scheduler (Drug and Alcohol Testing)		28.84
12320 - Substance Abuse Treatment Counselor		23.95
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.18
13012 - Exhibits Specialist II		26.24
13013 - Exhibits Specialist III		32.09
13041 - Illustrator I		21.18
13042 - Illustrator II		26.24
13043 - Illustrator III		32.09
13047 - Librarian		29.05
13050 - Library Aide/Clerk		16.68
13054 - Library Information Technology Systems Administrator		26.24
13058 - Library Technician		17.26
13061 - Media Specialist I		18.92
13062 - Media Specialist II		21.18
13063 - Media Specialist III		23.61
13071 - Photographer I		17.92
13072 - Photographer II		20.03
13073 - Photographer III		24.82
13074 - Photographer IV		30.37
13075 - Photographer V		35.20
13090 - Technical Order Library Clerk		20.89
13110 - Video Teleconference Technician		18.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.54
14042 - Computer Operator II		20.75
14043 - Computer Operator III		22.45
14044 - Computer Operator IV		25.69
14045 - Computer Operator V		28.44
14071 - Computer Programmer I	(see 1)	24.15
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		18.54
14160 - Personal Computer Support Technician		25.69
14170 - System Support Specialist		33.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.62
15020 - Aircrew Training Devices Instructor (Rated)		44.31
15030 - Air Crew Training Devices Instructor (Pilot)		53.10
15050 - Computer Based Training Specialist / Instructor		36.62
15060 - Educational Technologist		30.71

15070 - Flight Instructor (Pilot) 53.10
15080 - Graphic Artist 25.11
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.13
15086 - Maintenance Test Pilot Rotary Wing 44.13
15088 - Non-Maintenance Test/Co-Pilot 44.13
15090 - Technical Instructor 23.32
15095 - Technical Instructor/Course Developer 28.52
15110 - Test Proctor 18.82
15120 - Tutor 18.82
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.35
16030 - Counter Attendant 13.35
16040 - Dry Cleaner 15.27
16070 - Finisher Flatwork Machine 13.35
16090 - Presser Hand 13.35
16110 - Presser Machine Drycleaning 13.35
16130 - Presser Machine Shirts 13.35
16160 - Presser Machine Wearing Apparel Laundry 13.35
16190 - Sewing Machine Operator 16.15
16220 - Tailor 17.16
16250 - Washer Machine 13.99
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.52
19040 - Tool And Die Maker 28.36
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.71
21030 - Material Coordinator 22.54
21040 - Material Expediter 22.54
21050 - Material Handling Laborer 14.37
21071 - Order Filler 14.43
21080 - Production Line Worker (Food Processing) 18.71
21110 - Shipping Packer 17.26
21130 - Shipping/Receiving Clerk 17.26
21140 - Store Worker I 13.83
21150 - Stock Clerk 18.24
21210 - Tools And Parts Attendant 18.71
21410 - Warehouse Specialist 18.71
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.94
23019 - Aircraft Logs and Records Technician 23.35
23021 - Aircraft Mechanic I 28.45
23022 - Aircraft Mechanic II 29.94
23023 - Aircraft Mechanic III 31.19
23040 - Aircraft Mechanic Helper 19.97
23050 - Aircraft Painter 26.78
23060 - Aircraft Servicer 23.35
23070 - Aircraft Survival Flight Equipment Technician 26.78
23080 - Aircraft Worker 25.08
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.08

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.45
23110 - Appliance Mechanic 24.27
23120 - Bicycle Repairer 16.86
23125 - Cable Splicer 41.61
23130 - Carpenter Maintenance 22.96
23140 - Carpet Layer 25.19
23160 - Electrician Maintenance 28.24
23181 - Electronics Technician Maintenance I 27.28
23182 - Electronics Technician Maintenance II 29.13
23183 - Electronics Technician Maintenance III 30.95
23260 - Fabric Worker 23.46
23290 - Fire Alarm System Mechanic 28.59
23310 - Fire Extinguisher Repairer 21.77
23311 - Fuel Distribution System Mechanic 31.38
23312 - Fuel Distribution System Operator 23.91
23370 - General Maintenance Worker 19.54
23380 - Ground Support Equipment Mechanic 28.45
23381 - Ground Support Equipment Servicer 23.35
23382 - Ground Support Equipment Worker 25.08
23391 - Gunsmith I 21.77
23392 - Gunsmith II 25.19
23393 - Gunsmith III 28.59
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.32
23430 - Heavy Equipment Mechanic 25.78
23440 - Heavy Equipment Operator 25.62
23460 - Instrument Mechanic 28.45
23465 - Laboratory/Shelter Mechanic 26.90
23470 - Laborer 14.37
23510 - Locksmith 25.87
23530 - Machinery Maintenance Mechanic 33.81
23550 - Machinist Maintenance 23.23
23580 - Maintenance Trades Helper 15.31
23591 - Metrology Technician I 28.45
23592 - Metrology Technician II 29.94
23593 - Metrology Technician III 31.19
23640 - Millwright 28.45
23710 - Office Appliance Repairer 23.21
23760 - Painter Maintenance 20.53
23790 - Pipefitter Maintenance 26.28
23810 - Plumber Maintenance 24.73
23820 - Pneudraulic Systems Mechanic 28.59
23850 - Rigger 28.59
23870 - Scale Mechanic 25.19
23890 - Sheet-Metal Worker Maintenance 29.50
23910 - Small Engine Mechanic 19.50
23931 - Telecommunications Mechanic I 31.72

23932 - Telecommunications Mechanic II 33.38
23950 - Telephone Lineman 28.59
23960 - Welder Combination Maintenance 23.69
23965 - Well Driller 28.59
23970 - Woodcraft Worker 20.28
23980 - Woodworker 21.77
24000 - Personal Needs Occupations
24550 - Case Manager 16.35
24570 - Child Care Attendant 12.08
24580 - Child Care Center Clerk 16.35
24610 - Chore Aide 12.89
24620 - Family Readiness And Support Services Coordinator 16.35
24630 - Homemaker 16.35
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 33.33
25040 - Sewage Plant Operator 27.87
25070 - Stationary Engineer 33.33
25190 - Ventilation Equipment Tender 23.38
25210 - Water Treatment Plant Operator 27.87
27000 - Protective Service Occupations
27004 - Alarm Monitor 26.89
27007 - Baggage Inspector 11.69
27008 - Corrections Officer 32.74
27010 - Court Security Officer 32.74
27030 - Detection Dog Handler 17.87
27040 - Detention Officer 32.74
27070 - Firefighter 35.84
27101 - Guard I 11.69
27102 - Guard II 17.87
27131 - Police Officer I 35.65
27132 - Police Officer II 39.61
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.92
28042 - Carnival Equipment Repairer 17.28
28043 - Carnival Worker 11.88
28210 - Gate Attendant/Gate Tender 15.57
28310 - Lifeguard 12.13
28350 - Park Attendant (Aide) 17.43
28510 - Recreation Aide/Health Facility Attendant 12.72
28515 - Recreation Specialist 21.50
28630 - Sports Official 13.88
28690 - Swimming Pool Operator 19.99
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.75
29020 - Hatch Tender 28.75
29030 - Line Handler 28.75
29041 - Stevedore I 27.95
29042 - Stevedore II 35.19
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.73
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.16
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.21
30021 - Archeological Technician I 18.85
30022 - Archeological Technician II 21.08
30023 - Archeological Technician III 26.12
30030 - Cartographic Technician 26.12
30040 - Civil Engineering Technician 23.90
30051 - Cryogenic Technician I 28.92
30052 - Cryogenic Technician II 31.95
30061 - Drafter/CAD Operator I 18.85
30062 - Drafter/CAD Operator II 21.08
30063 - Drafter/CAD Operator III 23.51
30064 - Drafter/CAD Operator IV 28.92
30081 - Engineering Technician I 16.53
30082 - Engineering Technician II 18.55
30083 - Engineering Technician III 20.77
30084 - Engineering Technician IV 25.71
30085 - Engineering Technician V 31.39
30086 - Engineering Technician VI 37.98
30090 - Environmental Technician 24.38
30095 - Evidence Control Specialist 26.12
30210 - Laboratory Technician 23.91
30221 - Latent Fingerprint Technician I 28.92
30222 - Latent Fingerprint Technician II 31.95
30240 - Mathematical Technician 26.12
30361 - Paralegal/Legal Assistant I 21.75
30362 - Paralegal/Legal Assistant II 26.95
30363 - Paralegal/Legal Assistant III 32.97
30364 - Paralegal/Legal Assistant IV 39.88
30375 - Petroleum Supply Specialist 31.95
30390 - Photo-Optics Technician 25.28
30395 - Radiation Control Technician 31.95
30461 - Technical Writer I 24.17
30462 - Technical Writer II 29.57
30463 - Technical Writer III 35.77
30491 - Unexploded Ordnance (UXO) Technician I 27.79
30492 - Unexploded Ordnance (UXO) Technician II 33.63
30493 - Unexploded Ordnance (UXO) Technician III 40.31
30494 - Unexploded (UXO) Safety Escort 27.79
30495 - Unexploded (UXO) Sweep Personnel 27.79
30501 - Weather Forecaster I 28.92
30502 - Weather Forecaster II 35.19
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.51
30621 - Weather Observer Senior (see 2) 26.12
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.63
31020 - Bus Aide 13.45
31030 - Bus Driver 21.20

31043 - Driver Courier	15.43
31260 - Parking and Lot Attendant	12.11
31290 - Shuttle Bus Driver	16.79
31310 - Taxi Driver	14.18
31361 - Truckdriver Light	16.79
31362 - Truckdriver Medium	20.56
31363 - Truckdriver Heavy	21.16
31364 - Truckdriver Tractor-Trailer	21.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.40
99030 - Cashier	12.29
99050 - Desk Clerk	13.08
99095 - Embalmer	27.79
99130 - Flight Follower	27.79
99251 - Laboratory Animal Caretaker I	13.96
99252 - Laboratory Animal Caretaker II	15.15
99260 - Marketing Analyst	28.87
99310 - Mortician	27.79
99410 - Pest Controller	21.66
99510 - Photofinishing Worker	14.61
99710 - Recycling Laborer	23.78
99711 - Recycling Specialist	28.65
99730 - Refuse Collector	21.38
99810 - Sales Clerk	12.06
99820 - School Crossing Guard	15.17
99830 - Survey Party Chief	19.71
99831 - Surveying Aide	12.60
99832 - Surveying Technician	20.65
99840 - Vending Machine Attendant	19.94
99841 - Vending Machine Repairer	25.04
99842 - Vending Machine Repairer Helper	19.94

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5423
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado County of Mesa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.28
01012 - Accounting Clerk II		16.03
01013 - Accounting Clerk III		17.94
01020 - Administrative Assistant		23.18
01035 - Court Reporter		17.64
01041 - Customer Service Representative I		11.88
01042 - Customer Service Representative II		13.36
01043 - Customer Service Representative III		14.57
01051 - Data Entry Operator I		13.97
01052 - Data Entry Operator II		15.24
01060 - Dispatcher Motor Vehicle		22.19
01070 - Document Preparation Clerk		14.05
01090 - Duplicating Machine Operator		14.05
01111 - General Clerk I		14.67
01112 - General Clerk II		16.00

01113 - General Clerk III 17.96
01120 - Housing Referral Assistant 19.67
01141 - Messenger Courier 16.69
01191 - Order Clerk I 14.86
01192 - Order Clerk II 16.21
01261 - Personnel Assistant (Employment) I 17.56
01262 - Personnel Assistant (Employment) II 19.65
01263 - Personnel Assistant (Employment) III 21.90
01270 - Production Control Clerk 24.72
01290 - Rental Clerk 17.56
01300 - Scheduler Maintenance 15.77
01311 - Secretary I 15.77
01312 - Secretary II 17.64
01313 - Secretary III 19.67
01320 - Service Order Dispatcher 19.83
01410 - Supply Technician 23.18
01420 - Survey Worker 16.44
01460 - Switchboard Operator/Receptionist 13.98
01531 - Travel Clerk I 14.03
01532 - Travel Clerk II 14.77
01533 - Travel Clerk III 15.82
01611 - Word Processor I 14.05
01612 - Word Processor II 15.77
01613 - Word Processor III 17.64
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.99
05010 - Automotive Electrician 22.76
05040 - Automotive Glass Installer 21.28
05070 - Automotive Worker 21.28
05110 - Mobile Equipment Servicer 18.37
05130 - Motor Equipment Metal Mechanic 24.17
05160 - Motor Equipment Metal Worker 21.28
05190 - Motor Vehicle Mechanic 24.17
05220 - Motor Vehicle Mechanic Helper 16.92
05250 - Motor Vehicle Upholstery Worker 19.89
05280 - Motor Vehicle Wrecker 21.28
05310 - Painter Automotive 22.72
05340 - Radiator Repair Specialist 21.28
05370 - Tire Repairer 14.64
05400 - Transmission Repair Specialist 24.17
07000 - Food Preparation And Service Occupations
07010 - Baker 16.29
07041 - Cook I 13.72
07042 - Cook II 15.89
07070 - Dishwasher 11.63
07130 - Food Service Worker 12.51
07210 - Meat Cutter 16.15
07260 - Waiter/Waitress 10.64
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.68

09040 - Furniture Handler 13.99
09080 - Furniture Refinisher 22.68
09090 - Furniture Refinisher Helper 16.89
09110 - Furniture Repairer Minor 19.78
09130 - Upholsterer 22.68
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.86
11060 - Elevator Operator 13.86
11090 - Gardener 20.92
11122 - Housekeeping Aide 13.86
11150 - Janitor 13.86
11210 - Laborer Grounds Maintenance 15.96
11240 - Maid or Houseman 12.06
11260 - Pruner 14.30
11270 - Tractor Operator 19.26
11330 - Trail Maintenance Worker 15.96
11360 - Window Cleaner 15.51
12000 - Health Occupations
12010 - Ambulance Driver 19.78
12011 - Breath Alcohol Technician 20.42
12012 - Certified Occupational Therapist Assistant 28.35
12015 - Certified Physical Therapist Assistant 29.53
12020 - Dental Assistant 19.92
12025 - Dental Hygienist 37.14
12030 - EKG Technician 31.32
12035 - Electroneurodiagnostic Technologist 31.32
12040 - Emergency Medical Technician 19.78
12071 - Licensed Practical Nurse I 18.47
12072 - Licensed Practical Nurse II 20.67
12073 - Licensed Practical Nurse III 23.04
12100 - Medical Assistant 16.72
12130 - Medical Laboratory Technician 25.56
12160 - Medical Record Clerk 17.57
12190 - Medical Record Technician 19.66
12195 - Medical Transcriptionist 16.77
12210 - Nuclear Medicine Technologist 45.41
12221 - Nursing Assistant I 11.85
12222 - Nursing Assistant II 13.33
12223 - Nursing Assistant III 14.54
12224 - Nursing Assistant IV 16.32
12235 - Optical Dispenser 18.94
12236 - Optical Technician 18.47
12250 - Pharmacy Technician 16.53
12280 - Phlebotomist 18.47
12305 - Radiologic Technologist 29.463
12311 - Registered Nurse I 23.60
12312 - Registered Nurse II 28.87
12313 - Registered Nurse II Specialist 28.87
12314 - Registered Nurse III 34.93
12315 - Registered Nurse III Anesthetist 34.93

12316 - Registered Nurse IV		41.87
12317 - Scheduler (Drug and Alcohol Testing)		25.60
12320 - Substance Abuse Treatment Counselor		25.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.53
13012 - Exhibits Specialist II		26.66
13013 - Exhibits Specialist III		32.62
13041 - Illustrator I		21.53
13042 - Illustrator II		26.66
13043 - Illustrator III		32.62
13047 - Librarian		29.53
13050 - Library Aide/Clerk		17.14
13054 - Library Information Technology Systems Administrator		26.66
13058 - Library Technician		16.30
13061 - Media Specialist I		19.24
13062 - Media Specialist II		21.53
13063 - Media Specialist III		24.00
13071 - Photographer I		19.24
13072 - Photographer II		21.53
13073 - Photographer III		26.66
13074 - Photographer IV		32.62
13075 - Photographer V		39.46
13090 - Technical Order Library Clerk		21.75
13110 - Video Teleconference Technician		19.24
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.25
14042 - Computer Operator II		17.05
14043 - Computer Operator III		19.71
14044 - Computer Operator IV		21.92
14045 - Computer Operator V		24.28
14071 - Computer Programmer I	(see 1)	17.71
14072 - Computer Programmer II	(see 1)	21.95
14073 - Computer Programmer III	(see 1)	26.84
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.25
14160 - Personal Computer Support Technician		21.92
14170 - System Support Specialist		24.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.30
15020 - Aircrew Training Devices Instructor (Rated)		35.45
15030 - Air Crew Training Devices Instructor (Pilot)		42.49
15050 - Computer Based Training Specialist / Instructor		28.12
15060 - Educational Technologist		29.30
15070 - Flight Instructor (Pilot)		42.49
15080 - Graphic Artist		22.17
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.49

15086 - Maintenance Test Pilot Rotary Wing 42.49
15088 - Non-Maintenance Test/Co-Pilot 42.49
15090 - Technical Instructor 20.04
15095 - Technical Instructor/Course Developer 24.52
15110 - Test Proctor 16.63
15120 - Tutor 16.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.61
16030 - Counter Attendant 12.61
16040 - Dry Cleaner 15.17
16070 - Finisher Flatwork Machine 12.61
16090 - Presser Hand 12.61
16110 - Presser Machine Drycleaning 12.61
16130 - Presser Machine Shirts 12.61
16160 - Presser Machine Wearing Apparel Laundry 12.61
16190 - Sewing Machine Operator 16.15
16220 - Tailor 17.16
16250 - Washer Machine 13.87
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.27
19040 - Tool And Die Maker 28.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.74
21030 - Material Coordinator 24.72
21040 - Material Expediter 24.72
21050 - Material Handling Laborer 14.28
21071 - Order Filler 13.40
21080 - Production Line Worker (Food Processing) 17.74
21110 - Shipping Packer 14.17
21130 - Shipping/Receiving Clerk 14.17
21140 - Store Worker I 12.50
21150 - Stock Clerk 16.93
21210 - Tools And Parts Attendant 17.74
21410 - Warehouse Specialist 17.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.24
23019 - Aircraft Logs and Records Technician 20.29
23021 - Aircraft Mechanic I 24.76
23022 - Aircraft Mechanic II 26.24
23023 - Aircraft Mechanic III 27.54
23040 - Aircraft Mechanic Helper 17.33
23050 - Aircraft Painter 23.27
23060 - Aircraft Servicer 20.29
23070 - Aircraft Survival Flight Equipment Technician 23.27
23080 - Aircraft Worker 21.80
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.80
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.76
23110 - Appliance Mechanic 23.27

23120 - Bicycle Repairer 14.73
23125 - Cable Splicer 30.12
23130 - Carpenter Maintenance 20.92
23140 - Carpet Layer 21.80
23160 - Electrician Maintenance 26.34
23181 - Electronics Technician Maintenance I 25.42
23182 - Electronics Technician Maintenance II 28.08
23183 - Electronics Technician Maintenance III 29.80
23260 - Fabric Worker 20.29
23290 - Fire Alarm System Mechanic 24.76
23310 - Fire Extinguisher Repairer 18.82
23311 - Fuel Distribution System Mechanic 24.76
23312 - Fuel Distribution System Operator 18.82
23370 - General Maintenance Worker 17.81
23380 - Ground Support Equipment Mechanic 24.76
23381 - Ground Support Equipment Servicer 20.29
23382 - Ground Support Equipment Worker 21.80
23391 - Gunsmith I 18.82
23392 - Gunsmith II 21.80
23393 - Gunsmith III 24.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.76
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.55
23430 - Heavy Equipment Mechanic 25.18
23440 - Heavy Equipment Operator 21.51
23460 - Instrument Mechanic 24.76
23465 - Laboratory/Shelter Mechanic 23.27
23470 - Laborer 14.28
23510 - Locksmith 23.27
23530 - Machinery Maintenance Mechanic 28.84
23550 - Machinist Maintenance 19.13
23580 - Maintenance Trades Helper 15.44
23591 - Metrology Technician I 24.76
23592 - Metrology Technician II 26.24
23593 - Metrology Technician III 27.54
23640 - Millwright 24.76
23710 - Office Appliance Repairer 20.43
23760 - Painter Maintenance 22.43
23790 - Pipefitter Maintenance 24.41
23810 - Plumber Maintenance 22.95
23820 - Pneudraulic Systems Mechanic 24.76
23850 - Rigger 24.76
23870 - Scale Mechanic 21.80
23890 - Sheet-Metal Worker Maintenance 26.97
23910 - Small Engine Mechanic 21.80
23931 - Telecommunications Mechanic I 27.28
23932 - Telecommunications Mechanic II 28.34
23950 - Telephone Lineman 26.22
23960 - Welder Combination Maintenance 22.34

23965 - Well Driller	24.76
23970 - Woodcraft Worker	24.76
23980 - Woodworker	18.82
24000 - Personal Needs Occupations	
24550 - Case Manager	14.89
24570 - Child Care Attendant	11.73
24580 - Child Care Center Clerk	14.63
24610 - Chore Aide	11.64
24620 - Family Readiness And Support Services Coordinator	14.89
24630 - Homemaker	15.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.31
25040 - Sewage Plant Operator	26.10
25070 - Stationary Engineer	26.31
25190 - Ventilation Equipment Tender	18.65
25210 - Water Treatment Plant Operator	26.10
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.74
27007 - Baggage Inspector	14.91
27008 - Corrections Officer	23.45
27010 - Court Security Officer	23.45
27030 - Detection Dog Handler	16.69
27040 - Detention Officer	23.45
27070 - Firefighter	23.62
27101 - Guard I	14.91
27102 - Guard II	16.69
27131 - Police Officer I	30.45
27132 - Police Officer II	33.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.13
28042 - Carnival Equipment Repairer	16.42
28043 - Carnival Worker	11.22
28210 - Gate Attendant/Gate Tender	16.50
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	18.47
28510 - Recreation Aide/Health Facility Attendant	13.46
28515 - Recreation Specialist	22.87
28630 - Sports Official	14.71
28690 - Swimming Pool Operator	19.03
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.80
29020 - Hatch Tender	21.80
29030 - Line Handler	21.80
29041 - Stevedore I	20.29
29042 - Stevedore II	23.27
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.43
30022 - Archeological Technician II		19.51
30023 - Archeological Technician III		24.16
30030 - Cartographic Technician		24.16
30040 - Civil Engineering Technician		25.18
30051 - Cryogenic Technician I		26.76
30052 - Cryogenic Technician II		29.56
30061 - Drafter/CAD Operator I		17.43
30062 - Drafter/CAD Operator II		19.51
30063 - Drafter/CAD Operator III		21.75
30064 - Drafter/CAD Operator IV		26.76
30081 - Engineering Technician I		15.53
30082 - Engineering Technician II		17.43
30083 - Engineering Technician III		19.51
30084 - Engineering Technician IV		24.16
30085 - Engineering Technician V		29.56
30086 - Engineering Technician VI		35.76
30090 - Environmental Technician		24.16
30095 - Evidence Control Specialist		24.16
30210 - Laboratory Technician		21.75
30221 - Latent Fingerprint Technician I		26.76
30222 - Latent Fingerprint Technician II		29.56
30240 - Mathematical Technician		24.16
30361 - Paralegal/Legal Assistant I		18.81
30362 - Paralegal/Legal Assistant II		23.29
30363 - Paralegal/Legal Assistant III		28.49
30364 - Paralegal/Legal Assistant IV		34.47
30375 - Petroleum Supply Specialist		29.56
30390 - Photo-Optics Technician		24.16
30395 - Radiation Control Technician		29.56
30461 - Technical Writer I		24.16
30462 - Technical Writer II		29.56
30463 - Technical Writer III		35.76
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.76
30502 - Weather Forecaster II		32.56
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.75
30621 - Weather Observer Senior	(see 2)	24.16
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.33
31030 - Bus Driver		20.27
31043 - Driver Courier		16.19
31260 - Parking and Lot Attendant		12.81
31290 - Shuttle Bus Driver		16.81

31310 - Taxi Driver	16.85
31361 - Truckdriver Light	16.81
31362 - Truckdriver Medium	18.12
31363 - Truckdriver Heavy	21.77
31364 - Truckdriver Tractor-Trailer	21.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.81
99050 - Desk Clerk	11.98
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.83
99252 - Laboratory Animal Caretaker II	16.62
99260 - Marketing Analyst	24.70
99310 - Mortician	25.35
99410 - Pest Controller	21.68
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.67
99711 - Recycling Specialist	23.47
99730 - Refuse Collector	17.85
99810 - Sales Clerk	12.67
99820 - School Crossing Guard	14.56
99830 - Survey Party Chief	22.09
99831 - Surveying Aide	16.79
99832 - Surveying Technician	20.89
99840 - Vending Machine Attendant	18.51
99841 - Vending Machine Repairer	23.39
99842 - Vending Machine Repairer Helper	18.51

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5424
Revision No.: 14
Date Of Last Revision: 07/08/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado County of Mesa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.28
01012 - Accounting Clerk II		16.03
01013 - Accounting Clerk III		17.94
01020 - Administrative Assistant		23.18
01035 - Court Reporter		17.64
01041 - Customer Service Representative I		11.88
01042 - Customer Service Representative II		13.36
01043 - Customer Service Representative III		14.57
01051 - Data Entry Operator I		13.97
01052 - Data Entry Operator II		15.24
01060 - Dispatcher Motor Vehicle		22.19
01070 - Document Preparation Clerk		14.05

01090 - Duplicating Machine Operator 14.05
01111 - General Clerk I 14.67
01112 - General Clerk II 16.00
01113 - General Clerk III 17.96
01120 - Housing Referral Assistant 19.67
01141 - Messenger Courier 16.69
01191 - Order Clerk I 14.86
01192 - Order Clerk II 16.21
01261 - Personnel Assistant (Employment) I 17.56
01262 - Personnel Assistant (Employment) II 19.65
01263 - Personnel Assistant (Employment) III 21.90
01270 - Production Control Clerk 24.72
01290 - Rental Clerk 17.56
01300 - Scheduler Maintenance 15.77
01311 - Secretary I 15.77
01312 - Secretary II 17.64
01313 - Secretary III 19.67
01320 - Service Order Dispatcher 19.83
01410 - Supply Technician 23.18
01420 - Survey Worker 16.44
01460 - Switchboard Operator/Receptionist 13.98
01531 - Travel Clerk I 14.03
01532 - Travel Clerk II 14.77
01533 - Travel Clerk III 15.82
01611 - Word Processor I 14.05
01612 - Word Processor II 15.77
01613 - Word Processor III 17.64
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.99
05010 - Automotive Electrician 22.76
05040 - Automotive Glass Installer 21.28
05070 - Automotive Worker 21.28
05110 - Mobile Equipment Servicer 18.37
05130 - Motor Equipment Metal Mechanic 24.17
05160 - Motor Equipment Metal Worker 21.28
05190 - Motor Vehicle Mechanic 24.17
05220 - Motor Vehicle Mechanic Helper 16.92
05250 - Motor Vehicle Upholstery Worker 19.89
05280 - Motor Vehicle Wrecker 21.28
05310 - Painter Automotive 22.72
05340 - Radiator Repair Specialist 21.28
05370 - Tire Repairer 14.64
05400 - Transmission Repair Specialist 24.17
07000 - Food Preparation And Service Occupations
07010 - Baker 16.29
07041 - Cook I 13.72
07042 - Cook II 15.89
07070 - Dishwasher 11.63
07130 - Food Service Worker 12.51
07210 - Meat Cutter 16.15

07260 - Waiter/Waitress	10.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.68
09040 - Furniture Handler	13.99
09080 - Furniture Refinisher	22.68
09090 - Furniture Refinisher Helper	16.89
09110 - Furniture Repairer Minor	19.78
09130 - Upholsterer	22.68
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.86
11060 - Elevator Operator	13.86
11090 - Gardener	20.92
11122 - Housekeeping Aide	13.86
11150 - Janitor	13.86
11210 - Laborer Grounds Maintenance	15.96
11240 - Maid or Houseman	12.06
11260 - Pruner	14.30
11270 - Tractor Operator	19.26
11330 - Trail Maintenance Worker	15.96
11360 - Window Cleaner	15.51
12000 - Health Occupations	
12010 - Ambulance Driver	19.78
12011 - Breath Alcohol Technician	20.42
12012 - Certified Occupational Therapist Assistant	28.35
12015 - Certified Physical Therapist Assistant	29.53
12020 - Dental Assistant	19.92
12025 - Dental Hygienist	37.14
12030 - EKG Technician	31.32
12035 - Electroneurodiagnostic Technologist	31.32
12040 - Emergency Medical Technician	19.78
12071 - Licensed Practical Nurse I	18.47
12072 - Licensed Practical Nurse II	20.67
12073 - Licensed Practical Nurse III	23.04
12100 - Medical Assistant	16.72
12130 - Medical Laboratory Technician	25.56
12160 - Medical Record Clerk	17.57
12190 - Medical Record Technician	19.66
12195 - Medical Transcriptionist	16.77
12210 - Nuclear Medicine Technologist	45.41
12221 - Nursing Assistant I	11.85
12222 - Nursing Assistant II	13.33
12223 - Nursing Assistant III	14.54
12224 - Nursing Assistant IV	16.32
12235 - Optical Dispenser	18.94
12236 - Optical Technician	18.47
12250 - Pharmacy Technician	16.53
12280 - Phlebotomist	18.47
12305 - Radiologic Technologist	29.463
12311 - Registered Nurse I	23.60
12312 - Registered Nurse II	28.87

12313 - Registered Nurse II Specialist		28.87
12314 - Registered Nurse III		34.93
12315 - Registered Nurse III Anesthetist		34.93
12316 - Registered Nurse IV		41.87
12317 - Scheduler (Drug and Alcohol Testing)		25.60
12320 - Substance Abuse Treatment Counselor		25.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.53
13012 - Exhibits Specialist II		26.66
13013 - Exhibits Specialist III		32.62
13041 - Illustrator I		21.53
13042 - Illustrator II		26.66
13043 - Illustrator III		32.62
13047 - Librarian		29.53
13050 - Library Aide/Clerk		17.14
13054 - Library Information Technology Systems Administrator		26.66
13058 - Library Technician		16.30
13061 - Media Specialist I		19.24
13062 - Media Specialist II		21.53
13063 - Media Specialist III		24.00
13071 - Photographer I		19.24
13072 - Photographer II		21.53
13073 - Photographer III		26.66
13074 - Photographer IV		32.62
13075 - Photographer V		39.46
13090 - Technical Order Library Clerk		21.75
13110 - Video Teleconference Technician		19.24
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.25
14042 - Computer Operator II		17.05
14043 - Computer Operator III		19.71
14044 - Computer Operator IV		21.92
14045 - Computer Operator V		24.28
14071 - Computer Programmer I	(see 1)	17.71
14072 - Computer Programmer II	(see 1)	21.95
14073 - Computer Programmer III	(see 1)	26.84
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.25
14160 - Personal Computer Support Technician		21.92
14170 - System Support Specialist		24.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.30
15020 - Aircrew Training Devices Instructor (Rated)		35.45
15030 - Air Crew Training Devices Instructor (Pilot)		42.49
15050 - Computer Based Training Specialist / Instructor		28.12
15060 - Educational Technologist		29.30

15070 - Flight Instructor (Pilot) 42.49
15080 - Graphic Artist 22.17
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.49
15086 - Maintenance Test Pilot Rotary Wing 42.49
15088 - Non-Maintenance Test/Co-Pilot 42.49
15090 - Technical Instructor 20.04
15095 - Technical Instructor/Course Developer 24.52
15110 - Test Proctor 16.63
15120 - Tutor 16.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.61
16030 - Counter Attendant 12.61
16040 - Dry Cleaner 15.17
16070 - Finisher Flatwork Machine 12.61
16090 - Presser Hand 12.61
16110 - Presser Machine Drycleaning 12.61
16130 - Presser Machine Shirts 12.61
16160 - Presser Machine Wearing Apparel Laundry 12.61
16190 - Sewing Machine Operator 16.15
16220 - Tailor 17.16
16250 - Washer Machine 13.87
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.27
19040 - Tool And Die Maker 28.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.74
21030 - Material Coordinator 24.72
21040 - Material Expediter 24.72
21050 - Material Handling Laborer 14.28
21071 - Order Filler 13.40
21080 - Production Line Worker (Food Processing) 17.74
21110 - Shipping Packer 14.17
21130 - Shipping/Receiving Clerk 14.17
21140 - Store Worker I 12.50
21150 - Stock Clerk 16.93
21210 - Tools And Parts Attendant 17.74
21410 - Warehouse Specialist 17.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.24
23019 - Aircraft Logs and Records Technician 20.29
23021 - Aircraft Mechanic I 24.76
23022 - Aircraft Mechanic II 26.24
23023 - Aircraft Mechanic III 27.54
23040 - Aircraft Mechanic Helper 17.33
23050 - Aircraft Painter 23.27
23060 - Aircraft Servicer 20.29
23070 - Aircraft Survival Flight Equipment Technician 23.27
23080 - Aircraft Worker 21.80
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.80

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.76
23110 - Appliance Mechanic 23.27
23120 - Bicycle Repairer 14.73
23125 - Cable Splicer 30.12
23130 - Carpenter Maintenance 20.92
23140 - Carpet Layer 21.80
23160 - Electrician Maintenance 26.34
23181 - Electronics Technician Maintenance I 25.42
23182 - Electronics Technician Maintenance II 28.08
23183 - Electronics Technician Maintenance III 29.80
23260 - Fabric Worker 20.29
23290 - Fire Alarm System Mechanic 24.76
23310 - Fire Extinguisher Repairer 18.82
23311 - Fuel Distribution System Mechanic 24.76
23312 - Fuel Distribution System Operator 18.82
23370 - General Maintenance Worker 17.81
23380 - Ground Support Equipment Mechanic 24.76
23381 - Ground Support Equipment Servicer 20.29
23382 - Ground Support Equipment Worker 21.80
23391 - Gunsmith I 18.82
23392 - Gunsmith II 21.80
23393 - Gunsmith III 24.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.76
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.55
23430 - Heavy Equipment Mechanic 25.18
23440 - Heavy Equipment Operator 21.51
23460 - Instrument Mechanic 24.76
23465 - Laboratory/Shelter Mechanic 23.27
23470 - Laborer 14.28
23510 - Locksmith 23.27
23530 - Machinery Maintenance Mechanic 28.84
23550 - Machinist Maintenance 19.13
23580 - Maintenance Trades Helper 15.44
23591 - Metrology Technician I 24.76
23592 - Metrology Technician II 26.24
23593 - Metrology Technician III 27.54
23640 - Millwright 24.76
23710 - Office Appliance Repairer 20.43
23760 - Painter Maintenance 22.43
23790 - Pipefitter Maintenance 24.41
23810 - Plumber Maintenance 22.95
23820 - Pneudraulic Systems Mechanic 24.76
23850 - Rigger 24.76
23870 - Scale Mechanic 21.80
23890 - Sheet-Metal Worker Maintenance 26.97
23910 - Small Engine Mechanic 21.80
23931 - Telecommunications Mechanic I 27.28

23932 - Telecommunications Mechanic II 28.34
23950 - Telephone Lineman 26.22
23960 - Welder Combination Maintenance 22.34
23965 - Well Driller 24.76
23970 - Woodcraft Worker 24.76
23980 - Woodworker 18.82
24000 - Personal Needs Occupations
24550 - Case Manager 14.89
24570 - Child Care Attendant 11.73
24580 - Child Care Center Clerk 14.63
24610 - Chore Aide 11.64
24620 - Family Readiness And Support Services Coordinator 14.89
24630 - Homemaker 15.53
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.31
25040 - Sewage Plant Operator 26.10
25070 - Stationary Engineer 26.31
25190 - Ventilation Equipment Tender 18.65
25210 - Water Treatment Plant Operator 26.10
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.74
27007 - Baggage Inspector 14.91
27008 - Corrections Officer 23.45
27010 - Court Security Officer 23.45
27030 - Detection Dog Handler 16.69
27040 - Detention Officer 23.45
27070 - Firefighter 23.62
27101 - Guard I 14.91
27102 - Guard II 16.69
27131 - Police Officer I 30.45
27132 - Police Officer II 33.84
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.13
28042 - Carnival Equipment Repairer 16.42
28043 - Carnival Worker 11.22
28210 - Gate Attendant/Gate Tender 16.50
28310 - Lifeguard 12.11
28350 - Park Attendant (Aide) 18.47
28510 - Recreation Aide/Health Facility Attendant 13.46
28515 - Recreation Specialist 22.87
28630 - Sports Official 14.71
28690 - Swimming Pool Operator 19.03
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.80
29020 - Hatch Tender 21.80
29030 - Line Handler 21.80
29041 - Stevedore I 20.29
29042 - Stevedore II 23.27
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.43
30022 - Archeological Technician II 19.51
30023 - Archeological Technician III 24.16
30030 - Cartographic Technician 24.16
30040 - Civil Engineering Technician 25.18
30051 - Cryogenic Technician I 26.76
30052 - Cryogenic Technician II 29.56
30061 - Drafter/CAD Operator I 17.43
30062 - Drafter/CAD Operator II 19.51
30063 - Drafter/CAD Operator III 21.75
30064 - Drafter/CAD Operator IV 26.76
30081 - Engineering Technician I 15.53
30082 - Engineering Technician II 17.43
30083 - Engineering Technician III 19.51
30084 - Engineering Technician IV 24.16
30085 - Engineering Technician V 29.56
30086 - Engineering Technician VI 35.76
30090 - Environmental Technician 24.16
30095 - Evidence Control Specialist 24.16
30210 - Laboratory Technician 21.75
30221 - Latent Fingerprint Technician I 26.76
30222 - Latent Fingerprint Technician II 29.56
30240 - Mathematical Technician 24.16
30361 - Paralegal/Legal Assistant I 18.81
30362 - Paralegal/Legal Assistant II 23.29
30363 - Paralegal/Legal Assistant III 28.49
30364 - Paralegal/Legal Assistant IV 34.47
30375 - Petroleum Supply Specialist 29.56
30390 - Photo-Optics Technician 24.16
30395 - Radiation Control Technician 29.56
30461 - Technical Writer I 24.16
30462 - Technical Writer II 29.56
30463 - Technical Writer III 35.76
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.76
30502 - Weather Forecaster II 32.56
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.75
30621 - Weather Observer Senior (see 2) 24.16
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.33
31030 - Bus Driver 20.27

31043 - Driver Courier	16.19
31260 - Parking and Lot Attendant	12.81
31290 - Shuttle Bus Driver	16.81
31310 - Taxi Driver	16.85
31361 - Truckdriver Light	16.81
31362 - Truckdriver Medium	18.12
31363 - Truckdriver Heavy	21.77
31364 - Truckdriver Tractor-Trailer	21.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.81
99050 - Desk Clerk	11.98
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.83
99252 - Laboratory Animal Caretaker II	16.62
99260 - Marketing Analyst	24.70
99310 - Mortician	25.35
99410 - Pest Controller	21.68
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.67
99711 - Recycling Specialist	23.47
99730 - Refuse Collector	17.85
99810 - Sales Clerk	12.67
99820 - School Crossing Guard	14.56
99830 - Survey Party Chief	22.09
99831 - Surveying Aide	16.79
99832 - Surveying Technician	20.89
99840 - Vending Machine Attendant	18.51
99841 - Vending Machine Repairer	23.39
99842 - Vending Machine Repairer Helper	18.51

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5425
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado County of Weld

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.94
01012 - Accounting Clerk II		16.78
01013 - Accounting Clerk III		18.76
01020 - Administrative Assistant		26.31
01035 - Court Reporter		19.59
01041 - Customer Service Representative I		12.66
01042 - Customer Service Representative II		14.23
01043 - Customer Service Representative III		15.53
01051 - Data Entry Operator I		17.02
01052 - Data Entry Operator II		18.58
01060 - Dispatcher Motor Vehicle		23.24
01070 - Document Preparation Clerk		15.59
01090 - Duplicating Machine Operator		15.59
01111 - General Clerk I		14.33
01112 - General Clerk II		15.64

01113 - General Clerk III 17.56
01120 - Housing Referral Assistant 21.82
01141 - Messenger Courier 13.02
01191 - Order Clerk I 17.87
01192 - Order Clerk II 19.50
01261 - Personnel Assistant (Employment) I 17.34
01262 - Personnel Assistant (Employment) II 19.39
01263 - Personnel Assistant (Employment) III 21.62
01270 - Production Control Clerk 24.56
01290 - Rental Clerk 17.11
01300 - Scheduler Maintenance 17.50
01311 - Secretary I 17.50
01312 - Secretary II 19.57
01313 - Secretary III 21.82
01320 - Service Order Dispatcher 20.22
01410 - Supply Technician 26.31
01420 - Survey Worker 17.77
01460 - Switchboard Operator/Receptionist 14.27
01531 - Travel Clerk I 14.03
01532 - Travel Clerk II 14.77
01533 - Travel Clerk III 15.82
01611 - Word Processor I 15.59
01612 - Word Processor II 17.50
01613 - Word Processor III 19.57
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 26.19
05010 - Automotive Electrician 20.43
05040 - Automotive Glass Installer 19.36
05070 - Automotive Worker 19.36
05110 - Mobile Equipment Servicer 17.61
05130 - Motor Equipment Metal Mechanic 21.29
05160 - Motor Equipment Metal Worker 19.36
05190 - Motor Vehicle Mechanic 21.29
05220 - Motor Vehicle Mechanic Helper 16.41
05250 - Motor Vehicle Upholstery Worker 19.36
05280 - Motor Vehicle Wrecker 19.36
05310 - Painter Automotive 20.04
05340 - Radiator Repair Specialist 19.36
05370 - Tire Repairer 17.34
05400 - Transmission Repair Specialist 21.29
07000 - Food Preparation And Service Occupations
07010 - Baker 14.52
07041 - Cook I 14.01
07042 - Cook II 16.21
07070 - Dishwasher 11.35
07130 - Food Service Worker 11.75
07210 - Meat Cutter 17.66
07260 - Waiter/Waitress 10.65
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.97

09040 - Furniture Handler 15.90
09080 - Furniture Refinisher 20.97
09090 - Furniture Refinisher Helper 16.86
09110 - Furniture Repairer Minor 19.72
09130 - Upholsterer 20.97
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.18
11060 - Elevator Operator 13.41
11090 - Gardener 21.98
11122 - Housekeeping Aide 13.41
11150 - Janitor 13.41
11210 - Laborer Grounds Maintenance 16.81
11240 - Maid or Houseman 11.51
11260 - Pruner 15.11
11270 - Tractor Operator 20.25
11330 - Trail Maintenance Worker 16.81
11360 - Window Cleaner 14.92
12000 - Health Occupations
12010 - Ambulance Driver 23.18
12011 - Breath Alcohol Technician 23.18
12012 - Certified Occupational Therapist Assistant 31.37
12015 - Certified Physical Therapist Assistant 27.46
12020 - Dental Assistant 18.55
12025 - Dental Hygienist 43.63
12030 - EKG Technician 36.07
12035 - Electroneurodiagnostic Technologist 36.07
12040 - Emergency Medical Technician 23.18
12071 - Licensed Practical Nurse I 21.29
12072 - Licensed Practical Nurse II 23.80
12073 - Licensed Practical Nurse III 26.54
12100 - Medical Assistant 16.49
12130 - Medical Laboratory Technician 24.57
12160 - Medical Record Clerk 20.96
12190 - Medical Record Technician 23.44
12195 - Medical Transcriptionist 21.29
12210 - Nuclear Medicine Technologist 52.33
12221 - Nursing Assistant I 12.38
12222 - Nursing Assistant II 13.93
12223 - Nursing Assistant III 15.20
12224 - Nursing Assistant IV 17.06
12235 - Optical Dispenser 22.73
12236 - Optical Technician 21.29
12250 - Pharmacy Technician 17.17
12280 - Phlebotomist 18.71
12305 - Radiologic Technologist 31.83
12311 - Registered Nurse I 29.98
12312 - Registered Nurse II 36.67
12313 - Registered Nurse II Specialist 36.67
12314 - Registered Nurse III 43.96
12315 - Registered Nurse III Anesthetist 43.96

12316 - Registered Nurse IV		53.17
12317 - Scheduler (Drug and Alcohol Testing)		28.72
12320 - Substance Abuse Treatment Counselor		25.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.12
13012 - Exhibits Specialist II		26.16
13013 - Exhibits Specialist III		32.00
13041 - Illustrator I		21.12
13042 - Illustrator II		26.16
13043 - Illustrator III		32.00
13047 - Librarian		28.98
13050 - Library Aide/Clerk		15.88
13054 - Library Information Technology Systems Administrator		26.16
13058 - Library Technician		17.64
13061 - Media Specialist I		18.88
13062 - Media Specialist II		21.12
13063 - Media Specialist III		23.55
13071 - Photographer I		18.88
13072 - Photographer II		21.12
13073 - Photographer III		26.16
13074 - Photographer IV		32.00
13075 - Photographer V		38.72
13090 - Technical Order Library Clerk		17.33
13110 - Video Teleconference Technician		18.88
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.81
14042 - Computer Operator II		19.93
14043 - Computer Operator III		22.21
14044 - Computer Operator IV		24.69
14045 - Computer Operator V		28.56
14071 - Computer Programmer I	(see 1)	24.31
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		17.81
14160 - Personal Computer Support Technician		24.69
14170 - System Support Specialist		31.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.58
15020 - Aircrew Training Devices Instructor (Rated)		43.06
15030 - Air Crew Training Devices Instructor (Pilot)		49.15
15050 - Computer Based Training Specialist / Instructor		35.58
15060 - Educational Technologist		34.29
15070 - Flight Instructor (Pilot)		49.15
15080 - Graphic Artist		23.67
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.61

15086 - Maintenance Test Pilot Rotary Wing 43.61
15088 - Non-Maintenance Test/Co-Pilot 43.61
15090 - Technical Instructor 24.19
15095 - Technical Instructor/Course Developer 29.58
15110 - Test Proctor 19.32
15120 - Tutor 19.32
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.35
16030 - Counter Attendant 13.35
16040 - Dry Cleaner 15.27
16070 - Finisher Flatwork Machine 13.35
16090 - Presser Hand 13.35
16110 - Presser Machine Drycleaning 13.35
16130 - Presser Machine Shirts 13.35
16160 - Presser Machine Wearing Apparel Laundry 13.35
16190 - Sewing Machine Operator 16.15
16220 - Tailor 17.16
16250 - Washer Machine 13.99
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.17
19040 - Tool And Die Maker 26.10
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.46
21030 - Material Coordinator 24.56
21040 - Material Expediter 24.56
21050 - Material Handling Laborer 17.36
21071 - Order Filler 13.95
21080 - Production Line Worker (Food Processing) 19.46
21110 - Shipping Packer 17.16
21130 - Shipping/Receiving Clerk 17.16
21140 - Store Worker I 13.83
21150 - Stock Clerk 18.24
21210 - Tools And Parts Attendant 19.46
21410 - Warehouse Specialist 19.46
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.53
23019 - Aircraft Logs and Records Technician 22.49
23021 - Aircraft Mechanic I 27.10
23022 - Aircraft Mechanic II 28.53
23023 - Aircraft Mechanic III 29.70
23040 - Aircraft Mechanic Helper 19.22
23050 - Aircraft Painter 25.80
23060 - Aircraft Servicer 22.49
23070 - Aircraft Survival Flight Equipment Technician 25.80
23080 - Aircraft Worker 24.13
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.13
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.10
23110 - Appliance Mechanic 22.62

23120 - Bicycle Repairer 18.42
23125 - Cable Splicer 31.59
23130 - Carpenter Maintenance 21.29
23140 - Carpet Layer 21.31
23160 - Electrician Maintenance 26.12
23181 - Electronics Technician Maintenance I 25.73
23182 - Electronics Technician Maintenance II 27.48
23183 - Electronics Technician Maintenance III 29.20
23260 - Fabric Worker 20.52
23290 - Fire Alarm System Mechanic 23.46
23310 - Fire Extinguisher Repairer 18.97
23311 - Fuel Distribution System Mechanic 24.87
23312 - Fuel Distribution System Operator 18.97
23370 - General Maintenance Worker 21.12
23380 - Ground Support Equipment Mechanic 27.10
23381 - Ground Support Equipment Servicer 22.49
23382 - Ground Support Equipment Worker 24.13
23391 - Gunsmith I 18.43
23392 - Gunsmith II 21.32
23393 - Gunsmith III 24.20
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.36
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.79
23430 - Heavy Equipment Mechanic 25.44
23440 - Heavy Equipment Operator 23.37
23460 - Instrument Mechanic 28.48
23465 - Laboratory/Shelter Mechanic 22.78
23470 - Laborer 16.22
23510 - Locksmith 22.78
23530 - Machinery Maintenance Mechanic 29.27
23550 - Machinist Maintenance 22.56
23580 - Maintenance Trades Helper 16.88
23591 - Metrology Technician I 28.48
23592 - Metrology Technician II 29.97
23593 - Metrology Technician III 31.21
23640 - Millwright 24.20
23710 - Office Appliance Repairer 22.76
23760 - Painter Maintenance 20.52
23790 - Pipefitter Maintenance 25.87
23810 - Plumber Maintenance 24.35
23820 - Pneudraulic Systems Mechanic 24.20
23850 - Rigger 24.20
23870 - Scale Mechanic 21.32
23890 - Sheet-Metal Worker Maintenance 24.02
23910 - Small Engine Mechanic 21.31
23931 - Telecommunications Mechanic I 31.14
23932 - Telecommunications Mechanic II 32.77
23950 - Telephone Lineman 25.67
23960 - Welder Combination Maintenance 22.15

23965 - Well Driller 24.18
23970 - Woodcraft Worker 24.20
23980 - Woodworker 18.43
24000 - Personal Needs Occupations
24550 - Case Manager 16.15
24570 - Child Care Attendant 11.78
24580 - Child Care Center Clerk 14.69
24610 - Chore Aide 12.61
24620 - Family Readiness And Support Services Coordinator 16.15
24630 - Homemaker 16.29
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.70
25040 - Sewage Plant Operator 26.46
25070 - Stationary Engineer 24.70
25190 - Ventilation Equipment Tender 17.33
25210 - Water Treatment Plant Operator 26.46
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.75
27007 - Baggage Inspector 14.19
27008 - Corrections Officer 24.78
27010 - Court Security Officer 27.27
27030 - Detection Dog Handler 21.32
27040 - Detention Officer 24.78
27070 - Firefighter 29.32
27101 - Guard I 14.19
27102 - Guard II 21.32
27131 - Police Officer I 32.32
27132 - Police Officer II 35.91
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.75
28042 - Carnival Equipment Repairer 17.09
28043 - Carnival Worker 11.75
28210 - Gate Attendant/Gate Tender 18.59
28310 - Lifeguard 12.90
28350 - Park Attendant (Aide) 20.79
28510 - Recreation Aide/Health Facility Attendant 15.17
28515 - Recreation Specialist 23.84
28630 - Sports Official 16.55
28690 - Swimming Pool Operator 19.77
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.50
29020 - Hatch Tender 23.50
29030 - Line Handler 23.50
29041 - Stevedore I 21.91
29042 - Stevedore II 25.48
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.73
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.16
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.21

30021 - Archeological Technician I		19.50
30022 - Archeological Technician II		21.81
30023 - Archeological Technician III		27.02
30030 - Cartographic Technician		27.02
30040 - Civil Engineering Technician		25.54
30051 - Cryogenic Technician I		29.92
30052 - Cryogenic Technician II		33.05
30061 - Drafter/CAD Operator I		19.50
30062 - Drafter/CAD Operator II		21.81
30063 - Drafter/CAD Operator III		24.32
30064 - Drafter/CAD Operator IV		31.50
30081 - Engineering Technician I		18.44
30082 - Engineering Technician II		20.69
30083 - Engineering Technician III		23.15
30084 - Engineering Technician IV		28.69
30085 - Engineering Technician V		35.09
30086 - Engineering Technician VI		42.45
30090 - Environmental Technician		26.95
30095 - Evidence Control Specialist		26.76
30210 - Laboratory Technician		26.53
30221 - Latent Fingerprint Technician I		29.92
30222 - Latent Fingerprint Technician II		32.74
30240 - Mathematical Technician		27.02
30361 - Paralegal/Legal Assistant I		19.46
30362 - Paralegal/Legal Assistant II		24.11
30363 - Paralegal/Legal Assistant III		29.49
30364 - Paralegal/Legal Assistant IV		35.68
30375 - Petroleum Supply Specialist		32.74
30390 - Photo-Optics Technician		26.62
30395 - Radiation Control Technician		32.74
30461 - Technical Writer I		27.02
30462 - Technical Writer II		33.05
30463 - Technical Writer III		39.99
30491 - Unexploded Ordnance (UXO) Technician I		27.79
30492 - Unexploded Ordnance (UXO) Technician II		33.63
30493 - Unexploded Ordnance (UXO) Technician III		40.31
30494 - Unexploded (UXO) Safety Escort		27.79
30495 - Unexploded (UXO) Sweep Personnel		27.79
30501 - Weather Forecaster I		29.92
30502 - Weather Forecaster II		36.06
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.32
30621 - Weather Observer Senior	(see 2)	27.02
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.63
31020 - Bus Aide		15.86
31030 - Bus Driver		22.34
31043 - Driver Courier		15.73
31260 - Parking and Lot Attendant		14.26
31290 - Shuttle Bus Driver		17.07

31310 - Taxi Driver	17.16
31361 - Truckdriver Light	17.07
31362 - Truckdriver Medium	19.65
31363 - Truckdriver Heavy	23.99
31364 - Truckdriver Tractor-Trailer	23.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.40
99030 - Cashier	11.78
99050 - Desk Clerk	11.79
99095 - Embalmer	27.79
99130 - Flight Follower	27.79
99251 - Laboratory Animal Caretaker I	15.98
99252 - Laboratory Animal Caretaker II	17.30
99260 - Marketing Analyst	31.44
99310 - Mortician	27.79
99410 - Pest Controller	23.32
99510 - Photofinishing Worker	14.61
99710 - Recycling Laborer	23.76
99711 - Recycling Specialist	28.62
99730 - Refuse Collector	21.36
99810 - Sales Clerk	13.00
99820 - School Crossing Guard	16.71
99830 - Survey Party Chief	30.02
99831 - Surveying Aide	16.66
99832 - Surveying Technician	27.30
99840 - Vending Machine Attendant	19.94
99841 - Vending Machine Repairer	25.04
99842 - Vending Machine Repairer Helper	19.94

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5426
Revision No.: 14
Date Of Last Revision: 07/08/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado County of Weld

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.94
01012 - Accounting Clerk II		16.78
01013 - Accounting Clerk III		18.76
01020 - Administrative Assistant		26.31
01035 - Court Reporter		19.59
01041 - Customer Service Representative I		12.66
01042 - Customer Service Representative II		14.23
01043 - Customer Service Representative III		15.53
01051 - Data Entry Operator I		17.02
01052 - Data Entry Operator II		18.58
01060 - Dispatcher Motor Vehicle		23.24
01070 - Document Preparation Clerk		15.59

01090 - Duplicating Machine Operator 15.59
01111 - General Clerk I 14.33
01112 - General Clerk II 15.64
01113 - General Clerk III 17.56
01120 - Housing Referral Assistant 21.82
01141 - Messenger Courier 13.02
01191 - Order Clerk I 17.87
01192 - Order Clerk II 19.50
01261 - Personnel Assistant (Employment) I 17.34
01262 - Personnel Assistant (Employment) II 19.39
01263 - Personnel Assistant (Employment) III 21.62
01270 - Production Control Clerk 24.56
01290 - Rental Clerk 17.11
01300 - Scheduler Maintenance 17.50
01311 - Secretary I 17.50
01312 - Secretary II 19.57
01313 - Secretary III 21.82
01320 - Service Order Dispatcher 20.22
01410 - Supply Technician 26.31
01420 - Survey Worker 17.77
01460 - Switchboard Operator/Receptionist 14.27
01531 - Travel Clerk I 14.03
01532 - Travel Clerk II 14.77
01533 - Travel Clerk III 15.82
01611 - Word Processor I 15.59
01612 - Word Processor II 17.50
01613 - Word Processor III 19.57
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 26.19
05010 - Automotive Electrician 20.43
05040 - Automotive Glass Installer 19.36
05070 - Automotive Worker 19.36
05110 - Mobile Equipment Servicer 17.61
05130 - Motor Equipment Metal Mechanic 21.29
05160 - Motor Equipment Metal Worker 19.36
05190 - Motor Vehicle Mechanic 21.29
05220 - Motor Vehicle Mechanic Helper 16.41
05250 - Motor Vehicle Upholstery Worker 19.36
05280 - Motor Vehicle Wrecker 19.36
05310 - Painter Automotive 20.04
05340 - Radiator Repair Specialist 19.36
05370 - Tire Repairer 17.34
05400 - Transmission Repair Specialist 21.29
07000 - Food Preparation And Service Occupations
07010 - Baker 14.52
07041 - Cook I 14.01
07042 - Cook II 16.21
07070 - Dishwasher 11.35
07130 - Food Service Worker 11.75
07210 - Meat Cutter 17.66

07260 - Waiter/Waitress	10.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.97
09040 - Furniture Handler	15.90
09080 - Furniture Refinisher	20.97
09090 - Furniture Refinisher Helper	16.86
09110 - Furniture Repairer Minor	19.72
09130 - Upholsterer	20.97
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.18
11060 - Elevator Operator	13.41
11090 - Gardener	21.98
11122 - Housekeeping Aide	13.41
11150 - Janitor	13.41
11210 - Laborer Grounds Maintenance	16.81
11240 - Maid or Houseman	11.51
11260 - Pruner	15.11
11270 - Tractor Operator	20.25
11330 - Trail Maintenance Worker	16.81
11360 - Window Cleaner	14.92
12000 - Health Occupations	
12010 - Ambulance Driver	23.18
12011 - Breath Alcohol Technician	23.18
12012 - Certified Occupational Therapist Assistant	31.37
12015 - Certified Physical Therapist Assistant	27.46
12020 - Dental Assistant	18.55
12025 - Dental Hygienist	43.63
12030 - EKG Technician	36.07
12035 - Electroneurodiagnostic Technologist	36.07
12040 - Emergency Medical Technician	23.18
12071 - Licensed Practical Nurse I	21.29
12072 - Licensed Practical Nurse II	23.80
12073 - Licensed Practical Nurse III	26.54
12100 - Medical Assistant	16.49
12130 - Medical Laboratory Technician	24.57
12160 - Medical Record Clerk	20.96
12190 - Medical Record Technician	23.44
12195 - Medical Transcriptionist	21.29
12210 - Nuclear Medicine Technologist	52.33
12221 - Nursing Assistant I	12.38
12222 - Nursing Assistant II	13.93
12223 - Nursing Assistant III	15.20
12224 - Nursing Assistant IV	17.06
12235 - Optical Dispenser	22.73
12236 - Optical Technician	21.29
12250 - Pharmacy Technician	17.17
12280 - Phlebotomist	18.71
12305 - Radiologic Technologist	31.83
12311 - Registered Nurse I	29.98
12312 - Registered Nurse II	36.67

12313 - Registered Nurse II Specialist		36.67
12314 - Registered Nurse III		43.96
12315 - Registered Nurse III Anesthetist		43.96
12316 - Registered Nurse IV		53.17
12317 - Scheduler (Drug and Alcohol Testing)		28.72
12320 - Substance Abuse Treatment Counselor		25.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.12
13012 - Exhibits Specialist II		26.16
13013 - Exhibits Specialist III		32.00
13041 - Illustrator I		21.12
13042 - Illustrator II		26.16
13043 - Illustrator III		32.00
13047 - Librarian		28.98
13050 - Library Aide/Clerk		15.88
13054 - Library Information Technology Systems Administrator		26.16
13058 - Library Technician		17.64
13061 - Media Specialist I		18.88
13062 - Media Specialist II		21.12
13063 - Media Specialist III		23.55
13071 - Photographer I		18.88
13072 - Photographer II		21.12
13073 - Photographer III		26.16
13074 - Photographer IV		32.00
13075 - Photographer V		38.72
13090 - Technical Order Library Clerk		17.33
13110 - Video Teleconference Technician		18.88
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.81
14042 - Computer Operator II		19.93
14043 - Computer Operator III		22.21
14044 - Computer Operator IV		24.69
14045 - Computer Operator V		28.56
14071 - Computer Programmer I	(see 1)	24.31
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		17.81
14160 - Personal Computer Support Technician		24.69
14170 - System Support Specialist		31.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.58
15020 - Aircrew Training Devices Instructor (Rated)		43.06
15030 - Air Crew Training Devices Instructor (Pilot)		49.15
15050 - Computer Based Training Specialist / Instructor		35.58
15060 - Educational Technologist		34.29

15070 - Flight Instructor (Pilot) 49.15
15080 - Graphic Artist 23.67
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.61
15086 - Maintenance Test Pilot Rotary Wing 43.61
15088 - Non-Maintenance Test/Co-Pilot 43.61
15090 - Technical Instructor 24.19
15095 - Technical Instructor/Course Developer 29.58
15110 - Test Proctor 19.32
15120 - Tutor 19.32
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.35
16030 - Counter Attendant 13.35
16040 - Dry Cleaner 15.27
16070 - Finisher Flatwork Machine 13.35
16090 - Presser Hand 13.35
16110 - Presser Machine Drycleaning 13.35
16130 - Presser Machine Shirts 13.35
16160 - Presser Machine Wearing Apparel Laundry 13.35
16190 - Sewing Machine Operator 16.15
16220 - Tailor 17.16
16250 - Washer Machine 13.99
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.17
19040 - Tool And Die Maker 26.10
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.46
21030 - Material Coordinator 24.56
21040 - Material Expediter 24.56
21050 - Material Handling Laborer 17.36
21071 - Order Filler 13.95
21080 - Production Line Worker (Food Processing) 19.46
21110 - Shipping Packer 17.16
21130 - Shipping/Receiving Clerk 17.16
21140 - Store Worker I 13.83
21150 - Stock Clerk 18.24
21210 - Tools And Parts Attendant 19.46
21410 - Warehouse Specialist 19.46
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.53
23019 - Aircraft Logs and Records Technician 22.49
23021 - Aircraft Mechanic I 27.10
23022 - Aircraft Mechanic II 28.53
23023 - Aircraft Mechanic III 29.70
23040 - Aircraft Mechanic Helper 19.22
23050 - Aircraft Painter 25.80
23060 - Aircraft Servicer 22.49
23070 - Aircraft Survival Flight Equipment Technician 25.80
23080 - Aircraft Worker 24.13
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.13

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.10
23110 - Appliance Mechanic 22.62
23120 - Bicycle Repairer 18.42
23125 - Cable Splicer 31.59
23130 - Carpenter Maintenance 21.29
23140 - Carpet Layer 21.31
23160 - Electrician Maintenance 26.12
23181 - Electronics Technician Maintenance I 25.73
23182 - Electronics Technician Maintenance II 27.48
23183 - Electronics Technician Maintenance III 29.20
23260 - Fabric Worker 20.52
23290 - Fire Alarm System Mechanic 23.46
23310 - Fire Extinguisher Repairer 18.97
23311 - Fuel Distribution System Mechanic 24.87
23312 - Fuel Distribution System Operator 18.97
23370 - General Maintenance Worker 21.12
23380 - Ground Support Equipment Mechanic 27.10
23381 - Ground Support Equipment Servicer 22.49
23382 - Ground Support Equipment Worker 24.13
23391 - Gunsmith I 18.43
23392 - Gunsmith II 21.32
23393 - Gunsmith III 24.20
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.36
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.79
23430 - Heavy Equipment Mechanic 25.44
23440 - Heavy Equipment Operator 23.37
23460 - Instrument Mechanic 28.48
23465 - Laboratory/Shelter Mechanic 22.78
23470 - Laborer 16.22
23510 - Locksmith 22.78
23530 - Machinery Maintenance Mechanic 29.27
23550 - Machinist Maintenance 22.56
23580 - Maintenance Trades Helper 16.88
23591 - Metrology Technician I 28.48
23592 - Metrology Technician II 29.97
23593 - Metrology Technician III 31.21
23640 - Millwright 24.20
23710 - Office Appliance Repairer 22.76
23760 - Painter Maintenance 20.52
23790 - Pipefitter Maintenance 25.87
23810 - Plumber Maintenance 24.35
23820 - Pneudraulic Systems Mechanic 24.20
23850 - Rigger 24.20
23870 - Scale Mechanic 21.32
23890 - Sheet-Metal Worker Maintenance 24.02
23910 - Small Engine Mechanic 21.31
23931 - Telecommunications Mechanic I 31.14

23932 - Telecommunications Mechanic II	32.77
23950 - Telephone Lineman	25.67
23960 - Welder Combination Maintenance	22.15
23965 - Well Driller	24.18
23970 - Woodcraft Worker	24.20
23980 - Woodworker	18.43
24000 - Personal Needs Occupations	
24550 - Case Manager	16.15
24570 - Child Care Attendant	11.78
24580 - Child Care Center Clerk	14.69
24610 - Chore Aide	12.61
24620 - Family Readiness And Support Services Coordinator	16.15
24630 - Homemaker	16.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.70
25040 - Sewage Plant Operator	26.46
25070 - Stationary Engineer	24.70
25190 - Ventilation Equipment Tender	17.33
25210 - Water Treatment Plant Operator	26.46
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.75
27007 - Baggage Inspector	14.19
27008 - Corrections Officer	24.78
27010 - Court Security Officer	27.27
27030 - Detection Dog Handler	21.32
27040 - Detention Officer	24.78
27070 - Firefighter	29.32
27101 - Guard I	14.19
27102 - Guard II	21.32
27131 - Police Officer I	32.32
27132 - Police Officer II	35.91
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.75
28042 - Carnival Equipment Repairer	17.09
28043 - Carnival Worker	11.75
28210 - Gate Attendant/Gate Tender	18.59
28310 - Lifeguard	12.90
28350 - Park Attendant (Aide)	20.79
28510 - Recreation Aide/Health Facility Attendant	15.17
28515 - Recreation Specialist	23.84
28630 - Sports Official	16.55
28690 - Swimming Pool Operator	19.77
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.50
29020 - Hatch Tender	23.50
29030 - Line Handler	23.50
29041 - Stevedore I	21.91
29042 - Stevedore II	25.48
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.73
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.16
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.21
30021 - Archeological Technician I 19.50
30022 - Archeological Technician II 21.81
30023 - Archeological Technician III 27.02
30030 - Cartographic Technician 27.02
30040 - Civil Engineering Technician 25.54
30051 - Cryogenic Technician I 29.92
30052 - Cryogenic Technician II 33.05
30061 - Drafter/CAD Operator I 19.50
30062 - Drafter/CAD Operator II 21.81
30063 - Drafter/CAD Operator III 24.32
30064 - Drafter/CAD Operator IV 31.50
30081 - Engineering Technician I 18.44
30082 - Engineering Technician II 20.69
30083 - Engineering Technician III 23.15
30084 - Engineering Technician IV 28.69
30085 - Engineering Technician V 35.09
30086 - Engineering Technician VI 42.45
30090 - Environmental Technician 26.95
30095 - Evidence Control Specialist 26.76
30210 - Laboratory Technician 26.53
30221 - Latent Fingerprint Technician I 29.92
30222 - Latent Fingerprint Technician II 32.74
30240 - Mathematical Technician 27.02
30361 - Paralegal/Legal Assistant I 19.46
30362 - Paralegal/Legal Assistant II 24.11
30363 - Paralegal/Legal Assistant III 29.49
30364 - Paralegal/Legal Assistant IV 35.68
30375 - Petroleum Supply Specialist 32.74
30390 - Photo-Optics Technician 26.62
30395 - Radiation Control Technician 32.74
30461 - Technical Writer I 27.02
30462 - Technical Writer II 33.05
30463 - Technical Writer III 39.99
30491 - Unexploded Ordnance (UXO) Technician I 27.79
30492 - Unexploded Ordnance (UXO) Technician II 33.63
30493 - Unexploded Ordnance (UXO) Technician III 40.31
30494 - Unexploded (UXO) Safety Escort 27.79
30495 - Unexploded (UXO) Sweep Personnel 27.79
30501 - Weather Forecaster I 29.92
30502 - Weather Forecaster II 36.06
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.32
30621 - Weather Observer Senior (see 2) 27.02
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.63
31020 - Bus Aide 15.86
31030 - Bus Driver 22.34

31043 - Driver Courier	15.73
31260 - Parking and Lot Attendant	14.26
31290 - Shuttle Bus Driver	17.07
31310 - Taxi Driver	17.16
31361 - Truckdriver Light	17.07
31362 - Truckdriver Medium	19.65
31363 - Truckdriver Heavy	23.99
31364 - Truckdriver Tractor-Trailer	23.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.40
99030 - Cashier	11.78
99050 - Desk Clerk	11.79
99095 - Embalmer	27.79
99130 - Flight Follower	27.79
99251 - Laboratory Animal Caretaker I	15.98
99252 - Laboratory Animal Caretaker II	17.30
99260 - Marketing Analyst	31.44
99310 - Mortician	27.79
99410 - Pest Controller	23.32
99510 - Photofinishing Worker	14.61
99710 - Recycling Laborer	23.76
99711 - Recycling Specialist	28.62
99730 - Refuse Collector	21.36
99810 - Sales Clerk	13.00
99820 - School Crossing Guard	16.71
99830 - Survey Party Chief	30.02
99831 - Surveying Aide	16.66
99832 - Surveying Technician	27.30
99840 - Vending Machine Attendant	19.94
99841 - Vending Machine Repairer	25.04
99842 - Vending Machine Repairer Helper	19.94

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5427
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado County of Pueblo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.50
01012 - Accounting Clerk II		16.27
01013 - Accounting Clerk III		18.21
01020 - Administrative Assistant		23.55
01035 - Court Reporter		17.79
01041 - Customer Service Representative I		11.32
01042 - Customer Service Representative II		12.72
01043 - Customer Service Representative III		13.88
01051 - Data Entry Operator I		13.76
01052 - Data Entry Operator II		15.01
01060 - Dispatcher Motor Vehicle		18.65
01070 - Document Preparation Clerk		14.17
01090 - Duplicating Machine Operator		14.17
01111 - General Clerk I		13.24
01112 - General Clerk II		14.44

01113 - General Clerk III 16.21
01120 - Housing Referral Assistant 19.84
01141 - Messenger Courier 11.55
01191 - Order Clerk I 14.21
01192 - Order Clerk II 15.51
01261 - Personnel Assistant (Employment) I 15.65
01262 - Personnel Assistant (Employment) II 17.51
01263 - Personnel Assistant (Employment) III 19.52
01270 - Production Control Clerk 23.98
01290 - Rental Clerk 14.38
01300 - Scheduler Maintenance 15.90
01311 - Secretary I 15.90
01312 - Secretary II 17.79
01313 - Secretary III 19.84
01320 - Service Order Dispatcher 17.03
01410 - Supply Technician 23.55
01420 - Survey Worker 16.14
01460 - Switchboard Operator/Receptionist 13.73
01531 - Travel Clerk I 12.41
01532 - Travel Clerk II 13.33
01533 - Travel Clerk III 14.07
01611 - Word Processor I 14.17
01612 - Word Processor II 15.90
01613 - Word Processor III 17.79
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.83
05010 - Automotive Electrician 20.69
05040 - Automotive Glass Installer 18.99
05070 - Automotive Worker 18.99
05110 - Mobile Equipment Servicer 15.65
05130 - Motor Equipment Metal Mechanic 20.69
05160 - Motor Equipment Metal Worker 18.99
05190 - Motor Vehicle Mechanic 18.88
05220 - Motor Vehicle Mechanic Helper 14.74
05250 - Motor Vehicle Upholstery Worker 18.68
05280 - Motor Vehicle Wrecker 18.99
05310 - Painter Automotive 20.09
05340 - Radiator Repair Specialist 18.99
05370 - Tire Repairer 13.67
05400 - Transmission Repair Specialist 18.88
07000 - Food Preparation And Service Occupations
07010 - Baker 14.43
07041 - Cook I 12.72
07042 - Cook II 14.68
07070 - Dishwasher 11.50
07130 - Food Service Worker 11.81
07210 - Meat Cutter 16.14
07260 - Waiter/Waitress 10.64
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.64

09040 - Furniture Handler 15.49
09080 - Furniture Refinisher 24.64
09090 - Furniture Refinisher Helper 18.48
09110 - Furniture Repairer Minor 21.58
09130 - Upholsterer 24.64
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.09
11060 - Elevator Operator 13.45
11090 - Gardener 20.63
11122 - Housekeeping Aide 13.45
11150 - Janitor 13.45
11210 - Laborer Grounds Maintenance 16.01
11240 - Maid or Houseman 11.70
11260 - Pruner 15.28
11270 - Tractor Operator 19.05
11330 - Trail Maintenance Worker 16.01
11360 - Window Cleaner 14.14
12000 - Health Occupations
12010 - Ambulance Driver 21.84
12011 - Breath Alcohol Technician 21.09
12012 - Certified Occupational Therapist Assistant 25.46
12015 - Certified Physical Therapist Assistant 25.76
12020 - Dental Assistant 19.00
12025 - Dental Hygienist 36.88
12030 - EKG Technician 32.75
12035 - Electroneurodiagnostic Technologist 32.75
12040 - Emergency Medical Technician 21.84
12071 - Licensed Practical Nurse I 18.85
12072 - Licensed Practical Nurse II 21.09
12073 - Licensed Practical Nurse III 23.50
12100 - Medical Assistant 15.35
12130 - Medical Laboratory Technician 22.37
12160 - Medical Record Clerk 20.46
12190 - Medical Record Technician 22.89
12195 - Medical Transcriptionist 20.46
12210 - Nuclear Medicine Technologist 46.33
12221 - Nursing Assistant I 11.52
12222 - Nursing Assistant II 12.96
12223 - Nursing Assistant III 14.14
12224 - Nursing Assistant IV 15.87
12235 - Optical Dispenser 16.48
12236 - Optical Technician 18.85
12250 - Pharmacy Technician 17.61
12280 - Phlebotomist 16.51
12305 - Radiologic Technologist 31.83
12311 - Registered Nurse I 24.11
12312 - Registered Nurse II 29.50
12313 - Registered Nurse II Specialist 29.50
12314 - Registered Nurse III 35.69
12315 - Registered Nurse III Anesthetist 35.69

12316 - Registered Nurse IV		42.78
12317 - Scheduler (Drug and Alcohol Testing)		26.12
12320 - Substance Abuse Treatment Counselor		24.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.97
13012 - Exhibits Specialist II		27.21
13013 - Exhibits Specialist III		33.29
13041 - Illustrator I		21.97
13042 - Illustrator II		27.21
13043 - Illustrator III		33.29
13047 - Librarian		30.14
13050 - Library Aide/Clerk		17.49
13054 - Library Information Technology Systems Administrator		27.21
13058 - Library Technician		17.23
13061 - Media Specialist I		19.63
13062 - Media Specialist II		21.97
13063 - Media Specialist III		24.48
13071 - Photographer I		19.63
13072 - Photographer II		21.97
13073 - Photographer III		27.21
13074 - Photographer IV		33.29
13075 - Photographer V		40.27
13090 - Technical Order Library Clerk		21.97
13110 - Video Teleconference Technician		19.63
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.25
14042 - Computer Operator II		17.05
14043 - Computer Operator III		19.71
14044 - Computer Operator IV		21.92
14045 - Computer Operator V		24.28
14071 - Computer Programmer I	(see 1)	16.10
14072 - Computer Programmer II	(see 1)	19.95
14073 - Computer Programmer III	(see 1)	24.40
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.25
14160 - Personal Computer Support Technician		21.92
14170 - System Support Specialist		26.71
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.19
15020 - Aircrew Training Devices Instructor (Rated)		34.10
15030 - Air Crew Training Devices Instructor (Pilot)		40.87
15050 - Computer Based Training Specialist / Instructor		28.19
15060 - Educational Technologist		31.01
15070 - Flight Instructor (Pilot)		40.87
15080 - Graphic Artist		26.97
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.87

15086 - Maintenance Test Pilot Rotary Wing 40.87
15088 - Non-Maintenance Test/Co-Pilot 40.87
15090 - Technical Instructor 22.04
15095 - Technical Instructor/Course Developer 26.97
15110 - Test Proctor 18.91
15120 - Tutor 18.91
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.13
16030 - Counter Attendant 13.13
16040 - Dry Cleaner 14.81
16070 - Finisher Flatwork Machine 13.13
16090 - Presser Hand 13.13
16110 - Presser Machine Drycleaning 13.13
16130 - Presser Machine Shirts 13.13
16160 - Presser Machine Wearing Apparel Laundry 13.13
16190 - Sewing Machine Operator 15.65
16220 - Tailor 16.28
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.42
19040 - Tool And Die Maker 31.66
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.43
21030 - Material Coordinator 23.98
21040 - Material Expediter 23.98
21050 - Material Handling Laborer 18.17
21071 - Order Filler 12.61
21080 - Production Line Worker (Food Processing) 18.43
21110 - Shipping Packer 16.86
21130 - Shipping/Receiving Clerk 16.86
21140 - Store Worker I 12.89
21150 - Stock Clerk 15.54
21210 - Tools And Parts Attendant 18.43
21410 - Warehouse Specialist 18.43
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.54
23019 - Aircraft Logs and Records Technician 22.27
23021 - Aircraft Mechanic I 27.00
23022 - Aircraft Mechanic II 28.54
23023 - Aircraft Mechanic III 30.06
23040 - Aircraft Mechanic Helper 19.07
23050 - Aircraft Painter 25.42
23060 - Aircraft Servicer 22.27
23070 - Aircraft Survival Flight Equipment Technician 25.42
23080 - Aircraft Worker 23.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.84
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.00
23110 - Appliance Mechanic 24.72

23120 - Bicycle Repairer 17.01
23125 - Cable Splicer 40.08
23130 - Carpenter Maintenance 20.88
23140 - Carpet Layer 23.84
23160 - Electrician Maintenance 28.27
23181 - Electronics Technician Maintenance I 23.84
23182 - Electronics Technician Maintenance II 25.42
23183 - Electronics Technician Maintenance III 27.00
23260 - Fabric Worker 22.27
23290 - Fire Alarm System Mechanic 27.00
23310 - Fire Extinguisher Repairer 20.65
23311 - Fuel Distribution System Mechanic 28.84
23312 - Fuel Distribution System Operator 22.12
23370 - General Maintenance Worker 18.44
23380 - Ground Support Equipment Mechanic 27.00
23381 - Ground Support Equipment Servicer 22.27
23382 - Ground Support Equipment Worker 23.84
23391 - Gunsmith I 20.65
23392 - Gunsmith II 23.84
23393 - Gunsmith III 27.00
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.33
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.67
23430 - Heavy Equipment Mechanic 26.16
23440 - Heavy Equipment Operator 22.99
23460 - Instrument Mechanic 27.00
23465 - Laboratory/Shelter Mechanic 25.42
23470 - Laborer 18.17
23510 - Locksmith 25.42
23530 - Machinery Maintenance Mechanic 32.38
23550 - Machinist Maintenance 22.37
23580 - Maintenance Trades Helper 19.07
23591 - Metrology Technician I 27.00
23592 - Metrology Technician II 28.54
23593 - Metrology Technician III 30.03
23640 - Millwright 27.00
23710 - Office Appliance Repairer 24.72
23760 - Painter Maintenance 21.95
23790 - Pipefitter Maintenance 24.86
23810 - Plumber Maintenance 23.40
23820 - Pneudraulic Systems Mechanic 27.00
23850 - Rigger 27.00
23870 - Scale Mechanic 23.84
23890 - Sheet-Metal Worker Maintenance 24.90
23910 - Small Engine Mechanic 23.84
23931 - Telecommunications Mechanic I 27.28
23932 - Telecommunications Mechanic II 27.62
23950 - Telephone Lineman 27.00
23960 - Welder Combination Maintenance 23.30

23965 - Well Driller 27.00
23970 - Woodcraft Worker 27.00
23980 - Woodworker 20.65
24000 - Personal Needs Occupations
24550 - Case Manager 16.38
24570 - Child Care Attendant 13.23
24580 - Child Care Center Clerk 16.29
24610 - Chore Aide 11.83
24620 - Family Readiness And Support Services Coordinator 16.38
24630 - Homemaker 16.38
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.84
25040 - Sewage Plant Operator 27.10
25070 - Stationary Engineer 28.94
25190 - Ventilation Equipment Tender 20.52
25210 - Water Treatment Plant Operator 27.10
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.80
27007 - Baggage Inspector 16.28
27008 - Corrections Officer 22.76
27010 - Court Security Officer 26.49
27030 - Detection Dog Handler 18.22
27040 - Detention Officer 22.76
27070 - Firefighter 27.72
27101 - Guard I 16.28
27102 - Guard II 18.22
27131 - Police Officer I 30.79
27132 - Police Officer II 34.22
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.52
28042 - Carnival Equipment Repairer 15.72
28043 - Carnival Worker 11.54
28210 - Gate Attendant/Gate Tender 16.75
28310 - Lifeguard 14.92
28350 - Park Attendant (Aide) 18.74
28510 - Recreation Aide/Health Facility Attendant 13.68
28515 - Recreation Specialist 23.21
28630 - Sports Official 14.92
28690 - Swimming Pool Operator 18.14
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.86
29020 - Hatch Tender 23.86
29030 - Line Handler 23.86
29041 - Stevedore I 22.29
29042 - Stevedore II 25.44
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29

30021 - Archeological Technician I		16.20
30022 - Archeological Technician II		18.12
30023 - Archeological Technician III		22.29
30030 - Cartographic Technician		22.11
30040 - Civil Engineering Technician		23.41
30051 - Cryogenic Technician I		24.13
30052 - Cryogenic Technician II		26.05
30061 - Drafter/CAD Operator I		16.20
30062 - Drafter/CAD Operator II		18.12
30063 - Drafter/CAD Operator III		20.21
30064 - Drafter/CAD Operator IV		24.13
30081 - Engineering Technician I		13.69
30082 - Engineering Technician II		15.36
30083 - Engineering Technician III		17.19
30084 - Engineering Technician IV		21.29
30085 - Engineering Technician V		26.05
30086 - Engineering Technician VI		31.51
30090 - Environmental Technician		23.13
30095 - Evidence Control Specialist		21.29
30210 - Laboratory Technician		21.67
30221 - Latent Fingerprint Technician I		23.58
30222 - Latent Fingerprint Technician II		26.05
30240 - Mathematical Technician		22.11
30361 - Paralegal/Legal Assistant I		18.50
30362 - Paralegal/Legal Assistant II		22.92
30363 - Paralegal/Legal Assistant III		28.03
30364 - Paralegal/Legal Assistant IV		33.92
30375 - Petroleum Supply Specialist		26.05
30390 - Photo-Optics Technician		21.29
30395 - Radiation Control Technician		26.05
30461 - Technical Writer I		21.29
30462 - Technical Writer II		26.05
30463 - Technical Writer III		32.95
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		24.13
30502 - Weather Forecaster II		28.69
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.21
30621 - Weather Observer Senior	(see 2)	21.89
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.45
31030 - Bus Driver		20.08
31043 - Driver Courier		16.20
31260 - Parking and Lot Attendant		12.55
31290 - Shuttle Bus Driver		17.54

31310 - Taxi Driver	14.59
31361 - Truckdriver Light	17.54
31362 - Truckdriver Medium	18.91
31363 - Truckdriver Heavy	21.49
31364 - Truckdriver Tractor-Trailer	21.49
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.56
99050 - Desk Clerk	12.01
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.71
99252 - Laboratory Animal Caretaker II	17.02
99260 - Marketing Analyst	24.17
99310 - Mortician	25.35
99410 - Pest Controller	19.73
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.20
99711 - Recycling Specialist	16.90
99730 - Refuse Collector	13.55
99810 - Sales Clerk	12.35
99820 - School Crossing Guard	14.70
99830 - Survey Party Chief	18.09
99831 - Surveying Aide	13.07
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	16.90
99841 - Vending Machine Repairer	21.12
99842 - Vending Machine Repairer Helper	16.90

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5428
Revision No.: 13
Date Of Last Revision: 07/08/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado County of Pueblo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.50
01012 - Accounting Clerk II		16.27
01013 - Accounting Clerk III		18.21
01020 - Administrative Assistant		23.55
01035 - Court Reporter		17.79
01041 - Customer Service Representative I		11.32
01042 - Customer Service Representative II		12.72
01043 - Customer Service Representative III		13.88
01051 - Data Entry Operator I		13.76
01052 - Data Entry Operator II		15.01
01060 - Dispatcher Motor Vehicle		18.65
01070 - Document Preparation Clerk		14.17

01090 - Duplicating Machine Operator 14.17
01111 - General Clerk I 13.24
01112 - General Clerk II 14.44
01113 - General Clerk III 16.21
01120 - Housing Referral Assistant 19.84
01141 - Messenger Courier 11.55
01191 - Order Clerk I 14.21
01192 - Order Clerk II 15.51
01261 - Personnel Assistant (Employment) I 15.65
01262 - Personnel Assistant (Employment) II 17.51
01263 - Personnel Assistant (Employment) III 19.52
01270 - Production Control Clerk 23.98
01290 - Rental Clerk 14.38
01300 - Scheduler Maintenance 15.90
01311 - Secretary I 15.90
01312 - Secretary II 17.79
01313 - Secretary III 19.84
01320 - Service Order Dispatcher 17.03
01410 - Supply Technician 23.55
01420 - Survey Worker 16.14
01460 - Switchboard Operator/Receptionist 13.73
01531 - Travel Clerk I 12.41
01532 - Travel Clerk II 13.33
01533 - Travel Clerk III 14.07
01611 - Word Processor I 14.17
01612 - Word Processor II 15.90
01613 - Word Processor III 17.79
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.83
05010 - Automotive Electrician 20.69
05040 - Automotive Glass Installer 18.99
05070 - Automotive Worker 18.99
05110 - Mobile Equipment Servicer 15.65
05130 - Motor Equipment Metal Mechanic 20.69
05160 - Motor Equipment Metal Worker 18.99
05190 - Motor Vehicle Mechanic 18.88
05220 - Motor Vehicle Mechanic Helper 14.74
05250 - Motor Vehicle Upholstery Worker 18.68
05280 - Motor Vehicle Wrecker 18.99
05310 - Painter Automotive 20.09
05340 - Radiator Repair Specialist 18.99
05370 - Tire Repairer 13.67
05400 - Transmission Repair Specialist 18.88
07000 - Food Preparation And Service Occupations
07010 - Baker 14.43
07041 - Cook I 12.72
07042 - Cook II 14.68
07070 - Dishwasher 11.50
07130 - Food Service Worker 11.81
07210 - Meat Cutter 16.14

07260 - Waiter/Waitress	10.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.64
09040 - Furniture Handler	15.49
09080 - Furniture Refinisher	24.64
09090 - Furniture Refinisher Helper	18.48
09110 - Furniture Repairer Minor	21.58
09130 - Upholsterer	24.64
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.09
11060 - Elevator Operator	13.45
11090 - Gardener	20.63
11122 - Housekeeping Aide	13.45
11150 - Janitor	13.45
11210 - Laborer Grounds Maintenance	16.01
11240 - Maid or Houseman	11.70
11260 - Pruner	15.28
11270 - Tractor Operator	19.05
11330 - Trail Maintenance Worker	16.01
11360 - Window Cleaner	14.14
12000 - Health Occupations	
12010 - Ambulance Driver	21.84
12011 - Breath Alcohol Technician	21.09
12012 - Certified Occupational Therapist Assistant	25.46
12015 - Certified Physical Therapist Assistant	25.76
12020 - Dental Assistant	19.00
12025 - Dental Hygienist	36.88
12030 - EKG Technician	32.75
12035 - Electroneurodiagnostic Technologist	32.75
12040 - Emergency Medical Technician	21.84
12071 - Licensed Practical Nurse I	18.85
12072 - Licensed Practical Nurse II	21.09
12073 - Licensed Practical Nurse III	23.50
12100 - Medical Assistant	15.35
12130 - Medical Laboratory Technician	22.37
12160 - Medical Record Clerk	20.46
12190 - Medical Record Technician	22.89
12195 - Medical Transcriptionist	20.46
12210 - Nuclear Medicine Technologist	46.33
12221 - Nursing Assistant I	11.52
12222 - Nursing Assistant II	12.96
12223 - Nursing Assistant III	14.14
12224 - Nursing Assistant IV	15.87
12235 - Optical Dispenser	16.48
12236 - Optical Technician	18.85
12250 - Pharmacy Technician	17.61
12280 - Phlebotomist	16.51
12305 - Radiologic Technologist	31.83
12311 - Registered Nurse I	24.11
12312 - Registered Nurse II	29.50

12313 - Registered Nurse II Specialist		29.50
12314 - Registered Nurse III		35.69
12315 - Registered Nurse III Anesthetist		35.69
12316 - Registered Nurse IV		42.78
12317 - Scheduler (Drug and Alcohol Testing)		26.12
12320 - Substance Abuse Treatment Counselor		24.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.97
13012 - Exhibits Specialist II		27.21
13013 - Exhibits Specialist III		33.29
13041 - Illustrator I		21.97
13042 - Illustrator II		27.21
13043 - Illustrator III		33.29
13047 - Librarian		30.14
13050 - Library Aide/Clerk		17.49
13054 - Library Information Technology Systems Administrator		27.21
13058 - Library Technician		17.23
13061 - Media Specialist I		19.63
13062 - Media Specialist II		21.97
13063 - Media Specialist III		24.48
13071 - Photographer I		19.63
13072 - Photographer II		21.97
13073 - Photographer III		27.21
13074 - Photographer IV		33.29
13075 - Photographer V		40.27
13090 - Technical Order Library Clerk		21.97
13110 - Video Teleconference Technician		19.63
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.25
14042 - Computer Operator II		17.05
14043 - Computer Operator III		19.71
14044 - Computer Operator IV		21.92
14045 - Computer Operator V		24.28
14071 - Computer Programmer I	(see 1)	16.10
14072 - Computer Programmer II	(see 1)	19.95
14073 - Computer Programmer III	(see 1)	24.40
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.25
14160 - Personal Computer Support Technician		21.92
14170 - System Support Specialist		26.71
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.19
15020 - Aircrew Training Devices Instructor (Rated)		34.10
15030 - Air Crew Training Devices Instructor (Pilot)		40.87
15050 - Computer Based Training Specialist / Instructor		28.19
15060 - Educational Technologist		31.01

15070 - Flight Instructor (Pilot) 40.87
15080 - Graphic Artist 26.97
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.87
15086 - Maintenance Test Pilot Rotary Wing 40.87
15088 - Non-Maintenance Test/Co-Pilot 40.87
15090 - Technical Instructor 22.04
15095 - Technical Instructor/Course Developer 26.97
15110 - Test Proctor 18.91
15120 - Tutor 18.91
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.13
16030 - Counter Attendant 13.13
16040 - Dry Cleaner 14.81
16070 - Finisher Flatwork Machine 13.13
16090 - Presser Hand 13.13
16110 - Presser Machine Drycleaning 13.13
16130 - Presser Machine Shirts 13.13
16160 - Presser Machine Wearing Apparel Laundry 13.13
16190 - Sewing Machine Operator 15.65
16220 - Tailor 16.28
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.42
19040 - Tool And Die Maker 31.66
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.43
21030 - Material Coordinator 23.98
21040 - Material Expediter 23.98
21050 - Material Handling Laborer 18.17
21071 - Order Filler 12.61
21080 - Production Line Worker (Food Processing) 18.43
21110 - Shipping Packer 16.86
21130 - Shipping/Receiving Clerk 16.86
21140 - Store Worker I 12.89
21150 - Stock Clerk 15.54
21210 - Tools And Parts Attendant 18.43
21410 - Warehouse Specialist 18.43
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.54
23019 - Aircraft Logs and Records Technician 22.27
23021 - Aircraft Mechanic I 27.00
23022 - Aircraft Mechanic II 28.54
23023 - Aircraft Mechanic III 30.06
23040 - Aircraft Mechanic Helper 19.07
23050 - Aircraft Painter 25.42
23060 - Aircraft Servicer 22.27
23070 - Aircraft Survival Flight Equipment Technician 25.42
23080 - Aircraft Worker 23.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.84

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.00
23110 - Appliance Mechanic 24.72
23120 - Bicycle Repairer 17.01
23125 - Cable Splicer 40.08
23130 - Carpenter Maintenance 20.88
23140 - Carpet Layer 23.84
23160 - Electrician Maintenance 28.27
23181 - Electronics Technician Maintenance I 23.84
23182 - Electronics Technician Maintenance II 25.42
23183 - Electronics Technician Maintenance III 27.00
23260 - Fabric Worker 22.27
23290 - Fire Alarm System Mechanic 27.00
23310 - Fire Extinguisher Repairer 20.65
23311 - Fuel Distribution System Mechanic 28.84
23312 - Fuel Distribution System Operator 22.12
23370 - General Maintenance Worker 18.44
23380 - Ground Support Equipment Mechanic 27.00
23381 - Ground Support Equipment Servicer 22.27
23382 - Ground Support Equipment Worker 23.84
23391 - Gunsmith I 20.65
23392 - Gunsmith II 23.84
23393 - Gunsmith III 27.00
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.33
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.67
23430 - Heavy Equipment Mechanic 26.16
23440 - Heavy Equipment Operator 22.99
23460 - Instrument Mechanic 27.00
23465 - Laboratory/Shelter Mechanic 25.42
23470 - Laborer 18.17
23510 - Locksmith 25.42
23530 - Machinery Maintenance Mechanic 32.38
23550 - Machinist Maintenance 22.37
23580 - Maintenance Trades Helper 19.07
23591 - Metrology Technician I 27.00
23592 - Metrology Technician II 28.54
23593 - Metrology Technician III 30.03
23640 - Millwright 27.00
23710 - Office Appliance Repairer 24.72
23760 - Painter Maintenance 21.95
23790 - Pipefitter Maintenance 24.86
23810 - Plumber Maintenance 23.40
23820 - Pneudraulic Systems Mechanic 27.00
23850 - Rigger 27.00
23870 - Scale Mechanic 23.84
23890 - Sheet-Metal Worker Maintenance 24.90
23910 - Small Engine Mechanic 23.84
23931 - Telecommunications Mechanic I 27.28

23932 - Telecommunications Mechanic II 27.62
23950 - Telephone Lineman 27.00
23960 - Welder Combination Maintenance 23.30
23965 - Well Driller 27.00
23970 - Woodcraft Worker 27.00
23980 - Woodworker 20.65
24000 - Personal Needs Occupations
24550 - Case Manager 16.38
24570 - Child Care Attendant 13.23
24580 - Child Care Center Clerk 16.29
24610 - Chore Aide 11.83
24620 - Family Readiness And Support Services Coordinator 16.38
24630 - Homemaker 16.38
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.84
25040 - Sewage Plant Operator 27.10
25070 - Stationary Engineer 28.94
25190 - Ventilation Equipment Tender 20.52
25210 - Water Treatment Plant Operator 27.10
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.80
27007 - Baggage Inspector 16.28
27008 - Corrections Officer 22.76
27010 - Court Security Officer 26.49
27030 - Detection Dog Handler 18.22
27040 - Detention Officer 22.76
27070 - Firefighter 27.72
27101 - Guard I 16.28
27102 - Guard II 18.22
27131 - Police Officer I 30.79
27132 - Police Officer II 34.22
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.52
28042 - Carnival Equipment Repairer 15.72
28043 - Carnival Worker 11.54
28210 - Gate Attendant/Gate Tender 16.75
28310 - Lifeguard 14.92
28350 - Park Attendant (Aide) 18.74
28510 - Recreation Aide/Health Facility Attendant 13.68
28515 - Recreation Specialist 23.21
28630 - Sports Official 14.92
28690 - Swimming Pool Operator 18.14
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.86
29020 - Hatch Tender 23.86
29030 - Line Handler 23.86
29041 - Stevedore I 22.29
29042 - Stevedore II 25.44
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.20
30022 - Archeological Technician II 18.12
30023 - Archeological Technician III 22.29
30030 - Cartographic Technician 22.11
30040 - Civil Engineering Technician 23.41
30051 - Cryogenic Technician I 24.13
30052 - Cryogenic Technician II 26.05
30061 - Drafter/CAD Operator I 16.20
30062 - Drafter/CAD Operator II 18.12
30063 - Drafter/CAD Operator III 20.21
30064 - Drafter/CAD Operator IV 24.13
30081 - Engineering Technician I 13.69
30082 - Engineering Technician II 15.36
30083 - Engineering Technician III 17.19
30084 - Engineering Technician IV 21.29
30085 - Engineering Technician V 26.05
30086 - Engineering Technician VI 31.51
30090 - Environmental Technician 23.13
30095 - Evidence Control Specialist 21.29
30210 - Laboratory Technician 21.67
30221 - Latent Fingerprint Technician I 23.58
30222 - Latent Fingerprint Technician II 26.05
30240 - Mathematical Technician 22.11
30361 - Paralegal/Legal Assistant I 18.50
30362 - Paralegal/Legal Assistant II 22.92
30363 - Paralegal/Legal Assistant III 28.03
30364 - Paralegal/Legal Assistant IV 33.92
30375 - Petroleum Supply Specialist 26.05
30390 - Photo-Optics Technician 21.29
30395 - Radiation Control Technician 26.05
30461 - Technical Writer I 21.29
30462 - Technical Writer II 26.05
30463 - Technical Writer III 32.95
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 24.13
30502 - Weather Forecaster II 28.69
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.21
30621 - Weather Observer Senior (see 2) 21.89
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.45
31030 - Bus Driver 20.08

31043 - Driver Courier	16.20
31260 - Parking and Lot Attendant	12.55
31290 - Shuttle Bus Driver	17.54
31310 - Taxi Driver	14.59
31361 - Truckdriver Light	17.54
31362 - Truckdriver Medium	18.91
31363 - Truckdriver Heavy	21.49
31364 - Truckdriver Tractor-Trailer	21.49
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.56
99050 - Desk Clerk	12.01
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.71
99252 - Laboratory Animal Caretaker II	17.02
99260 - Marketing Analyst	24.17
99310 - Mortician	25.35
99410 - Pest Controller	19.73
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.20
99711 - Recycling Specialist	16.90
99730 - Refuse Collector	13.55
99810 - Sales Clerk	12.35
99820 - School Crossing Guard	14.70
99830 - Survey Party Chief	18.09
99831 - Surveying Aide	13.07
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	16.90
99841 - Vending Machine Repairer	21.12
99842 - Vending Machine Repairer Helper	16.90

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5429
Revision No.: 16
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado Counties of Cheyenne Kit Carson Lincoln

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.38
01012 - Accounting Clerk II		16.14
01013 - Accounting Clerk III		18.06
01020 - Administrative Assistant		22.17
01035 - Court Reporter		20.06
01041 - Customer Service Representative I		13.23
01042 - Customer Service Representative II		14.88
01043 - Customer Service Representative III		16.24
01051 - Data Entry Operator I		12.61
01052 - Data Entry Operator II		13.76
01060 - Dispatcher Motor Vehicle		17.30
01070 - Document Preparation Clerk		14.18
01090 - Duplicating Machine Operator		14.18
01111 - General Clerk I		13.14
01112 - General Clerk II		14.34

01113 - General Clerk III 16.10
01120 - Housing Referral Assistant 19.86
01141 - Messenger Courier 12.32
01191 - Order Clerk I 16.09
01192 - Order Clerk II 17.55
01261 - Personnel Assistant (Employment) I 17.50
01262 - Personnel Assistant (Employment) II 19.58
01263 - Personnel Assistant (Employment) III 21.82
01270 - Production Control Clerk 23.55
01290 - Rental Clerk 12.36
01300 - Scheduler Maintenance 15.92
01311 - Secretary I 15.92
01312 - Secretary II 17.82
01313 - Secretary III 19.86
01320 - Service Order Dispatcher 15.09
01410 - Supply Technician 22.17
01420 - Survey Worker 15.38
01460 - Switchboard Operator/Receptionist 13.34
01531 - Travel Clerk I 12.41
01532 - Travel Clerk II 13.33
01533 - Travel Clerk III 14.07
01611 - Word Processor I 14.44
01612 - Word Processor II 16.28
01613 - Word Processor III 18.20
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.23
05010 - Automotive Electrician 17.73
05040 - Automotive Glass Installer 16.68
05070 - Automotive Worker 16.68
05110 - Mobile Equipment Servicer 14.60
05130 - Motor Equipment Metal Mechanic 18.76
05160 - Motor Equipment Metal Worker 16.68
05190 - Motor Vehicle Mechanic 20.25
05220 - Motor Vehicle Mechanic Helper 15.76
05250 - Motor Vehicle Upholstery Worker 16.34
05280 - Motor Vehicle Wrecker 17.51
05310 - Painter Automotive 18.54
05340 - Radiator Repair Specialist 17.41
05370 - Tire Repairer 13.54
05400 - Transmission Repair Specialist 20.25
07000 - Food Preparation And Service Occupations
07010 - Baker 16.36
07041 - Cook I 12.63
07042 - Cook II 14.63
07070 - Dishwasher 11.34
07130 - Food Service Worker 11.81
07210 - Meat Cutter 16.50
07260 - Waiter/Waitress 10.64
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.59

09040 - Furniture Handler 14.64
09080 - Furniture Refinisher 22.70
09090 - Furniture Refinisher Helper 17.54
09110 - Furniture Repairer Minor 20.58
09130 - Upholsterer 22.70
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.91
11060 - Elevator Operator 12.75
11090 - Gardener 19.73
11122 - Housekeeping Aide 12.75
11150 - Janitor 12.75
11210 - Laborer Grounds Maintenance 15.16
11240 - Maid or Houseman 11.70
11260 - Pruner 14.03
11270 - Tractor Operator 18.16
11330 - Trail Maintenance Worker 15.16
11360 - Window Cleaner 13.78
12000 - Health Occupations
12010 - Ambulance Driver 17.08
12011 - Breath Alcohol Technician 19.39
12012 - Certified Occupational Therapist Assistant 26.59
12015 - Certified Physical Therapist Assistant 28.30
12020 - Dental Assistant 16.47
12025 - Dental Hygienist 39.70
12030 - EKG Technician 29.37
12035 - Electroneurodiagnostic Technologist 29.37
12040 - Emergency Medical Technician 17.08
12071 - Licensed Practical Nurse I 17.32
12072 - Licensed Practical Nurse II 19.39
12073 - Licensed Practical Nurse III 21.61
12100 - Medical Assistant 14.87
12130 - Medical Laboratory Technician 25.53
12160 - Medical Record Clerk 16.30
12190 - Medical Record Technician 18.24
12195 - Medical Transcriptionist 17.32
12210 - Nuclear Medicine Technologist 42.59
12221 - Nursing Assistant I 11.61
12222 - Nursing Assistant II 13.05
12223 - Nursing Assistant III 14.24
12224 - Nursing Assistant IV 15.98
12235 - Optical Dispenser 16.50
12236 - Optical Technician 17.32
12250 - Pharmacy Technician 15.97
12280 - Phlebotomist 16.05
12305 - Radiologic Technologist 29.69
12311 - Registered Nurse I 23.18
12312 - Registered Nurse II 28.35
12313 - Registered Nurse II Specialist 28.35
12314 - Registered Nurse III 34.40
12315 - Registered Nurse III Anesthetist 34.40

12316 - Registered Nurse IV		41.10
12317 - Scheduler (Drug and Alcohol Testing)		24.01
12320 - Substance Abuse Treatment Counselor		24.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.97
13012 - Exhibits Specialist II		25.98
13013 - Exhibits Specialist III		31.78
13041 - Illustrator I		23.47
13042 - Illustrator II		28.58
13043 - Illustrator III		34.95
13047 - Librarian		31.65
13050 - Library Aide/Clerk		15.84
13054 - Library Information Technology Systems Administrator		28.58
13058 - Library Technician		13.92
13061 - Media Specialist I		17.94
13062 - Media Specialist II		20.07
13063 - Media Specialist III		22.37
13071 - Photographer I		16.95
13072 - Photographer II		18.97
13073 - Photographer III		23.50
13074 - Photographer IV		28.73
13075 - Photographer V		34.77
13090 - Technical Order Library Clerk		15.88
13110 - Video Teleconference Technician		19.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.00
14042 - Computer Operator II		16.08
14043 - Computer Operator III		18.14
14044 - Computer Operator IV		20.15
14045 - Computer Operator V		23.51
14071 - Computer Programmer I	(see 1)	27.57
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		14.00
14160 - Personal Computer Support Technician		20.15
14170 - System Support Specialist		23.51
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.70
15020 - Aircrew Training Devices Instructor (Rated)		35.93
15030 - Air Crew Training Devices Instructor (Pilot)		43.07
15050 - Computer Based Training Specialist / Instructor		29.70
15060 - Educational Technologist		32.81
15070 - Flight Instructor (Pilot)		43.07
15080 - Graphic Artist		29.85
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.07

15086 - Maintenance Test Pilot Rotary Wing 43.07
15088 - Non-Maintenance Test/Co-Pilot 43.07
15090 - Technical Instructor 24.40
15095 - Technical Instructor/Course Developer 29.85
15110 - Test Proctor 19.70
15120 - Tutor 19.70
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.13
16030 - Counter Attendant 13.13
16040 - Dry Cleaner 15.02
16070 - Finisher Flatwork Machine 13.13
16090 - Presser Hand 13.13
16110 - Presser Machine Drycleaning 13.13
16130 - Presser Machine Shirts 13.13
16160 - Presser Machine Wearing Apparel Laundry 13.13
16190 - Sewing Machine Operator 15.65
16220 - Tailor 16.28
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.55
19040 - Tool And Die Maker 29.07
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.59
21030 - Material Coordinator 23.55
21040 - Material Expediter 23.55
21050 - Material Handling Laborer 14.60
21071 - Order Filler 13.00
21080 - Production Line Worker (Food Processing) 14.59
21110 - Shipping Packer 15.00
21130 - Shipping/Receiving Clerk 15.00
21140 - Store Worker I 13.19
21150 - Stock Clerk 16.65
21210 - Tools And Parts Attendant 14.59
21410 - Warehouse Specialist 14.59
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.96
23019 - Aircraft Logs and Records Technician 20.92
23021 - Aircraft Mechanic I 25.51
23022 - Aircraft Mechanic II 26.96
23023 - Aircraft Mechanic III 28.31
23040 - Aircraft Mechanic Helper 18.19
23050 - Aircraft Painter 23.96
23060 - Aircraft Servicer 20.92
23070 - Aircraft Survival Flight Equipment Technician 23.96
23080 - Aircraft Worker 22.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.45
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.51
23110 - Appliance Mechanic 23.55

23120 - Bicycle Repairer 18.90
23125 - Cable Splicer 38.39
23130 - Carpenter Maintenance 22.39
23140 - Carpet Layer 22.07
23160 - Electrician Maintenance 24.13
23181 - Electronics Technician Maintenance I 25.03
23182 - Electronics Technician Maintenance II 26.70
23183 - Electronics Technician Maintenance III 28.44
23260 - Fabric Worker 20.58
23290 - Fire Alarm System Mechanic 25.08
23310 - Fire Extinguisher Repairer 19.05
23311 - Fuel Distribution System Mechanic 31.58
23312 - Fuel Distribution System Operator 23.00
23370 - General Maintenance Worker 16.10
23380 - Ground Support Equipment Mechanic 25.51
23381 - Ground Support Equipment Servicer 20.92
23382 - Ground Support Equipment Worker 22.45
23391 - Gunsmith I 19.05
23392 - Gunsmith II 22.07
23393 - Gunsmith III 25.08
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.23
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.49
23430 - Heavy Equipment Mechanic 22.10
23440 - Heavy Equipment Operator 20.16
23460 - Instrument Mechanic 25.08
23465 - Laboratory/Shelter Mechanic 23.55
23470 - Laborer 14.60
23510 - Locksmith 23.55
23530 - Machinery Maintenance Mechanic 25.33
23550 - Machinist Maintenance 19.20
23580 - Maintenance Trades Helper 17.54
23591 - Metrology Technician I 25.08
23592 - Metrology Technician II 26.51
23593 - Metrology Technician III 27.84
23640 - Millwright 25.08
23710 - Office Appliance Repairer 21.62
23760 - Painter Maintenance 21.57
23790 - Pipefitter Maintenance 25.49
23810 - Plumber Maintenance 23.94
23820 - Pneudraulic Systems Mechanic 25.08
23850 - Rigger 25.08
23870 - Scale Mechanic 22.07
23890 - Sheet-Metal Worker Maintenance 25.08
23910 - Small Engine Mechanic 19.14
23931 - Telecommunications Mechanic I 29.58
23932 - Telecommunications Mechanic II 31.27
23950 - Telephone Lineman 23.03
23960 - Welder Combination Maintenance 18.50

23965 - Well Driller	25.08
23970 - Woodcraft Worker	25.08
23980 - Woodworker	19.05
24000 - Personal Needs Occupations	
24550 - Case Manager	16.27
24570 - Child Care Attendant	11.40
24580 - Child Care Center Clerk	14.22
24610 - Chore Aide	11.55
24620 - Family Readiness And Support Services Coordinator	16.27
24630 - Homemaker	17.07
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.08
25040 - Sewage Plant Operator	21.66
25070 - Stationary Engineer	25.08
25190 - Ventilation Equipment Tender	17.54
25210 - Water Treatment Plant Operator	21.66
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.55
27007 - Baggage Inspector	15.11
27008 - Corrections Officer	22.41
27010 - Court Security Officer	20.85
27030 - Detection Dog Handler	16.90
27040 - Detention Officer	22.41
27070 - Firefighter	21.35
27101 - Guard I	15.11
27102 - Guard II	16.90
27131 - Police Officer I	22.77
27132 - Police Officer II	23.92
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.96
28042 - Carnival Equipment Repairer	17.34
28043 - Carnival Worker	12.31
28210 - Gate Attendant/Gate Tender	14.85
28310 - Lifeguard	12.74
28350 - Park Attendant (Aide)	16.62
28510 - Recreation Aide/Health Facility Attendant	14.40
28515 - Recreation Specialist	19.81
28630 - Sports Official	13.23
28690 - Swimming Pool Operator	20.09
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.07
29020 - Hatch Tender	22.07
29030 - Line Handler	22.07
29041 - Stevedore I	20.58
29042 - Stevedore II	23.55
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		19.31
30022 - Archeological Technician II		21.70
30023 - Archeological Technician III		22.21
30030 - Cartographic Technician		26.27
30040 - Civil Engineering Technician		25.49
30051 - Cryogenic Technician I		21.00
30052 - Cryogenic Technician II		23.19
30061 - Drafter/CAD Operator I		19.31
30062 - Drafter/CAD Operator II		21.70
30063 - Drafter/CAD Operator III		24.08
30064 - Drafter/CAD Operator IV		29.62
30081 - Engineering Technician I		16.63
30082 - Engineering Technician II		18.67
30083 - Engineering Technician III		20.87
30084 - Engineering Technician IV		25.86
30085 - Engineering Technician V		31.64
30086 - Engineering Technician VI		38.28
30090 - Environmental Technician		26.27
30095 - Evidence Control Specialist		18.96
30210 - Laboratory Technician		19.72
30221 - Latent Fingerprint Technician I		21.00
30222 - Latent Fingerprint Technician II		23.19
30240 - Mathematical Technician		26.27
30361 - Paralegal/Legal Assistant I		19.49
30362 - Paralegal/Legal Assistant II		24.14
30363 - Paralegal/Legal Assistant III		29.53
30364 - Paralegal/Legal Assistant IV		35.73
30375 - Petroleum Supply Specialist		23.19
30390 - Photo-Optics Technician		26.27
30395 - Radiation Control Technician		23.19
30461 - Technical Writer I		21.64
30462 - Technical Writer II		26.47
30463 - Technical Writer III		32.02
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		23.10
30502 - Weather Forecaster II		28.09
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.08
30621 - Weather Observer Senior	(see 2)	25.49
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.09
31030 - Bus Driver		19.82
31043 - Driver Courier		15.74
31260 - Parking and Lot Attendant		12.71
31290 - Shuttle Bus Driver		17.11

31310 - Taxi Driver	13.88
31361 - Truckdriver Light	17.11
31362 - Truckdriver Medium	18.47
31363 - Truckdriver Heavy	20.64
31364 - Truckdriver Tractor-Trailer	20.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.70
99050 - Desk Clerk	11.65
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.16
99252 - Laboratory Animal Caretaker II	19.73
99260 - Marketing Analyst	26.26
99310 - Mortician	25.35
99410 - Pest Controller	21.31
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.45
99711 - Recycling Specialist	19.34
99730 - Refuse Collector	14.92
99810 - Sales Clerk	12.53
99820 - School Crossing Guard	14.32
99830 - Survey Party Chief	22.67
99831 - Surveying Aide	16.22
99832 - Surveying Technician	20.94
99840 - Vending Machine Attendant	18.16
99841 - Vending Machine Repairer	22.86
99842 - Vending Machine Repairer Helper	18.16

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5430
Revision No.: 16
Date Of Last Revision: 06/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado Counties of Cheyenne Kit Carson Lincoln

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.38
01012 - Accounting Clerk II		16.14
01013 - Accounting Clerk III		18.06
01020 - Administrative Assistant		22.17
01035 - Court Reporter		20.06
01041 - Customer Service Representative I		13.23
01042 - Customer Service Representative II		14.88
01043 - Customer Service Representative III		16.24
01051 - Data Entry Operator I		12.61
01052 - Data Entry Operator II		13.76
01060 - Dispatcher Motor Vehicle		17.30
01070 - Document Preparation Clerk		14.18

01090 - Duplicating Machine Operator 14.18
01111 - General Clerk I 13.14
01112 - General Clerk II 14.34
01113 - General Clerk III 16.10
01120 - Housing Referral Assistant 19.86
01141 - Messenger Courier 12.32
01191 - Order Clerk I 16.09
01192 - Order Clerk II 17.55
01261 - Personnel Assistant (Employment) I 17.50
01262 - Personnel Assistant (Employment) II 19.58
01263 - Personnel Assistant (Employment) III 21.82
01270 - Production Control Clerk 23.55
01290 - Rental Clerk 12.36
01300 - Scheduler Maintenance 15.92
01311 - Secretary I 15.92
01312 - Secretary II 17.82
01313 - Secretary III 19.86
01320 - Service Order Dispatcher 15.09
01410 - Supply Technician 22.17
01420 - Survey Worker 15.38
01460 - Switchboard Operator/Receptionist 13.34
01531 - Travel Clerk I 12.41
01532 - Travel Clerk II 13.33
01533 - Travel Clerk III 14.07
01611 - Word Processor I 14.44
01612 - Word Processor II 16.28
01613 - Word Processor III 18.20
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.23
05010 - Automotive Electrician 17.73
05040 - Automotive Glass Installer 16.68
05070 - Automotive Worker 16.68
05110 - Mobile Equipment Servicer 14.60
05130 - Motor Equipment Metal Mechanic 18.76
05160 - Motor Equipment Metal Worker 16.68
05190 - Motor Vehicle Mechanic 20.25
05220 - Motor Vehicle Mechanic Helper 15.76
05250 - Motor Vehicle Upholstery Worker 16.34
05280 - Motor Vehicle Wrecker 17.51
05310 - Painter Automotive 18.54
05340 - Radiator Repair Specialist 17.41
05370 - Tire Repairer 13.54
05400 - Transmission Repair Specialist 20.25
07000 - Food Preparation And Service Occupations
07010 - Baker 16.36
07041 - Cook I 12.63
07042 - Cook II 14.63
07070 - Dishwasher 11.34
07130 - Food Service Worker 11.81
07210 - Meat Cutter 16.50

07260 - Waiter/Waitress	10.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.59
09040 - Furniture Handler	14.64
09080 - Furniture Refinisher	22.70
09090 - Furniture Refinisher Helper	17.54
09110 - Furniture Repairer Minor	20.58
09130 - Upholsterer	22.70
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.91
11060 - Elevator Operator	12.75
11090 - Gardener	19.73
11122 - Housekeeping Aide	12.75
11150 - Janitor	12.75
11210 - Laborer Grounds Maintenance	15.16
11240 - Maid or Houseman	11.70
11260 - Pruner	14.03
11270 - Tractor Operator	18.16
11330 - Trail Maintenance Worker	15.16
11360 - Window Cleaner	13.78
12000 - Health Occupations	
12010 - Ambulance Driver	17.08
12011 - Breath Alcohol Technician	19.39
12012 - Certified Occupational Therapist Assistant	26.59
12015 - Certified Physical Therapist Assistant	28.30
12020 - Dental Assistant	16.47
12025 - Dental Hygienist	39.70
12030 - EKG Technician	29.37
12035 - Electroneurodiagnostic Technologist	29.37
12040 - Emergency Medical Technician	17.08
12071 - Licensed Practical Nurse I	17.32
12072 - Licensed Practical Nurse II	19.39
12073 - Licensed Practical Nurse III	21.61
12100 - Medical Assistant	14.87
12130 - Medical Laboratory Technician	25.53
12160 - Medical Record Clerk	16.30
12190 - Medical Record Technician	18.24
12195 - Medical Transcriptionist	17.32
12210 - Nuclear Medicine Technologist	42.59
12221 - Nursing Assistant I	11.61
12222 - Nursing Assistant II	13.05
12223 - Nursing Assistant III	14.24
12224 - Nursing Assistant IV	15.98
12235 - Optical Dispenser	16.50
12236 - Optical Technician	17.32
12250 - Pharmacy Technician	15.97
12280 - Phlebotomist	16.05
12305 - Radiologic Technologist	29.69
12311 - Registered Nurse I	23.18
12312 - Registered Nurse II	28.35

12313 - Registered Nurse II Specialist		28.35
12314 - Registered Nurse III		34.40
12315 - Registered Nurse III Anesthetist		34.40
12316 - Registered Nurse IV		41.10
12317 - Scheduler (Drug and Alcohol Testing)		24.01
12320 - Substance Abuse Treatment Counselor		24.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.97
13012 - Exhibits Specialist II		25.98
13013 - Exhibits Specialist III		31.78
13041 - Illustrator I		23.47
13042 - Illustrator II		28.58
13043 - Illustrator III		34.95
13047 - Librarian		31.65
13050 - Library Aide/Clerk		15.84
13054 - Library Information Technology Systems Administrator		28.58
13058 - Library Technician		13.92
13061 - Media Specialist I		17.94
13062 - Media Specialist II		20.07
13063 - Media Specialist III		22.37
13071 - Photographer I		16.95
13072 - Photographer II		18.97
13073 - Photographer III		23.50
13074 - Photographer IV		28.73
13075 - Photographer V		34.77
13090 - Technical Order Library Clerk		15.88
13110 - Video Teleconference Technician		19.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.00
14042 - Computer Operator II		16.08
14043 - Computer Operator III		18.14
14044 - Computer Operator IV		20.15
14045 - Computer Operator V		23.51
14071 - Computer Programmer I	(see 1)	27.57
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		14.00
14160 - Personal Computer Support Technician		20.15
14170 - System Support Specialist		23.51
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.70
15020 - Aircrew Training Devices Instructor (Rated)		35.93
15030 - Air Crew Training Devices Instructor (Pilot)		43.07
15050 - Computer Based Training Specialist / Instructor		29.70
15060 - Educational Technologist		32.81

15070 - Flight Instructor (Pilot) 43.07
15080 - Graphic Artist 29.85
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.07
15086 - Maintenance Test Pilot Rotary Wing 43.07
15088 - Non-Maintenance Test/Co-Pilot 43.07
15090 - Technical Instructor 24.40
15095 - Technical Instructor/Course Developer 29.85
15110 - Test Proctor 19.70
15120 - Tutor 19.70
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.13
16030 - Counter Attendant 13.13
16040 - Dry Cleaner 15.02
16070 - Finisher Flatwork Machine 13.13
16090 - Presser Hand 13.13
16110 - Presser Machine Drycleaning 13.13
16130 - Presser Machine Shirts 13.13
16160 - Presser Machine Wearing Apparel Laundry 13.13
16190 - Sewing Machine Operator 15.65
16220 - Tailor 16.28
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.55
19040 - Tool And Die Maker 29.07
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.59
21030 - Material Coordinator 23.55
21040 - Material Expediter 23.55
21050 - Material Handling Laborer 14.60
21071 - Order Filler 13.00
21080 - Production Line Worker (Food Processing) 14.59
21110 - Shipping Packer 15.00
21130 - Shipping/Receiving Clerk 15.00
21140 - Store Worker I 13.19
21150 - Stock Clerk 16.65
21210 - Tools And Parts Attendant 14.59
21410 - Warehouse Specialist 14.59
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.96
23019 - Aircraft Logs and Records Technician 20.92
23021 - Aircraft Mechanic I 25.51
23022 - Aircraft Mechanic II 26.96
23023 - Aircraft Mechanic III 28.31
23040 - Aircraft Mechanic Helper 18.19
23050 - Aircraft Painter 23.96
23060 - Aircraft Servicer 20.92
23070 - Aircraft Survival Flight Equipment Technician 23.96
23080 - Aircraft Worker 22.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.45

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.51
23110 - Appliance Mechanic 23.55
23120 - Bicycle Repairer 18.90
23125 - Cable Splicer 38.39
23130 - Carpenter Maintenance 22.39
23140 - Carpet Layer 22.07
23160 - Electrician Maintenance 24.13
23181 - Electronics Technician Maintenance I 25.03
23182 - Electronics Technician Maintenance II 26.70
23183 - Electronics Technician Maintenance III 28.44
23260 - Fabric Worker 20.58
23290 - Fire Alarm System Mechanic 25.08
23310 - Fire Extinguisher Repairer 19.05
23311 - Fuel Distribution System Mechanic 31.58
23312 - Fuel Distribution System Operator 23.00
23370 - General Maintenance Worker 16.10
23380 - Ground Support Equipment Mechanic 25.51
23381 - Ground Support Equipment Servicer 20.92
23382 - Ground Support Equipment Worker 22.45
23391 - Gunsmith I 19.05
23392 - Gunsmith II 22.07
23393 - Gunsmith III 25.08
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.23
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.49
23430 - Heavy Equipment Mechanic 22.10
23440 - Heavy Equipment Operator 20.16
23460 - Instrument Mechanic 25.08
23465 - Laboratory/Shelter Mechanic 23.55
23470 - Laborer 14.60
23510 - Locksmith 23.55
23530 - Machinery Maintenance Mechanic 25.33
23550 - Machinist Maintenance 19.20
23580 - Maintenance Trades Helper 17.54
23591 - Metrology Technician I 25.08
23592 - Metrology Technician II 26.51
23593 - Metrology Technician III 27.84
23640 - Millwright 25.08
23710 - Office Appliance Repairer 21.62
23760 - Painter Maintenance 21.57
23790 - Pipefitter Maintenance 25.49
23810 - Plumber Maintenance 23.94
23820 - Pneudraulic Systems Mechanic 25.08
23850 - Rigger 25.08
23870 - Scale Mechanic 22.07
23890 - Sheet-Metal Worker Maintenance 25.08
23910 - Small Engine Mechanic 19.14
23931 - Telecommunications Mechanic I 29.58

23932 - Telecommunications Mechanic II 31.27
23950 - Telephone Lineman 23.03
23960 - Welder Combination Maintenance 18.50
23965 - Well Driller 25.08
23970 - Woodcraft Worker 25.08
23980 - Woodworker 19.05
24000 - Personal Needs Occupations
24550 - Case Manager 16.27
24570 - Child Care Attendant 11.40
24580 - Child Care Center Clerk 14.22
24610 - Chore Aide 11.55
24620 - Family Readiness And Support Services Coordinator 16.27
24630 - Homemaker 17.07
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.08
25040 - Sewage Plant Operator 21.66
25070 - Stationary Engineer 25.08
25190 - Ventilation Equipment Tender 17.54
25210 - Water Treatment Plant Operator 21.66
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.55
27007 - Baggage Inspector 15.11
27008 - Corrections Officer 22.41
27010 - Court Security Officer 20.85
27030 - Detection Dog Handler 16.90
27040 - Detention Officer 22.41
27070 - Firefighter 21.35
27101 - Guard I 15.11
27102 - Guard II 16.90
27131 - Police Officer I 22.77
27132 - Police Officer II 23.92
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.96
28042 - Carnival Equipment Repairer 17.34
28043 - Carnival Worker 12.31
28210 - Gate Attendant/Gate Tender 14.85
28310 - Lifeguard 12.74
28350 - Park Attendant (Aide) 16.62
28510 - Recreation Aide/Health Facility Attendant 14.40
28515 - Recreation Specialist 19.81
28630 - Sports Official 13.23
28690 - Swimming Pool Operator 20.09
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.07
29020 - Hatch Tender 22.07
29030 - Line Handler 22.07
29041 - Stevedore I 20.58
29042 - Stevedore II 23.55
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 19.31
30022 - Archeological Technician II 21.70
30023 - Archeological Technician III 22.21
30030 - Cartographic Technician 26.27
30040 - Civil Engineering Technician 25.49
30051 - Cryogenic Technician I 21.00
30052 - Cryogenic Technician II 23.19
30061 - Drafter/CAD Operator I 19.31
30062 - Drafter/CAD Operator II 21.70
30063 - Drafter/CAD Operator III 24.08
30064 - Drafter/CAD Operator IV 29.62
30081 - Engineering Technician I 16.63
30082 - Engineering Technician II 18.67
30083 - Engineering Technician III 20.87
30084 - Engineering Technician IV 25.86
30085 - Engineering Technician V 31.64
30086 - Engineering Technician VI 38.28
30090 - Environmental Technician 26.27
30095 - Evidence Control Specialist 18.96
30210 - Laboratory Technician 19.72
30221 - Latent Fingerprint Technician I 21.00
30222 - Latent Fingerprint Technician II 23.19
30240 - Mathematical Technician 26.27
30361 - Paralegal/Legal Assistant I 19.49
30362 - Paralegal/Legal Assistant II 24.14
30363 - Paralegal/Legal Assistant III 29.53
30364 - Paralegal/Legal Assistant IV 35.73
30375 - Petroleum Supply Specialist 23.19
30390 - Photo-Optics Technician 26.27
30395 - Radiation Control Technician 23.19
30461 - Technical Writer I 21.64
30462 - Technical Writer II 26.47
30463 - Technical Writer III 32.02
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 23.10
30502 - Weather Forecaster II 28.09
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.08
30621 - Weather Observer Senior (see 2) 25.49
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.09
31030 - Bus Driver 19.82

31043 - Driver Courier	15.74
31260 - Parking and Lot Attendant	12.71
31290 - Shuttle Bus Driver	17.11
31310 - Taxi Driver	13.88
31361 - Truckdriver Light	17.11
31362 - Truckdriver Medium	18.47
31363 - Truckdriver Heavy	20.64
31364 - Truckdriver Tractor-Trailer	20.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.70
99050 - Desk Clerk	11.65
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.16
99252 - Laboratory Animal Caretaker II	19.73
99260 - Marketing Analyst	26.26
99310 - Mortician	25.35
99410 - Pest Controller	21.31
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.45
99711 - Recycling Specialist	19.34
99730 - Refuse Collector	14.92
99810 - Sales Clerk	12.53
99820 - School Crossing Guard	14.32
99830 - Survey Party Chief	22.67
99831 - Surveying Aide	16.22
99832 - Surveying Technician	20.94
99840 - Vending Machine Attendant	18.16
99841 - Vending Machine Repairer	22.86
99842 - Vending Machine Repairer Helper	18.16

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5431
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado Counties of Logan Morgan Phillips Sedgwick Washington Yuma

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.38
01012 - Accounting Clerk II		16.44
01013 - Accounting Clerk III		18.38
01020 - Administrative Assistant		26.31
01035 - Court Reporter		19.59
01041 - Customer Service Representative I		13.23
01042 - Customer Service Representative II		14.88
01043 - Customer Service Representative III		16.24
01051 - Data Entry Operator I		14.06
01052 - Data Entry Operator II		15.35
01060 - Dispatcher Motor Vehicle		19.37
01070 - Document Preparation Clerk		14.55
01090 - Duplicating Machine Operator		14.55
01111 - General Clerk I		13.39
01112 - General Clerk II		14.61

01113 - General Clerk III 16.40
01120 - Housing Referral Assistant 21.75
01141 - Messenger Courier 13.02
01191 - Order Clerk I 16.09
01192 - Order Clerk II 17.55
01261 - Personnel Assistant (Employment) I 17.50
01262 - Personnel Assistant (Employment) II 19.58
01263 - Personnel Assistant (Employment) III 21.82
01270 - Production Control Clerk 24.56
01290 - Rental Clerk 15.53
01300 - Scheduler Maintenance 17.15
01311 - Secretary I 17.15
01312 - Secretary II 19.19
01313 - Secretary III 21.75
01320 - Service Order Dispatcher 17.15
01410 - Supply Technician 26.31
01420 - Survey Worker 17.77
01460 - Switchboard Operator/Receptionist 14.27
01531 - Travel Clerk I 13.55
01532 - Travel Clerk II 14.20
01533 - Travel Clerk III 15.19
01611 - Word Processor I 14.18
01612 - Word Processor II 15.92
01613 - Word Processor III 17.82
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 26.19
05010 - Automotive Electrician 20.43
05040 - Automotive Glass Installer 19.36
05070 - Automotive Worker 19.36
05110 - Mobile Equipment Servicer 17.61
05130 - Motor Equipment Metal Mechanic 20.82
05160 - Motor Equipment Metal Worker 19.36
05190 - Motor Vehicle Mechanic 20.82
05220 - Motor Vehicle Mechanic Helper 16.41
05250 - Motor Vehicle Upholstery Worker 19.36
05280 - Motor Vehicle Wrecker 19.36
05310 - Painter Automotive 19.69
05340 - Radiator Repair Specialist 19.36
05370 - Tire Repairer 14.98
05400 - Transmission Repair Specialist 20.82
07000 - Food Preparation And Service Occupations
07010 - Baker 17.78
07041 - Cook I 13.06
07042 - Cook II 15.10
07070 - Dishwasher 11.34
07130 - Food Service Worker 11.81
07210 - Meat Cutter 15.13
07260 - Waiter/Waitress 10.65
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.07

09040 - Furniture Handler 15.90
09080 - Furniture Refinisher 23.07
09090 - Furniture Refinisher Helper 17.54
09110 - Furniture Repairer Minor 20.58
09130 - Upholsterer 23.07
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.91
11060 - Elevator Operator 12.75
11090 - Gardener 19.73
11122 - Housekeeping Aide 12.75
11150 - Janitor 12.75
11210 - Laborer Grounds Maintenance 15.16
11240 - Maid or Houseman 11.70
11260 - Pruner 14.03
11270 - Tractor Operator 18.16
11330 - Trail Maintenance Worker 15.16
11360 - Window Cleaner 13.78
12000 - Health Occupations
12010 - Ambulance Driver 18.18
12011 - Breath Alcohol Technician 20.66
12012 - Certified Occupational Therapist Assistant 26.59
12015 - Certified Physical Therapist Assistant 28.30
12020 - Dental Assistant 18.55
12025 - Dental Hygienist 39.70
12030 - EKG Technician 29.37
12035 - Electroneurodiagnostic Technologist 29.37
12040 - Emergency Medical Technician 18.18
12071 - Licensed Practical Nurse I 18.46
12072 - Licensed Practical Nurse II 20.66
12073 - Licensed Practical Nurse III 23.03
12100 - Medical Assistant 15.94
12130 - Medical Laboratory Technician 25.58
12160 - Medical Record Clerk 16.30
12190 - Medical Record Technician 18.24
12195 - Medical Transcriptionist 18.73
12210 - Nuclear Medicine Technologist 42.59
12221 - Nursing Assistant I 11.78
12222 - Nursing Assistant II 13.25
12223 - Nursing Assistant III 14.46
12224 - Nursing Assistant IV 16.23
12235 - Optical Dispenser 20.66
12236 - Optical Technician 18.46
12250 - Pharmacy Technician 15.97
12280 - Phlebotomist 16.23
12305 - Radiologic Technologist 29.69
12311 - Registered Nurse I 29.98
12312 - Registered Nurse II 36.67
12313 - Registered Nurse II Specialist 36.67
12314 - Registered Nurse III 43.96
12315 - Registered Nurse III Anesthetist 43.96

12316 - Registered Nurse IV		53.17
12317 - Scheduler (Drug and Alcohol Testing)		27.05
12320 - Substance Abuse Treatment Counselor		24.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.97
13012 - Exhibits Specialist II		23.50
13013 - Exhibits Specialist III		28.73
13041 - Illustrator I		20.05
13042 - Illustrator II		23.50
13043 - Illustrator III		28.73
13047 - Librarian		28.29
13050 - Library Aide/Clerk		15.88
13054 - Library Information Technology Systems Administrator		25.55
13058 - Library Technician		17.64
13061 - Media Specialist I		18.43
13062 - Media Specialist II		20.62
13063 - Media Specialist III		22.99
13071 - Photographer I		16.95
13072 - Photographer II		18.97
13073 - Photographer III		23.50
13074 - Photographer IV		28.73
13075 - Photographer V		34.77
13090 - Technical Order Library Clerk		15.88
13110 - Video Teleconference Technician		20.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.81
14042 - Computer Operator II		19.93
14043 - Computer Operator III		22.21
14044 - Computer Operator IV		24.69
14045 - Computer Operator V		28.56
14071 - Computer Programmer I	(see 1)	24.31
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		17.81
14160 - Personal Computer Support Technician		24.69
14170 - System Support Specialist		28.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.58
15020 - Aircrew Training Devices Instructor (Rated)		43.06
15030 - Air Crew Training Devices Instructor (Pilot)		49.15
15050 - Computer Based Training Specialist / Instructor		35.58
15060 - Educational Technologist		31.17
15070 - Flight Instructor (Pilot)		49.15
15080 - Graphic Artist		29.85
15085 - Maintenance Test Pilot Fixed Jet/Prop		49.15

15086 - Maintenance Test Pilot Rotary Wing 49.15
15088 - Non-Maintenance Test/Co-Pilot 49.15
15090 - Technical Instructor 24.40
15095 - Technical Instructor/Course Developer 29.85
15110 - Test Proctor 19.70
15120 - Tutor 19.70
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.13
16030 - Counter Attendant 13.13
16040 - Dry Cleaner 15.02
16070 - Finisher Flatwork Machine 13.13
16090 - Presser Hand 13.13
16110 - Presser Machine Drycleaning 13.13
16130 - Presser Machine Shirts 13.13
16160 - Presser Machine Wearing Apparel Laundry 13.13
16190 - Sewing Machine Operator 15.65
16220 - Tailor 16.28
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.55
19040 - Tool And Die Maker 29.07
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.23
21030 - Material Coordinator 24.56
21040 - Material Expediter 24.56
21050 - Material Handling Laborer 17.36
21071 - Order Filler 13.44
21080 - Production Line Worker (Food Processing) 15.23
21110 - Shipping Packer 15.26
21130 - Shipping/Receiving Clerk 15.26
21140 - Store Worker I 13.19
21150 - Stock Clerk 16.65
21210 - Tools And Parts Attendant 16.28
21410 - Warehouse Specialist 15.23
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.38
23019 - Aircraft Logs and Records Technician 24.74
23021 - Aircraft Mechanic I 29.81
23022 - Aircraft Mechanic II 31.38
23023 - Aircraft Mechanic III 32.67
23040 - Aircraft Mechanic Helper 21.14
23050 - Aircraft Painter 28.38
23060 - Aircraft Servicer 24.74
23070 - Aircraft Survival Flight Equipment Technician 28.38
23080 - Aircraft Worker 26.54
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.81
23110 - Appliance Mechanic 23.55

23120 - Bicycle Repairer	19.05
23125 - Cable Splicer	40.10
23130 - Carpenter Maintenance	19.53
23140 - Carpet Layer	22.07
23160 - Electrician Maintenance	24.90
23181 - Electronics Technician Maintenance I	25.03
23182 - Electronics Technician Maintenance II	26.70
23183 - Electronics Technician Maintenance III	28.44
23260 - Fabric Worker	20.58
23290 - Fire Alarm System Mechanic	25.08
23310 - Fire Extinguisher Repairer	19.05
23311 - Fuel Distribution System Mechanic	28.39
23312 - Fuel Distribution System Operator	22.96
23370 - General Maintenance Worker	19.16
23380 - Ground Support Equipment Mechanic	29.81
23381 - Ground Support Equipment Servicer	24.74
23382 - Ground Support Equipment Worker	26.54
23391 - Gunsmith I	19.05
23392 - Gunsmith II	22.07
23393 - Gunsmith III	25.08
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.00
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.31
23430 - Heavy Equipment Mechanic	22.05
23440 - Heavy Equipment Operator	20.98
23460 - Instrument Mechanic	28.48
23465 - Laboratory/Shelter Mechanic	23.55
23470 - Laborer	15.26
23510 - Locksmith	23.55
23530 - Machinery Maintenance Mechanic	25.77
23550 - Machinist Maintenance	19.33
23580 - Maintenance Trades Helper	16.90
23591 - Metrology Technician I	28.48
23592 - Metrology Technician II	29.91
23593 - Metrology Technician III	31.16
23640 - Millwright	25.08
23710 - Office Appliance Repairer	21.78
23760 - Painter Maintenance	21.86
23790 - Pipefitter Maintenance	25.71
23810 - Plumber Maintenance	24.12
23820 - Pneudraulic Systems Mechanic	25.08
23850 - Rigger	25.08
23870 - Scale Mechanic	22.07
23890 - Sheet-Metal Worker Maintenance	25.08
23910 - Small Engine Mechanic	21.27
23931 - Telecommunications Mechanic I	29.58
23932 - Telecommunications Mechanic II	31.27
23950 - Telephone Lineman	23.34
23960 - Welder Combination Maintenance	19.79

23965 - Well Driller		25.08
23970 - Woodcraft Worker		25.08
23980 - Woodworker		19.05
24000 - Personal Needs Occupations		
24550 - Case Manager		16.27
24570 - Child Care Attendant		11.40
24580 - Child Care Center Clerk		14.22
24610 - Chore Aide		11.55
24620 - Family Readiness And Support Services Coordinator		16.27
24630 - Homemaker		16.29
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.08
25040 - Sewage Plant Operator		22.79
25070 - Stationary Engineer		25.08
25190 - Ventilation Equipment Tender		17.54
25210 - Water Treatment Plant Operator		22.79
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.94
27007 - Baggage Inspector		15.11
27008 - Corrections Officer		23.36
27010 - Court Security Officer		27.27
27030 - Detection Dog Handler		21.32
27040 - Detention Officer		24.05
27070 - Firefighter		29.32
27101 - Guard I		15.11
27102 - Guard II		21.32
27131 - Police Officer I		29.14
27132 - Police Officer II		32.39
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.96
28042 - Carnival Equipment Repairer		17.34
28043 - Carnival Worker		12.33
28210 - Gate Attendant/Gate Tender		15.14
28310 - Lifeguard		12.90
28350 - Park Attendant (Aide)		16.75
28510 - Recreation Aide/Health Facility Attendant		12.36
28515 - Recreation Specialist		19.81
28630 - Sports Official		13.49
28690 - Swimming Pool Operator		20.09
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.50
29020 - Hatch Tender		23.50
29030 - Line Handler		23.50
29041 - Stevedore I		21.91
29042 - Stevedore II		25.48
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		19.40
30022 - Archeological Technician II		21.70
30023 - Archeological Technician III		26.89
30030 - Cartographic Technician		26.41
30040 - Civil Engineering Technician		24.61
30051 - Cryogenic Technician I		21.00
30052 - Cryogenic Technician II		23.19
30061 - Drafter/CAD Operator I		18.45
30062 - Drafter/CAD Operator II		20.65
30063 - Drafter/CAD Operator III		23.84
30064 - Drafter/CAD Operator IV		31.50
30081 - Engineering Technician I		18.44
30082 - Engineering Technician II		20.69
30083 - Engineering Technician III		23.15
30084 - Engineering Technician IV		28.69
30085 - Engineering Technician V		35.09
30086 - Engineering Technician VI		42.45
30090 - Environmental Technician		24.08
30095 - Evidence Control Specialist		18.96
30210 - Laboratory Technician		21.37
30221 - Latent Fingerprint Technician I		21.00
30222 - Latent Fingerprint Technician II		23.19
30240 - Mathematical Technician		26.62
30361 - Paralegal/Legal Assistant I		19.49
30362 - Paralegal/Legal Assistant II		24.14
30363 - Paralegal/Legal Assistant III		29.53
30364 - Paralegal/Legal Assistant IV		35.73
30375 - Petroleum Supply Specialist		23.19
30390 - Photo-Optics Technician		26.62
30395 - Radiation Control Technician		23.19
30461 - Technical Writer I		26.26
30462 - Technical Writer II		32.12
30463 - Technical Writer III		38.86
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		23.10
30502 - Weather Forecaster II		28.09
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.84
30621 - Weather Observer Senior	(see 2)	26.41
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.09
31030 - Bus Driver		19.82
31043 - Driver Courier		15.94
31260 - Parking and Lot Attendant		12.71
31290 - Shuttle Bus Driver		17.11

31310 - Taxi Driver	15.02
31361 - Truckdriver Light	17.11
31362 - Truckdriver Medium	20.36
31363 - Truckdriver Heavy	20.64
31364 - Truckdriver Tractor-Trailer	20.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.70
99050 - Desk Clerk	11.65
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.58
99252 - Laboratory Animal Caretaker II	18.90
99260 - Marketing Analyst	26.26
99310 - Mortician	25.35
99410 - Pest Controller	21.31
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.59
99711 - Recycling Specialist	22.42
99730 - Refuse Collector	16.70
99810 - Sales Clerk	12.60
99820 - School Crossing Guard	14.03
99830 - Survey Party Chief	22.70
99831 - Surveying Aide	12.60
99832 - Surveying Technician	20.64
99840 - Vending Machine Attendant	18.16
99841 - Vending Machine Repairer	22.86
99842 - Vending Machine Repairer Helper	18.16

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5432
Revision No.: 15
Date Of Last Revision: 06/06/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado Counties of Logan Morgan Phillips Sedgwick Washington Yuma

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.38
01012 - Accounting Clerk II		16.44
01013 - Accounting Clerk III		18.38
01020 - Administrative Assistant		26.31
01035 - Court Reporter		19.59
01041 - Customer Service Representative I		13.23
01042 - Customer Service Representative II		14.88
01043 - Customer Service Representative III		16.24
01051 - Data Entry Operator I		14.06
01052 - Data Entry Operator II		15.35
01060 - Dispatcher Motor Vehicle		19.37
01070 - Document Preparation Clerk		14.55

01090 - Duplicating Machine Operator 14.55
01111 - General Clerk I 13.39
01112 - General Clerk II 14.61
01113 - General Clerk III 16.40
01120 - Housing Referral Assistant 21.75
01141 - Messenger Courier 13.02
01191 - Order Clerk I 16.09
01192 - Order Clerk II 17.55
01261 - Personnel Assistant (Employment) I 17.50
01262 - Personnel Assistant (Employment) II 19.58
01263 - Personnel Assistant (Employment) III 21.82
01270 - Production Control Clerk 24.56
01290 - Rental Clerk 15.53
01300 - Scheduler Maintenance 17.15
01311 - Secretary I 17.15
01312 - Secretary II 19.19
01313 - Secretary III 21.75
01320 - Service Order Dispatcher 17.15
01410 - Supply Technician 26.31
01420 - Survey Worker 17.77
01460 - Switchboard Operator/Receptionist 14.27
01531 - Travel Clerk I 13.55
01532 - Travel Clerk II 14.20
01533 - Travel Clerk III 15.19
01611 - Word Processor I 14.18
01612 - Word Processor II 15.92
01613 - Word Processor III 17.82
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 26.19
05010 - Automotive Electrician 20.43
05040 - Automotive Glass Installer 19.36
05070 - Automotive Worker 19.36
05110 - Mobile Equipment Servicer 17.61
05130 - Motor Equipment Metal Mechanic 20.82
05160 - Motor Equipment Metal Worker 19.36
05190 - Motor Vehicle Mechanic 20.82
05220 - Motor Vehicle Mechanic Helper 16.41
05250 - Motor Vehicle Upholstery Worker 19.36
05280 - Motor Vehicle Wrecker 19.36
05310 - Painter Automotive 19.69
05340 - Radiator Repair Specialist 19.36
05370 - Tire Repairer 14.98
05400 - Transmission Repair Specialist 20.82
07000 - Food Preparation And Service Occupations
07010 - Baker 17.78
07041 - Cook I 13.06
07042 - Cook II 15.10
07070 - Dishwasher 11.34
07130 - Food Service Worker 11.81
07210 - Meat Cutter 15.13

07260 - Waiter/Waitress	10.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.07
09040 - Furniture Handler	15.90
09080 - Furniture Refinisher	23.07
09090 - Furniture Refinisher Helper	17.54
09110 - Furniture Repairer Minor	20.58
09130 - Upholsterer	23.07
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.91
11060 - Elevator Operator	12.75
11090 - Gardener	19.73
11122 - Housekeeping Aide	12.75
11150 - Janitor	12.75
11210 - Laborer Grounds Maintenance	15.16
11240 - Maid or Houseman	11.70
11260 - Pruner	14.03
11270 - Tractor Operator	18.16
11330 - Trail Maintenance Worker	15.16
11360 - Window Cleaner	13.78
12000 - Health Occupations	
12010 - Ambulance Driver	18.18
12011 - Breath Alcohol Technician	20.66
12012 - Certified Occupational Therapist Assistant	26.59
12015 - Certified Physical Therapist Assistant	28.30
12020 - Dental Assistant	18.55
12025 - Dental Hygienist	39.70
12030 - EKG Technician	29.37
12035 - Electroneurodiagnostic Technologist	29.37
12040 - Emergency Medical Technician	18.18
12071 - Licensed Practical Nurse I	18.46
12072 - Licensed Practical Nurse II	20.66
12073 - Licensed Practical Nurse III	23.03
12100 - Medical Assistant	15.94
12130 - Medical Laboratory Technician	25.58
12160 - Medical Record Clerk	16.30
12190 - Medical Record Technician	18.24
12195 - Medical Transcriptionist	18.73
12210 - Nuclear Medicine Technologist	42.59
12221 - Nursing Assistant I	11.78
12222 - Nursing Assistant II	13.25
12223 - Nursing Assistant III	14.46
12224 - Nursing Assistant IV	16.23
12235 - Optical Dispenser	20.66
12236 - Optical Technician	18.46
12250 - Pharmacy Technician	15.97
12280 - Phlebotomist	16.23
12305 - Radiologic Technologist	29.69
12311 - Registered Nurse I	29.98
12312 - Registered Nurse II	36.67

12313 - Registered Nurse II Specialist		36.67
12314 - Registered Nurse III		43.96
12315 - Registered Nurse III Anesthetist		43.96
12316 - Registered Nurse IV		53.17
12317 - Scheduler (Drug and Alcohol Testing)		27.05
12320 - Substance Abuse Treatment Counselor		24.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.97
13012 - Exhibits Specialist II		23.50
13013 - Exhibits Specialist III		28.73
13041 - Illustrator I		20.05
13042 - Illustrator II		23.50
13043 - Illustrator III		28.73
13047 - Librarian		28.29
13050 - Library Aide/Clerk		15.88
13054 - Library Information Technology Systems Administrator		25.55
13058 - Library Technician		17.64
13061 - Media Specialist I		18.43
13062 - Media Specialist II		20.62
13063 - Media Specialist III		22.99
13071 - Photographer I		16.95
13072 - Photographer II		18.97
13073 - Photographer III		23.50
13074 - Photographer IV		28.73
13075 - Photographer V		34.77
13090 - Technical Order Library Clerk		15.88
13110 - Video Teleconference Technician		20.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.81
14042 - Computer Operator II		19.93
14043 - Computer Operator III		22.21
14044 - Computer Operator IV		24.69
14045 - Computer Operator V		28.56
14071 - Computer Programmer I	(see 1)	24.31
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		17.81
14160 - Personal Computer Support Technician		24.69
14170 - System Support Specialist		28.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.58
15020 - Aircrew Training Devices Instructor (Rated)		43.06
15030 - Air Crew Training Devices Instructor (Pilot)		49.15
15050 - Computer Based Training Specialist / Instructor		35.58
15060 - Educational Technologist		31.17

15070 - Flight Instructor (Pilot) 49.15
15080 - Graphic Artist 29.85
15085 - Maintenance Test Pilot Fixed Jet/Prop 49.15
15086 - Maintenance Test Pilot Rotary Wing 49.15
15088 - Non-Maintenance Test/Co-Pilot 49.15
15090 - Technical Instructor 24.40
15095 - Technical Instructor/Course Developer 29.85
15110 - Test Proctor 19.70
15120 - Tutor 19.70
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.13
16030 - Counter Attendant 13.13
16040 - Dry Cleaner 15.02
16070 - Finisher Flatwork Machine 13.13
16090 - Presser Hand 13.13
16110 - Presser Machine Drycleaning 13.13
16130 - Presser Machine Shirts 13.13
16160 - Presser Machine Wearing Apparel Laundry 13.13
16190 - Sewing Machine Operator 15.65
16220 - Tailor 16.28
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.55
19040 - Tool And Die Maker 29.07
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.23
21030 - Material Coordinator 24.56
21040 - Material Expediter 24.56
21050 - Material Handling Laborer 17.36
21071 - Order Filler 13.44
21080 - Production Line Worker (Food Processing) 15.23
21110 - Shipping Packer 15.26
21130 - Shipping/Receiving Clerk 15.26
21140 - Store Worker I 13.19
21150 - Stock Clerk 16.65
21210 - Tools And Parts Attendant 16.28
21410 - Warehouse Specialist 15.23
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.38
23019 - Aircraft Logs and Records Technician 24.74
23021 - Aircraft Mechanic I 29.81
23022 - Aircraft Mechanic II 31.38
23023 - Aircraft Mechanic III 32.67
23040 - Aircraft Mechanic Helper 21.14
23050 - Aircraft Painter 28.38
23060 - Aircraft Servicer 24.74
23070 - Aircraft Survival Flight Equipment Technician 28.38
23080 - Aircraft Worker 26.54
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.54

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.81
23110 - Appliance Mechanic 23.55
23120 - Bicycle Repairer 19.05
23125 - Cable Splicer 40.10
23130 - Carpenter Maintenance 19.53
23140 - Carpet Layer 22.07
23160 - Electrician Maintenance 24.90
23181 - Electronics Technician Maintenance I 25.03
23182 - Electronics Technician Maintenance II 26.70
23183 - Electronics Technician Maintenance III 28.44
23260 - Fabric Worker 20.58
23290 - Fire Alarm System Mechanic 25.08
23310 - Fire Extinguisher Repairer 19.05
23311 - Fuel Distribution System Mechanic 28.39
23312 - Fuel Distribution System Operator 22.96
23370 - General Maintenance Worker 19.16
23380 - Ground Support Equipment Mechanic 29.81
23381 - Ground Support Equipment Servicer 24.74
23382 - Ground Support Equipment Worker 26.54
23391 - Gunsmith I 19.05
23392 - Gunsmith II 22.07
23393 - Gunsmith III 25.08
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.00
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.31
23430 - Heavy Equipment Mechanic 22.05
23440 - Heavy Equipment Operator 20.98
23460 - Instrument Mechanic 28.48
23465 - Laboratory/Shelter Mechanic 23.55
23470 - Laborer 15.26
23510 - Locksmith 23.55
23530 - Machinery Maintenance Mechanic 25.77
23550 - Machinist Maintenance 19.33
23580 - Maintenance Trades Helper 16.90
23591 - Metrology Technician I 28.48
23592 - Metrology Technician II 29.91
23593 - Metrology Technician III 31.16
23640 - Millwright 25.08
23710 - Office Appliance Repairer 21.78
23760 - Painter Maintenance 21.86
23790 - Pipefitter Maintenance 25.71
23810 - Plumber Maintenance 24.12
23820 - Pneudraulic Systems Mechanic 25.08
23850 - Rigger 25.08
23870 - Scale Mechanic 22.07
23890 - Sheet-Metal Worker Maintenance 25.08
23910 - Small Engine Mechanic 21.27
23931 - Telecommunications Mechanic I 29.58

23932 - Telecommunications Mechanic II 31.27
23950 - Telephone Lineman 23.34
23960 - Welder Combination Maintenance 19.79
23965 - Well Driller 25.08
23970 - Woodcraft Worker 25.08
23980 - Woodworker 19.05
24000 - Personal Needs Occupations
24550 - Case Manager 16.27
24570 - Child Care Attendant 11.40
24580 - Child Care Center Clerk 14.22
24610 - Chore Aide 11.55
24620 - Family Readiness And Support Services Coordinator 16.27
24630 - Homemaker 16.29
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.08
25040 - Sewage Plant Operator 22.79
25070 - Stationary Engineer 25.08
25190 - Ventilation Equipment Tender 17.54
25210 - Water Treatment Plant Operator 22.79
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.94
27007 - Baggage Inspector 15.11
27008 - Corrections Officer 23.36
27010 - Court Security Officer 27.27
27030 - Detection Dog Handler 21.32
27040 - Detention Officer 24.05
27070 - Firefighter 29.32
27101 - Guard I 15.11
27102 - Guard II 21.32
27131 - Police Officer I 29.14
27132 - Police Officer II 32.39
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.96
28042 - Carnival Equipment Repairer 17.34
28043 - Carnival Worker 12.33
28210 - Gate Attendant/Gate Tender 15.14
28310 - Lifeguard 12.90
28350 - Park Attendant (Aide) 16.75
28510 - Recreation Aide/Health Facility Attendant 12.36
28515 - Recreation Specialist 19.81
28630 - Sports Official 13.49
28690 - Swimming Pool Operator 20.09
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.50
29020 - Hatch Tender 23.50
29030 - Line Handler 23.50
29041 - Stevedore I 21.91
29042 - Stevedore II 25.48
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 19.40
30022 - Archeological Technician II 21.70
30023 - Archeological Technician III 26.89
30030 - Cartographic Technician 26.41
30040 - Civil Engineering Technician 24.61
30051 - Cryogenic Technician I 21.00
30052 - Cryogenic Technician II 23.19
30061 - Drafter/CAD Operator I 18.45
30062 - Drafter/CAD Operator II 20.65
30063 - Drafter/CAD Operator III 23.84
30064 - Drafter/CAD Operator IV 31.50
30081 - Engineering Technician I 18.44
30082 - Engineering Technician II 20.69
30083 - Engineering Technician III 23.15
30084 - Engineering Technician IV 28.69
30085 - Engineering Technician V 35.09
30086 - Engineering Technician VI 42.45
30090 - Environmental Technician 24.08
30095 - Evidence Control Specialist 18.96
30210 - Laboratory Technician 21.37
30221 - Latent Fingerprint Technician I 21.00
30222 - Latent Fingerprint Technician II 23.19
30240 - Mathematical Technician 26.62
30361 - Paralegal/Legal Assistant I 19.49
30362 - Paralegal/Legal Assistant II 24.14
30363 - Paralegal/Legal Assistant III 29.53
30364 - Paralegal/Legal Assistant IV 35.73
30375 - Petroleum Supply Specialist 23.19
30390 - Photo-Optics Technician 26.62
30395 - Radiation Control Technician 23.19
30461 - Technical Writer I 26.26
30462 - Technical Writer II 32.12
30463 - Technical Writer III 38.86
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 23.10
30502 - Weather Forecaster II 28.09
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.84
30621 - Weather Observer Senior (see 2) 26.41
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.09
31030 - Bus Driver 19.82

31043 - Driver Courier	15.94
31260 - Parking and Lot Attendant	12.71
31290 - Shuttle Bus Driver	17.11
31310 - Taxi Driver	15.02
31361 - Truckdriver Light	17.11
31362 - Truckdriver Medium	20.36
31363 - Truckdriver Heavy	20.64
31364 - Truckdriver Tractor-Trailer	20.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.70
99050 - Desk Clerk	11.65
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.58
99252 - Laboratory Animal Caretaker II	18.90
99260 - Marketing Analyst	26.26
99310 - Mortician	25.35
99410 - Pest Controller	21.31
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.59
99711 - Recycling Specialist	22.42
99730 - Refuse Collector	16.70
99810 - Sales Clerk	12.60
99820 - School Crossing Guard	14.03
99830 - Survey Party Chief	22.70
99831 - Surveying Aide	12.60
99832 - Surveying Technician	20.64
99840 - Vending Machine Attendant	18.16
99841 - Vending Machine Repairer	22.86
99842 - Vending Machine Repairer Helper	18.16

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5433
Revision No.: 16
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado Counties of Alamosa Baca Bent Conejos Costilla Crowley Custer Huerfano Kiowa Las Animas Mineral Otero Prowers Rio Grande Saguache

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.38
01012 - Accounting Clerk II		16.14
01013 - Accounting Clerk III		18.06
01020 - Administrative Assistant		22.17
01035 - Court Reporter		17.82
01041 - Customer Service Representative I		13.23
01042 - Customer Service Representative II		14.88
01043 - Customer Service Representative III		16.24
01051 - Data Entry Operator I		12.61
01052 - Data Entry Operator II		13.76
01060 - Dispatcher Motor Vehicle		18.65
01070 - Document Preparation Clerk		14.18
01090 - Duplicating Machine Operator		14.18

01111 - General Clerk I	12.95
01112 - General Clerk II	14.14
01113 - General Clerk III	15.87
01120 - Housing Referral Assistant	19.86
01141 - Messenger Courier	11.56
01191 - Order Clerk I	15.07
01192 - Order Clerk II	16.45
01261 - Personnel Assistant (Employment) I	17.50
01262 - Personnel Assistant (Employment) II	19.58
01263 - Personnel Assistant (Employment) III	21.82
01270 - Production Control Clerk	21.48
01290 - Rental Clerk	13.56
01300 - Scheduler Maintenance	15.92
01311 - Secretary I	15.92
01312 - Secretary II	17.82
01313 - Secretary III	19.86
01320 - Service Order Dispatcher	17.03
01410 - Supply Technician	22.17
01420 - Survey Worker	14.35
01460 - Switchboard Operator/Receptionist	13.34
01531 - Travel Clerk I	12.41
01532 - Travel Clerk II	13.33
01533 - Travel Clerk III	14.07
01611 - Word Processor I	14.18
01612 - Word Processor II	15.92
01613 - Word Processor III	17.82
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.17
05010 - Automotive Electrician	20.69
05040 - Automotive Glass Installer	18.99
05070 - Automotive Worker	18.99
05110 - Mobile Equipment Servicer	15.65
05130 - Motor Equipment Metal Mechanic	20.69
05160 - Motor Equipment Metal Worker	18.99
05190 - Motor Vehicle Mechanic	18.88
05220 - Motor Vehicle Mechanic Helper	14.74
05250 - Motor Vehicle Upholstery Worker	18.68
05280 - Motor Vehicle Wrecker	18.99
05310 - Painter Automotive	20.09
05340 - Radiator Repair Specialist	18.99
05370 - Tire Repairer	13.54
05400 - Transmission Repair Specialist	18.81
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.78
07041 - Cook I	12.63
07042 - Cook II	14.63
07070 - Dishwasher	11.34
07130 - Food Service Worker	11.81
07210 - Meat Cutter	14.92
07260 - Waiter/Waitress	10.64

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.70
09040 - Furniture Handler	14.64
09080 - Furniture Refinisher	22.70
09090 - Furniture Refinisher Helper	17.54
09110 - Furniture Repairer Minor	20.58
09130 - Upholsterer	22.70
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.91
11060 - Elevator Operator	12.75
11090 - Gardener	19.73
11122 - Housekeeping Aide	12.75
11150 - Janitor	12.75
11210 - Laborer Grounds Maintenance	15.16
11240 - Maid or Houseman	11.70
11260 - Pruner	14.03
11270 - Tractor Operator	18.16
11330 - Trail Maintenance Worker	15.16
11360 - Window Cleaner	13.78
12000 - Health Occupations	
12010 - Ambulance Driver	17.99
12011 - Breath Alcohol Technician	19.39
12012 - Certified Occupational Therapist Assistant	26.59
12015 - Certified Physical Therapist Assistant	28.30
12020 - Dental Assistant	16.07
12025 - Dental Hygienist	39.70
12030 - EKG Technician	29.37
12035 - Electroneurodiagnostic Technologist	29.37
12040 - Emergency Medical Technician	17.99
12071 - Licensed Practical Nurse I	17.32
12072 - Licensed Practical Nurse II	19.39
12073 - Licensed Practical Nurse III	21.61
12100 - Medical Assistant	14.87
12130 - Medical Laboratory Technician	25.53
12160 - Medical Record Clerk	16.30
12190 - Medical Record Technician	18.24
12195 - Medical Transcriptionist	17.32
12210 - Nuclear Medicine Technologist	42.59
12221 - Nursing Assistant I	11.61
12222 - Nursing Assistant II	13.05
12223 - Nursing Assistant III	14.24
12224 - Nursing Assistant IV	15.98
12235 - Optical Dispenser	16.30
12236 - Optical Technician	17.32
12250 - Pharmacy Technician	15.97
12280 - Phlebotomist	16.05
12305 - Radiologic Technologist	29.69
12311 - Registered Nurse I	23.56
12312 - Registered Nurse II	28.83
12313 - Registered Nurse II Specialist	28.83

12314 - Registered Nurse III		34.88
12315 - Registered Nurse III Anesthetist		34.88
12316 - Registered Nurse IV		41.79
12317 - Scheduler (Drug and Alcohol Testing)		24.01
12320 - Substance Abuse Treatment Counselor		24.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.97
13012 - Exhibits Specialist II		23.50
13013 - Exhibits Specialist III		28.73
13041 - Illustrator I		18.97
13042 - Illustrator II		23.50
13043 - Illustrator III		28.73
13047 - Librarian		26.02
13050 - Library Aide/Clerk		15.10
13054 - Library Information Technology Systems Administrator		23.50
13058 - Library Technician		16.30
13061 - Media Specialist I		16.95
13062 - Media Specialist II		18.97
13063 - Media Specialist III		21.15
13071 - Photographer I		16.95
13072 - Photographer II		18.97
13073 - Photographer III		23.50
13074 - Photographer IV		28.73
13075 - Photographer V		34.77
13090 - Technical Order Library Clerk		15.88
13110 - Video Teleconference Technician		18.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.86
14042 - Computer Operator II		15.50
14043 - Computer Operator III		17.92
14044 - Computer Operator IV		19.93
14045 - Computer Operator V		22.07
14071 - Computer Programmer I	(see 1)	16.10
14072 - Computer Programmer II	(see 1)	19.95
14073 - Computer Programmer III	(see 1)	24.40
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.06
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.86
14160 - Personal Computer Support Technician		19.93
14170 - System Support Specialist		22.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.06
15020 - Aircrew Training Devices Instructor (Rated)		31.53
15030 - Air Crew Training Devices Instructor (Pilot)		37.45
15050 - Computer Based Training Specialist / Instructor		26.06
15060 - Educational Technologist		25.37
15070 - Flight Instructor (Pilot)		37.45

15080 - Graphic Artist 28.48
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.45
15086 - Maintenance Test Pilot Rotary Wing 37.45
15088 - Non-Maintenance Test/Co-Pilot 37.45
15090 - Technical Instructor 23.29
15095 - Technical Instructor/Course Developer 28.48
15110 - Test Proctor 19.43
15120 - Tutor 19.43
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.13
16030 - Counter Attendant 13.13
16040 - Dry Cleaner 15.02
16070 - Finisher Flatwork Machine 13.13
16090 - Presser Hand 13.13
16110 - Presser Machine Drycleaning 13.13
16130 - Presser Machine Shirts 13.13
16160 - Presser Machine Wearing Apparel Laundry 13.13
16190 - Sewing Machine Operator 15.65
16220 - Tailor 16.28
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.55
19040 - Tool And Die Maker 29.07
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.59
21030 - Material Coordinator 21.48
21040 - Material Expediter 21.48
21050 - Material Handling Laborer 14.60
21071 - Order Filler 13.00
21080 - Production Line Worker (Food Processing) 14.59
21110 - Shipping Packer 15.00
21130 - Shipping/Receiving Clerk 15.00
21140 - Store Worker I 13.19
21150 - Stock Clerk 16.65
21210 - Tools And Parts Attendant 14.59
21410 - Warehouse Specialist 14.59
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.77
23019 - Aircraft Logs and Records Technician 20.78
23021 - Aircraft Mechanic I 25.33
23022 - Aircraft Mechanic II 26.77
23023 - Aircraft Mechanic III 28.12
23040 - Aircraft Mechanic Helper 17.83
23050 - Aircraft Painter 23.78
23060 - Aircraft Servicer 20.78
23070 - Aircraft Survival Flight Equipment Technician 23.78
23080 - Aircraft Worker 22.29
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.29
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 25.33

II
23110 - Appliance Mechanic 23.55
23120 - Bicycle Repairer 17.01
23125 - Cable Splicer 38.39
23130 - Carpenter Maintenance 19.53
23140 - Carpet Layer 22.07
23160 - Electrician Maintenance 24.13
23181 - Electronics Technician Maintenance I 24.90
23182 - Electronics Technician Maintenance II 26.59
23183 - Electronics Technician Maintenance III 28.30
23260 - Fabric Worker 20.58
23290 - Fire Alarm System Mechanic 25.08
23310 - Fire Extinguisher Repairer 19.05
23311 - Fuel Distribution System Mechanic 25.33
23312 - Fuel Distribution System Operator 19.24
23370 - General Maintenance Worker 15.96
23380 - Ground Support Equipment Mechanic 25.33
23381 - Ground Support Equipment Servicer 20.78
23382 - Ground Support Equipment Worker 22.29
23391 - Gunsmith I 19.05
23392 - Gunsmith II 22.07
23393 - Gunsmith III 25.08
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.13
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.32
23430 - Heavy Equipment Mechanic 21.15
23440 - Heavy Equipment Operator 19.00
23460 - Instrument Mechanic 25.08
23465 - Laboratory/Shelter Mechanic 23.55
23470 - Laborer 14.60
23510 - Locksmith 23.55
23530 - Machinery Maintenance Mechanic 26.22
23550 - Machinist Maintenance 19.20
23580 - Maintenance Trades Helper 16.90
23591 - Metrology Technician I 25.08
23592 - Metrology Technician II 26.51
23593 - Metrology Technician III 27.84
23640 - Millwright 25.08
23710 - Office Appliance Repairer 21.62
23760 - Painter Maintenance 21.86
23790 - Pipefitter Maintenance 25.49
23810 - Plumber Maintenance 23.37
23820 - Pneudraulic Systems Mechanic 25.08
23850 - Rigger 25.08
23870 - Scale Mechanic 22.07
23890 - Sheet-Metal Worker Maintenance 25.08
23910 - Small Engine Mechanic 21.12
23931 - Telecommunications Mechanic I 29.58
23932 - Telecommunications Mechanic II 31.27

23950 - Telephone Lineman		23.03
23960 - Welder Combination Maintenance		18.50
23965 - Well Driller		25.08
23970 - Woodcraft Worker		25.08
23980 - Woodworker		19.05
24000 - Personal Needs Occupations		
24550 - Case Manager		16.27
24570 - Child Care Attendant		11.40
24580 - Child Care Center Clerk		14.28
24610 - Chore Aide		11.55
24620 - Family Readiness And Support Services Coordinator		16.27
24630 - Homemaker		16.27
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		26.31
25040 - Sewage Plant Operator		20.00
25070 - Stationary Engineer		26.31
25190 - Ventilation Equipment Tender		18.65
25210 - Water Treatment Plant Operator		19.64
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.27
27007 - Baggage Inspector		15.11
27008 - Corrections Officer		20.98
27010 - Court Security Officer		20.85
27030 - Detection Dog Handler		16.90
27040 - Detention Officer		20.98
27070 - Firefighter		21.08
27101 - Guard I		15.11
27102 - Guard II		16.90
27131 - Police Officer I		22.09
27132 - Police Officer II		24.56
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.96
28042 - Carnival Equipment Repairer		17.34
28043 - Carnival Worker		12.31
28210 - Gate Attendant/Gate Tender		14.61
28310 - Lifeguard		12.74
28350 - Park Attendant (Aide)		16.35
28510 - Recreation Aide/Health Facility Attendant		11.92
28515 - Recreation Specialist		20.24
28630 - Sports Official		13.01
28690 - Swimming Pool Operator		20.09
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.07
29020 - Hatch Tender		22.07
29030 - Line Handler		22.07
29041 - Stevedore I		20.58
29042 - Stevedore II		23.55
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 14.73
30022 - Archeological Technician II 16.47
30023 - Archeological Technician III 20.26
30030 - Cartographic Technician 20.10
30040 - Civil Engineering Technician 20.81
30051 - Cryogenic Technician I 21.00
30052 - Cryogenic Technician II 23.19
30061 - Drafter/CAD Operator I 14.73
30062 - Drafter/CAD Operator II 16.47
30063 - Drafter/CAD Operator III 18.37
30064 - Drafter/CAD Operator IV 21.94
30081 - Engineering Technician I 11.83
30082 - Engineering Technician II 14.62
30083 - Engineering Technician III 16.36
30084 - Engineering Technician IV 20.24
30085 - Engineering Technician V 24.76
30086 - Engineering Technician VI 29.95
30090 - Environmental Technician 23.53
30095 - Evidence Control Specialist 18.96
30210 - Laboratory Technician 19.70
30221 - Latent Fingerprint Technician I 21.00
30222 - Latent Fingerprint Technician II 23.19
30240 - Mathematical Technician 20.10
30361 - Paralegal/Legal Assistant I 19.49
30362 - Paralegal/Legal Assistant II 24.14
30363 - Paralegal/Legal Assistant III 29.53
30364 - Paralegal/Legal Assistant IV 35.73
30375 - Petroleum Supply Specialist 23.19
30390 - Photo-Optics Technician 20.10
30395 - Radiation Control Technician 23.19
30461 - Technical Writer I 18.77
30462 - Technical Writer II 22.95
30463 - Technical Writer III 27.76
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 21.00
30502 - Weather Forecaster II 25.54
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 18.37
30621 - Weather Observer Senior (see 2) 19.90
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.09
31030 - Bus Driver 19.82
31043 - Driver Courier 15.74

31260 - Parking and Lot Attendant	12.71
31290 - Shuttle Bus Driver	17.11
31310 - Taxi Driver	15.02
31361 - Truckdriver Light	17.11
31362 - Truckdriver Medium	18.47
31363 - Truckdriver Heavy	20.64
31364 - Truckdriver Tractor-Trailer	20.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.70
99050 - Desk Clerk	11.65
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.16
99252 - Laboratory Animal Caretaker II	19.73
99260 - Marketing Analyst	26.26
99310 - Mortician	25.35
99410 - Pest Controller	21.31
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.93
99711 - Recycling Specialist	19.10
99730 - Refuse Collector	14.36
99810 - Sales Clerk	12.53
99820 - School Crossing Guard	14.03
99830 - Survey Party Chief	17.69
99831 - Surveying Aide	13.45
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	18.16
99841 - Vending Machine Repairer	22.86
99842 - Vending Machine Repairer Helper	18.16

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5434
Revision No.: 16
Date Of Last Revision: 06/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado Counties of Alamosa Baca Bent Conejos Costilla Crowley Custer Huerfano Kiowa Las Animas Mineral Otero Prowers Rio Grande Saguache

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.38
01012 - Accounting Clerk II		16.14
01013 - Accounting Clerk III		18.06
01020 - Administrative Assistant		22.17
01035 - Court Reporter		17.82
01041 - Customer Service Representative I		13.23
01042 - Customer Service Representative II		14.88
01043 - Customer Service Representative III		16.24
01051 - Data Entry Operator I		12.61
01052 - Data Entry Operator II		13.76

01060 - Dispatcher Motor Vehicle	18.65
01070 - Document Preparation Clerk	14.18
01090 - Duplicating Machine Operator	14.18
01111 - General Clerk I	12.95
01112 - General Clerk II	14.14
01113 - General Clerk III	15.87
01120 - Housing Referral Assistant	19.86
01141 - Messenger Courier	11.56
01191 - Order Clerk I	15.07
01192 - Order Clerk II	16.45
01261 - Personnel Assistant (Employment) I	17.50
01262 - Personnel Assistant (Employment) II	19.58
01263 - Personnel Assistant (Employment) III	21.82
01270 - Production Control Clerk	21.48
01290 - Rental Clerk	13.56
01300 - Scheduler Maintenance	15.92
01311 - Secretary I	15.92
01312 - Secretary II	17.82
01313 - Secretary III	19.86
01320 - Service Order Dispatcher	17.03
01410 - Supply Technician	22.17
01420 - Survey Worker	14.35
01460 - Switchboard Operator/Receptionist	13.34
01531 - Travel Clerk I	12.41
01532 - Travel Clerk II	13.33
01533 - Travel Clerk III	14.07
01611 - Word Processor I	14.18
01612 - Word Processor II	15.92
01613 - Word Processor III	17.82
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.17
05010 - Automotive Electrician	20.69
05040 - Automotive Glass Installer	18.99
05070 - Automotive Worker	18.99
05110 - Mobile Equipment Servicer	15.65
05130 - Motor Equipment Metal Mechanic	20.69
05160 - Motor Equipment Metal Worker	18.99
05190 - Motor Vehicle Mechanic	18.88
05220 - Motor Vehicle Mechanic Helper	14.74
05250 - Motor Vehicle Upholstery Worker	18.68
05280 - Motor Vehicle Wrecker	18.99
05310 - Painter Automotive	20.09
05340 - Radiator Repair Specialist	18.99
05370 - Tire Repairer	13.54
05400 - Transmission Repair Specialist	18.81
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.78
07041 - Cook I	12.63
07042 - Cook II	14.63
07070 - Dishwasher	11.34

07130 - Food Service Worker	11.81
07210 - Meat Cutter	14.92
07260 - Waiter/Waitress	10.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.70
09040 - Furniture Handler	14.64
09080 - Furniture Refinisher	22.70
09090 - Furniture Refinisher Helper	17.54
09110 - Furniture Repairer Minor	20.58
09130 - Upholsterer	22.70
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.91
11060 - Elevator Operator	12.75
11090 - Gardener	19.73
11122 - Housekeeping Aide	12.75
11150 - Janitor	12.75
11210 - Laborer Grounds Maintenance	15.16
11240 - Maid or Houseman	11.70
11260 - Pruner	14.03
11270 - Tractor Operator	18.16
11330 - Trail Maintenance Worker	15.16
11360 - Window Cleaner	13.78
12000 - Health Occupations	
12010 - Ambulance Driver	17.99
12011 - Breath Alcohol Technician	19.39
12012 - Certified Occupational Therapist Assistant	26.59
12015 - Certified Physical Therapist Assistant	28.30
12020 - Dental Assistant	16.07
12025 - Dental Hygienist	39.70
12030 - EKG Technician	29.37
12035 - Electroneurodiagnostic Technologist	29.37
12040 - Emergency Medical Technician	17.99
12071 - Licensed Practical Nurse I	17.32
12072 - Licensed Practical Nurse II	19.39
12073 - Licensed Practical Nurse III	21.61
12100 - Medical Assistant	14.87
12130 - Medical Laboratory Technician	25.53
12160 - Medical Record Clerk	16.30
12190 - Medical Record Technician	18.24
12195 - Medical Transcriptionist	17.32
12210 - Nuclear Medicine Technologist	42.59
12221 - Nursing Assistant I	11.61
12222 - Nursing Assistant II	13.05
12223 - Nursing Assistant III	14.24
12224 - Nursing Assistant IV	15.98
12235 - Optical Dispenser	16.30
12236 - Optical Technician	17.32
12250 - Pharmacy Technician	15.97
12280 - Phlebotomist	16.05
12305 - Radiologic Technologist	29.69

12311 - Registered Nurse I		23.56
12312 - Registered Nurse II		28.83
12313 - Registered Nurse II Specialist		28.83
12314 - Registered Nurse III		34.88
12315 - Registered Nurse III Anesthetist		34.88
12316 - Registered Nurse IV		41.79
12317 - Scheduler (Drug and Alcohol Testing)		24.01
12320 - Substance Abuse Treatment Counselor		24.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.97
13012 - Exhibits Specialist II		23.50
13013 - Exhibits Specialist III		28.73
13041 - Illustrator I		18.97
13042 - Illustrator II		23.50
13043 - Illustrator III		28.73
13047 - Librarian		26.02
13050 - Library Aide/Clerk		15.10
13054 - Library Information Technology Systems Administrator		23.50
13058 - Library Technician		16.30
13061 - Media Specialist I		16.95
13062 - Media Specialist II		18.97
13063 - Media Specialist III		21.15
13071 - Photographer I		16.95
13072 - Photographer II		18.97
13073 - Photographer III		23.50
13074 - Photographer IV		28.73
13075 - Photographer V		34.77
13090 - Technical Order Library Clerk		15.88
13110 - Video Teleconference Technician		18.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.86
14042 - Computer Operator II		15.50
14043 - Computer Operator III		17.92
14044 - Computer Operator IV		19.93
14045 - Computer Operator V		22.07
14071 - Computer Programmer I	(see 1)	16.10
14072 - Computer Programmer II	(see 1)	19.95
14073 - Computer Programmer III	(see 1)	24.40
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.06
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.86
14160 - Personal Computer Support Technician		19.93
14170 - System Support Specialist		22.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.06
15020 - Aircrew Training Devices Instructor (Rated)		31.53
15030 - Air Crew Training Devices Instructor (Pilot)		37.45

15050 - Computer Based Training Specialist / Instructor 26.06
15060 - Educational Technologist 25.37
15070 - Flight Instructor (Pilot) 37.45
15080 - Graphic Artist 28.48
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.45
15086 - Maintenance Test Pilot Rotary Wing 37.45
15088 - Non-Maintenance Test/Co-Pilot 37.45
15090 - Technical Instructor 23.29
15095 - Technical Instructor/Course Developer 28.48
15110 - Test Proctor 19.43
15120 - Tutor 19.43
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.13
16030 - Counter Attendant 13.13
16040 - Dry Cleaner 15.02
16070 - Finisher Flatwork Machine 13.13
16090 - Presser Hand 13.13
16110 - Presser Machine Drycleaning 13.13
16130 - Presser Machine Shirts 13.13
16160 - Presser Machine Wearing Apparel Laundry 13.13
16190 - Sewing Machine Operator 15.65
16220 - Tailor 16.28
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.55
19040 - Tool And Die Maker 29.07
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.59
21030 - Material Coordinator 21.48
21040 - Material Expediter 21.48
21050 - Material Handling Laborer 14.60
21071 - Order Filler 13.00
21080 - Production Line Worker (Food Processing) 14.59
21110 - Shipping Packer 15.00
21130 - Shipping/Receiving Clerk 15.00
21140 - Store Worker I 13.19
21150 - Stock Clerk 16.65
21210 - Tools And Parts Attendant 14.59
21410 - Warehouse Specialist 14.59
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.77
23019 - Aircraft Logs and Records Technician 20.78
23021 - Aircraft Mechanic I 25.33
23022 - Aircraft Mechanic II 26.77
23023 - Aircraft Mechanic III 28.12
23040 - Aircraft Mechanic Helper 17.83
23050 - Aircraft Painter 23.78
23060 - Aircraft Servicer 20.78
23070 - Aircraft Survival Flight Equipment Technician 23.78
23080 - Aircraft Worker 22.29

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.29
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.33
23110 - Appliance Mechanic 23.55
23120 - Bicycle Repairer 17.01
23125 - Cable Splicer 38.39
23130 - Carpenter Maintenance 19.53
23140 - Carpet Layer 22.07
23160 - Electrician Maintenance 24.13
23181 - Electronics Technician Maintenance I 24.90
23182 - Electronics Technician Maintenance II 26.59
23183 - Electronics Technician Maintenance III 28.30
23260 - Fabric Worker 20.58
23290 - Fire Alarm System Mechanic 25.08
23310 - Fire Extinguisher Repairer 19.05
23311 - Fuel Distribution System Mechanic 25.33
23312 - Fuel Distribution System Operator 19.24
23370 - General Maintenance Worker 15.96
23380 - Ground Support Equipment Mechanic 25.33
23381 - Ground Support Equipment Servicer 20.78
23382 - Ground Support Equipment Worker 22.29
23391 - Gunsmith I 19.05
23392 - Gunsmith II 22.07
23393 - Gunsmith III 25.08
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.13
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.32
23430 - Heavy Equipment Mechanic 21.15
23440 - Heavy Equipment Operator 19.00
23460 - Instrument Mechanic 25.08
23465 - Laboratory/Shelter Mechanic 23.55
23470 - Laborer 14.60
23510 - Locksmith 23.55
23530 - Machinery Maintenance Mechanic 26.22
23550 - Machinist Maintenance 19.20
23580 - Maintenance Trades Helper 16.90
23591 - Metrology Technician I 25.08
23592 - Metrology Technician II 26.51
23593 - Metrology Technician III 27.84
23640 - Millwright 25.08
23710 - Office Appliance Repairer 21.62
23760 - Painter Maintenance 21.86
23790 - Pipefitter Maintenance 25.49
23810 - Plumber Maintenance 23.37
23820 - Pneudraulic Systems Mechanic 25.08
23850 - Rigger 25.08
23870 - Scale Mechanic 22.07
23890 - Sheet-Metal Worker Maintenance 25.08

23910 - Small Engine Mechanic 21.12
23931 - Telecommunications Mechanic I 29.58
23932 - Telecommunications Mechanic II 31.27
23950 - Telephone Lineman 23.03
23960 - Welder Combination Maintenance 18.50
23965 - Well Driller 25.08
23970 - Woodcraft Worker 25.08
23980 - Woodworker 19.05
24000 - Personal Needs Occupations
24550 - Case Manager 16.27
24570 - Child Care Attendant 11.40
24580 - Child Care Center Clerk 14.28
24610 - Chore Aide 11.55
24620 - Family Readiness And Support Services Coordinator 16.27
24630 - Homemaker 16.27
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.31
25040 - Sewage Plant Operator 20.00
25070 - Stationary Engineer 26.31
25190 - Ventilation Equipment Tender 18.65
25210 - Water Treatment Plant Operator 19.64
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.27
27007 - Baggage Inspector 15.11
27008 - Corrections Officer 20.98
27010 - Court Security Officer 20.85
27030 - Detection Dog Handler 16.90
27040 - Detention Officer 20.98
27070 - Firefighter 21.08
27101 - Guard I 15.11
27102 - Guard II 16.90
27131 - Police Officer I 22.09
27132 - Police Officer II 24.56
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.96
28042 - Carnival Equipment Repairer 17.34
28043 - Carnival Worker 12.31
28210 - Gate Attendant/Gate Tender 14.61
28310 - Lifeguard 12.74
28350 - Park Attendant (Aide) 16.35
28510 - Recreation Aide/Health Facility Attendant 11.92
28515 - Recreation Specialist 20.24
28630 - Sports Official 13.01
28690 - Swimming Pool Operator 20.09
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.07
29020 - Hatch Tender 22.07
29030 - Line Handler 22.07
29041 - Stevedore I 20.58

29042 - Stevedore II 23.55
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 14.73
30022 - Archeological Technician II 16.47
30023 - Archeological Technician III 20.26
30030 - Cartographic Technician 20.10
30040 - Civil Engineering Technician 20.81
30051 - Cryogenic Technician I 21.00
30052 - Cryogenic Technician II 23.19
30061 - Drafter/CAD Operator I 14.73
30062 - Drafter/CAD Operator II 16.47
30063 - Drafter/CAD Operator III 18.37
30064 - Drafter/CAD Operator IV 21.94
30081 - Engineering Technician I 11.83
30082 - Engineering Technician II 14.62
30083 - Engineering Technician III 16.36
30084 - Engineering Technician IV 20.24
30085 - Engineering Technician V 24.76
30086 - Engineering Technician VI 29.95
30090 - Environmental Technician 23.53
30095 - Evidence Control Specialist 18.96
30210 - Laboratory Technician 19.70
30221 - Latent Fingerprint Technician I 21.00
30222 - Latent Fingerprint Technician II 23.19
30240 - Mathematical Technician 20.10
30361 - Paralegal/Legal Assistant I 19.49
30362 - Paralegal/Legal Assistant II 24.14
30363 - Paralegal/Legal Assistant III 29.53
30364 - Paralegal/Legal Assistant IV 35.73
30375 - Petroleum Supply Specialist 23.19
30390 - Photo-Optics Technician 20.10
30395 - Radiation Control Technician 23.19
30461 - Technical Writer I 18.77
30462 - Technical Writer II 22.95
30463 - Technical Writer III 27.76
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 21.00
30502 - Weather Forecaster II 25.54
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 18.37
30621 - Weather Observer Senior (see 2) 19.90
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67

31020 - Bus Aide	14.09
31030 - Bus Driver	19.82
31043 - Driver Courier	15.74
31260 - Parking and Lot Attendant	12.71
31290 - Shuttle Bus Driver	17.11
31310 - Taxi Driver	15.02
31361 - Truckdriver Light	17.11
31362 - Truckdriver Medium	18.47
31363 - Truckdriver Heavy	20.64
31364 - Truckdriver Tractor-Trailer	20.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.70
99050 - Desk Clerk	11.65
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.16
99252 - Laboratory Animal Caretaker II	19.73
99260 - Marketing Analyst	26.26
99310 - Mortician	25.35
99410 - Pest Controller	21.31
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.93
99711 - Recycling Specialist	19.10
99730 - Refuse Collector	14.36
99810 - Sales Clerk	12.53
99820 - School Crossing Guard	14.03
99830 - Survey Party Chief	17.69
99831 - Surveying Aide	13.45
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	18.16
99841 - Vending Machine Repairer	22.86
99842 - Vending Machine Repairer Helper	18.16

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5435
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado Counties of Archuleta Chaffee Delta Dolores Fremont Gunnison Hinsdale La Plata Montezuma Montrose Ouray San Juan San Miguel

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.41
01012 - Accounting Clerk II		16.17
01013 - Accounting Clerk III		18.10
01020 - Administrative Assistant		23.29
01035 - Court Reporter		17.72
01041 - Customer Service Representative I		13.09
01042 - Customer Service Representative II		14.71
01043 - Customer Service Representative III		16.06
01051 - Data Entry Operator I		15.42
01052 - Data Entry Operator II		16.82
01060 - Dispatcher Motor Vehicle		19.64
01070 - Document Preparation Clerk		14.11
01090 - Duplicating Machine Operator		14.11
01111 - General Clerk I		13.37

01112 - General Clerk II	14.60
01113 - General Clerk III	16.39
01120 - Housing Referral Assistant	19.75
01141 - Messenger Courier	11.50
01191 - Order Clerk I	14.87
01192 - Order Clerk II	16.22
01261 - Personnel Assistant (Employment) I	16.66
01262 - Personnel Assistant (Employment) II	18.64
01263 - Personnel Assistant (Employment) III	20.78
01270 - Production Control Clerk	22.15
01290 - Rental Clerk	16.13
01300 - Scheduler Maintenance	15.83
01311 - Secretary I	15.83
01312 - Secretary II	17.72
01313 - Secretary III	19.75
01320 - Service Order Dispatcher	17.55
01410 - Supply Technician	23.29
01420 - Survey Worker	15.98
01460 - Switchboard Operator/Receptionist	14.50
01531 - Travel Clerk I	12.41
01532 - Travel Clerk II	13.33
01533 - Travel Clerk III	14.07
01611 - Word Processor I	14.11
01612 - Word Processor II	15.83
01613 - Word Processor III	17.72
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.19
05010 - Automotive Electrician	21.08
05040 - Automotive Glass Installer	19.72
05070 - Automotive Worker	19.72
05110 - Mobile Equipment Servicer	17.00
05130 - Motor Equipment Metal Mechanic	22.41
05160 - Motor Equipment Metal Worker	19.72
05190 - Motor Vehicle Mechanic	22.41
05220 - Motor Vehicle Mechanic Helper	15.65
05250 - Motor Vehicle Upholstery Worker	18.68
05280 - Motor Vehicle Wrecker	19.72
05310 - Painter Automotive	21.08
05340 - Radiator Repair Specialist	19.72
05370 - Tire Repairer	14.76
05400 - Transmission Repair Specialist	22.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.68
07041 - Cook I	13.70
07042 - Cook II	15.88
07070 - Dishwasher	11.89
07130 - Food Service Worker	11.94
07210 - Meat Cutter	16.10
07260 - Waiter/Waitress	10.64
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 24.36
09040 - Furniture Handler 15.00
09080 - Furniture Refinisher 24.45
09090 - Furniture Refinisher Helper 18.15
09110 - Furniture Repairer Minor 21.31
09130 - Upholsterer 24.36
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.25
11060 - Elevator Operator 13.61
11090 - Gardener 20.00
11122 - Housekeeping Aide 13.61
11150 - Janitor 13.61
11210 - Laborer Grounds Maintenance 15.21
11240 - Maid or Houseman 12.98
11260 - Pruner 14.17
11270 - Tractor Operator 18.41
11330 - Trail Maintenance Worker 15.21
11360 - Window Cleaner 14.81
12000 - Health Occupations
12010 - Ambulance Driver 17.99
12011 - Breath Alcohol Technician 19.97
12012 - Certified Occupational Therapist Assistant 27.39
12015 - Certified Physical Therapist Assistant 25.54
12020 - Dental Assistant 19.52
12025 - Dental Hygienist 37.12
12030 - EKG Technician 30.26
12035 - Electroneurodiagnostic Technologist 30.26
12040 - Emergency Medical Technician 17.99
12071 - Licensed Practical Nurse I 17.84
12072 - Licensed Practical Nurse II 19.97
12073 - Licensed Practical Nurse III 22.26
12100 - Medical Assistant 16.54
12130 - Medical Laboratory Technician 25.03
12160 - Medical Record Clerk 16.81
12190 - Medical Record Technician 18.81
12195 - Medical Transcriptionist 17.84
12210 - Nuclear Medicine Technologist 43.88
12221 - Nursing Assistant I 11.91
12222 - Nursing Assistant II 13.39
12223 - Nursing Assistant III 14.61
12224 - Nursing Assistant IV 16.40
12235 - Optical Dispenser 17.81
12236 - Optical Technician 17.84
12250 - Pharmacy Technician 17.16
12280 - Phlebotomist 17.35
12305 - Radiologic Technologist 29.94
12311 - Registered Nurse I 23.56
12312 - Registered Nurse II 28.83
12313 - Registered Nurse II Specialist 28.83
12314 - Registered Nurse III 34.88

12315 - Registered Nurse III Anesthetist		34.88
12316 - Registered Nurse IV		41.79
12317 - Scheduler (Drug and Alcohol Testing)		24.73
12320 - Substance Abuse Treatment Counselor		24.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.14
13012 - Exhibits Specialist II		24.94
13013 - Exhibits Specialist III		30.52
13041 - Illustrator I		20.14
13042 - Illustrator II		24.94
13043 - Illustrator III		30.52
13047 - Librarian		27.63
13050 - Library Aide/Clerk		15.43
13054 - Library Information Technology Systems Administrator		24.94
13058 - Library Technician		16.30
13061 - Media Specialist I		17.31
13062 - Media Specialist II		19.73
13063 - Media Specialist III		22.00
13071 - Photographer I		17.31
13072 - Photographer II		19.38
13073 - Photographer III		24.00
13074 - Photographer IV		29.36
13075 - Photographer V		35.52
13090 - Technical Order Library Clerk		18.30
13110 - Video Teleconference Technician		17.31
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.25
14042 - Computer Operator II		17.05
14043 - Computer Operator III		19.71
14044 - Computer Operator IV		21.92
14045 - Computer Operator V		24.28
14071 - Computer Programmer I	(see 1)	19.48
14072 - Computer Programmer II	(see 1)	24.15
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.25
14160 - Personal Computer Support Technician		21.92
14170 - System Support Specialist		27.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.31
15020 - Aircrew Training Devices Instructor (Rated)		35.46
15030 - Air Crew Training Devices Instructor (Pilot)		42.50
15050 - Computer Based Training Specialist / Instructor		29.31
15060 - Educational Technologist		34.05
15070 - Flight Instructor (Pilot)		42.50
15080 - Graphic Artist		26.30

15085 - Maintenance Test Pilot Fixed Jet/Prop 42.50
15086 - Maintenance Test Pilot Rotary Wing 42.50
15088 - Non-Maintenance Test/Co-Pilot 42.50
15090 - Technical Instructor 24.24
15095 - Technical Instructor/Course Developer 29.67
15110 - Test Proctor 21.37
15120 - Tutor 21.37
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.13
16030 - Counter Attendant 13.13
16040 - Dry Cleaner 15.02
16070 - Finisher Flatwork Machine 13.13
16090 - Presser Hand 13.13
16110 - Presser Machine Drycleaning 13.13
16130 - Presser Machine Shirts 13.13
16160 - Presser Machine Wearing Apparel Laundry 13.13
16190 - Sewing Machine Operator 15.65
16220 - Tailor 16.28
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.45
19040 - Tool And Die Maker 30.54
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.78
21030 - Material Coordinator 22.15
21040 - Material Expediter 22.15
21050 - Material Handling Laborer 13.39
21071 - Order Filler 12.91
21080 - Production Line Worker (Food Processing) 16.78
21110 - Shipping Packer 16.70
21130 - Shipping/Receiving Clerk 16.70
21140 - Store Worker I 13.23
21150 - Stock Clerk 16.50
21210 - Tools And Parts Attendant 16.78
21410 - Warehouse Specialist 16.78
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.38
23019 - Aircraft Logs and Records Technician 23.63
23021 - Aircraft Mechanic I 28.82
23022 - Aircraft Mechanic II 30.38
23023 - Aircraft Mechanic III 32.08
23040 - Aircraft Mechanic Helper 20.13
23050 - Aircraft Painter 27.10
23060 - Aircraft Servicer 23.63
23070 - Aircraft Survival Flight Equipment Technician 27.10
23080 - Aircraft Worker 25.36
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.36
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.82

23110 - Appliance Mechanic 24.45
23120 - Bicycle Repairer 17.01
23125 - Cable Splicer 44.03
23130 - Carpenter Maintenance 24.31
23140 - Carpet Layer 22.87
23160 - Electrician Maintenance 31.34
23181 - Electronics Technician Maintenance I 25.09
23182 - Electronics Technician Maintenance II 26.82
23183 - Electronics Technician Maintenance III 28.53
23260 - Fabric Worker 21.31
23290 - Fire Alarm System Mechanic 25.05
23310 - Fire Extinguisher Repairer 19.73
23311 - Fuel Distribution System Mechanic 28.84
23312 - Fuel Distribution System Operator 22.12
23370 - General Maintenance Worker 17.66
23380 - Ground Support Equipment Mechanic 28.82
23381 - Ground Support Equipment Servicer 23.63
23382 - Ground Support Equipment Worker 25.36
23391 - Gunsmith I 19.73
23392 - Gunsmith II 22.87
23393 - Gunsmith III 26.00
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.68
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.95
23430 - Heavy Equipment Mechanic 23.43
23440 - Heavy Equipment Operator 22.61
23460 - Instrument Mechanic 26.00
23465 - Laboratory/Shelter Mechanic 24.45
23470 - Laborer 13.39
23510 - Locksmith 24.45
23530 - Machinery Maintenance Mechanic 32.58
23550 - Machinist Maintenance 20.87
23580 - Maintenance Trades Helper 18.15
23591 - Metrology Technician I 26.00
23592 - Metrology Technician II 27.40
23593 - Metrology Technician III 28.94
23640 - Millwright 26.00
23710 - Office Appliance Repairer 24.45
23760 - Painter Maintenance 19.33
23790 - Pipefitter Maintenance 24.55
23810 - Plumber Maintenance 23.09
23820 - Pneudraulic Systems Mechanic 26.00
23850 - Rigger 26.00
23870 - Scale Mechanic 22.87
23890 - Sheet-Metal Worker Maintenance 26.00
23910 - Small Engine Mechanic 22.35
23931 - Telecommunications Mechanic I 26.66
23932 - Telecommunications Mechanic II 28.10
23950 - Telephone Lineman 27.41

23960 - Welder Combination Maintenance		23.21
23965 - Well Driller		26.00
23970 - Woodcraft Worker		26.00
23980 - Woodworker		19.73
24000 - Personal Needs Occupations		
24550 - Case Manager		18.57
24570 - Child Care Attendant		12.81
24580 - Child Care Center Clerk		15.98
24610 - Chore Aide		12.44
24620 - Family Readiness And Support Services Coordinator		18.57
24630 - Homemaker		18.57
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		26.31
25040 - Sewage Plant Operator		23.45
25070 - Stationary Engineer		26.31
25190 - Ventilation Equipment Tender		18.65
25210 - Water Treatment Plant Operator		23.45
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.98
27007 - Baggage Inspector		15.65
27008 - Corrections Officer		22.72
27010 - Court Security Officer		24.40
27030 - Detection Dog Handler		17.51
27040 - Detention Officer		22.72
27070 - Firefighter		26.97
27101 - Guard I		15.65
27102 - Guard II		17.51
27131 - Police Officer I		24.15
27132 - Police Officer II		26.83
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.54
28042 - Carnival Equipment Repairer		16.88
28043 - Carnival Worker		11.96
28210 - Gate Attendant/Gate Tender		16.94
28310 - Lifeguard		13.57
28350 - Park Attendant (Aide)		18.95
28510 - Recreation Aide/Health Facility Attendant		13.83
28515 - Recreation Specialist		23.47
28630 - Sports Official		15.09
28690 - Swimming Pool Operator		19.57
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.16
29020 - Hatch Tender		25.16
29030 - Line Handler		25.16
29041 - Stevedore I		23.44
29042 - Stevedore II		26.90
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.01
30022 - Archeological Technician II 19.03
30023 - Archeological Technician III 23.57
30030 - Cartographic Technician 23.57
30040 - Civil Engineering Technician 27.84
30051 - Cryogenic Technician I 26.11
30052 - Cryogenic Technician II 28.84
30061 - Drafter/CAD Operator I 17.01
30062 - Drafter/CAD Operator II 19.03
30063 - Drafter/CAD Operator III 21.21
30064 - Drafter/CAD Operator IV 26.11
30081 - Engineering Technician I 15.34
30082 - Engineering Technician II 17.22
30083 - Engineering Technician III 19.27
30084 - Engineering Technician IV 23.87
30085 - Engineering Technician V 29.20
30086 - Engineering Technician VI 35.32
30090 - Environmental Technician 24.32
30095 - Evidence Control Specialist 23.57
30210 - Laboratory Technician 21.88
30221 - Latent Fingerprint Technician I 26.11
30222 - Latent Fingerprint Technician II 28.84
30240 - Mathematical Technician 23.57
30361 - Paralegal/Legal Assistant I 19.29
30362 - Paralegal/Legal Assistant II 23.90
30363 - Paralegal/Legal Assistant III 29.23
30364 - Paralegal/Legal Assistant IV 35.37
30375 - Petroleum Supply Specialist 28.84
30390 - Photo-Optics Technician 23.57
30395 - Radiation Control Technician 28.84
30461 - Technical Writer I 23.57
30462 - Technical Writer II 28.84
30463 - Technical Writer III 34.88
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.11
30502 - Weather Forecaster II 31.75
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.21
30621 - Weather Observer Senior (see 2) 23.57
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.59
31030 - Bus Driver 17.88
31043 - Driver Courier 15.98
31260 - Parking and Lot Attendant 13.08

31290 - Shuttle Bus Driver	17.36
31310 - Taxi Driver	14.76
31361 - Truckdriver Light	17.36
31362 - Truckdriver Medium	18.76
31363 - Truckdriver Heavy	21.41
31364 - Truckdriver Tractor-Trailer	21.41
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.08
99050 - Desk Clerk	12.59
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.80
99252 - Laboratory Animal Caretaker II	18.26
99260 - Marketing Analyst	24.16
99310 - Mortician	25.35
99410 - Pest Controller	21.59
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.80
99711 - Recycling Specialist	25.18
99730 - Refuse Collector	19.38
99810 - Sales Clerk	13.92
99820 - School Crossing Guard	14.29
99830 - Survey Party Chief	24.22
99831 - Surveying Aide	18.42
99832 - Surveying Technician	22.91
99840 - Vending Machine Attendant	16.80
99841 - Vending Machine Repairer	21.16
99842 - Vending Machine Repairer Helper	16.80

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5436
Revision No.: 14
Date Of Last Revision: 07/01/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado Counties of Archuleta Chaffee Delta Dolores Fremont Gunnison Hinsdale La Plata Montezuma Montrose Ouray San Juan San Miguel

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.41
01012 - Accounting Clerk II		16.17
01013 - Accounting Clerk III		18.10
01020 - Administrative Assistant		23.29
01035 - Court Reporter		17.72
01041 - Customer Service Representative I		13.09
01042 - Customer Service Representative II		14.71
01043 - Customer Service Representative III		16.06
01051 - Data Entry Operator I		15.42
01052 - Data Entry Operator II		16.82
01060 - Dispatcher Motor Vehicle		19.64

01070 - Document Preparation Clerk 14.11
01090 - Duplicating Machine Operator 14.11
01111 - General Clerk I 13.37
01112 - General Clerk II 14.60
01113 - General Clerk III 16.39
01120 - Housing Referral Assistant 19.75
01141 - Messenger Courier 11.50
01191 - Order Clerk I 14.87
01192 - Order Clerk II 16.22
01261 - Personnel Assistant (Employment) I 16.66
01262 - Personnel Assistant (Employment) II 18.64
01263 - Personnel Assistant (Employment) III 20.78
01270 - Production Control Clerk 22.15
01290 - Rental Clerk 16.13
01300 - Scheduler Maintenance 15.83
01311 - Secretary I 15.83
01312 - Secretary II 17.72
01313 - Secretary III 19.75
01320 - Service Order Dispatcher 17.55
01410 - Supply Technician 23.29
01420 - Survey Worker 15.98
01460 - Switchboard Operator/Receptionist 14.50
01531 - Travel Clerk I 12.41
01532 - Travel Clerk II 13.33
01533 - Travel Clerk III 14.07
01611 - Word Processor I 14.11
01612 - Word Processor II 15.83
01613 - Word Processor III 17.72
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.19
05010 - Automotive Electrician 21.08
05040 - Automotive Glass Installer 19.72
05070 - Automotive Worker 19.72
05110 - Mobile Equipment Servicer 17.00
05130 - Motor Equipment Metal Mechanic 22.41
05160 - Motor Equipment Metal Worker 19.72
05190 - Motor Vehicle Mechanic 22.41
05220 - Motor Vehicle Mechanic Helper 15.65
05250 - Motor Vehicle Upholstery Worker 18.68
05280 - Motor Vehicle Wrecker 19.72
05310 - Painter Automotive 21.08
05340 - Radiator Repair Specialist 19.72
05370 - Tire Repairer 14.76
05400 - Transmission Repair Specialist 22.41
07000 - Food Preparation And Service Occupations
07010 - Baker 13.68
07041 - Cook I 13.70
07042 - Cook II 15.88
07070 - Dishwasher 11.89
07130 - Food Service Worker 11.94

07210 - Meat Cutter 16.10
07260 - Waiter/Waitress 10.64
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.36
09040 - Furniture Handler 15.00
09080 - Furniture Refinisher 24.45
09090 - Furniture Refinisher Helper 18.15
09110 - Furniture Repairer Minor 21.31
09130 - Upholsterer 24.36
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.25
11060 - Elevator Operator 13.61
11090 - Gardener 20.00
11122 - Housekeeping Aide 13.61
11150 - Janitor 13.61
11210 - Laborer Grounds Maintenance 15.21
11240 - Maid or Houseman 12.98
11260 - Pruner 14.17
11270 - Tractor Operator 18.41
11330 - Trail Maintenance Worker 15.21
11360 - Window Cleaner 14.81
12000 - Health Occupations
12010 - Ambulance Driver 17.99
12011 - Breath Alcohol Technician 19.97
12012 - Certified Occupational Therapist Assistant 27.39
12015 - Certified Physical Therapist Assistant 25.54
12020 - Dental Assistant 19.52
12025 - Dental Hygienist 37.12
12030 - EKG Technician 30.26
12035 - Electroneurodiagnostic Technologist 30.26
12040 - Emergency Medical Technician 17.99
12071 - Licensed Practical Nurse I 17.84
12072 - Licensed Practical Nurse II 19.97
12073 - Licensed Practical Nurse III 22.26
12100 - Medical Assistant 16.54
12130 - Medical Laboratory Technician 25.03
12160 - Medical Record Clerk 16.81
12190 - Medical Record Technician 18.81
12195 - Medical Transcriptionist 17.84
12210 - Nuclear Medicine Technologist 43.88
12221 - Nursing Assistant I 11.91
12222 - Nursing Assistant II 13.39
12223 - Nursing Assistant III 14.61
12224 - Nursing Assistant IV 16.40
12235 - Optical Dispenser 17.81
12236 - Optical Technician 17.84
12250 - Pharmacy Technician 17.16
12280 - Phlebotomist 17.35
12305 - Radiologic Technologist 29.94
12311 - Registered Nurse I 23.56

12312 - Registered Nurse II 28.83
12313 - Registered Nurse II Specialist 28.83
12314 - Registered Nurse III 34.88
12315 - Registered Nurse III Anesthetist 34.88
12316 - Registered Nurse IV 41.79
12317 - Scheduler (Drug and Alcohol Testing) 24.73
12320 - Substance Abuse Treatment Counselor 24.77
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.14
13012 - Exhibits Specialist II 24.94
13013 - Exhibits Specialist III 30.52
13041 - Illustrator I 20.14
13042 - Illustrator II 24.94
13043 - Illustrator III 30.52
13047 - Librarian 27.63
13050 - Library Aide/Clerk 15.43
13054 - Library Information Technology Systems Administrator 24.94
13058 - Library Technician 16.30
13061 - Media Specialist I 17.31
13062 - Media Specialist II 19.73
13063 - Media Specialist III 22.00
13071 - Photographer I 17.31
13072 - Photographer II 19.38
13073 - Photographer III 24.00
13074 - Photographer IV 29.36
13075 - Photographer V 35.52
13090 - Technical Order Library Clerk 18.30
13110 - Video Teleconference Technician 17.31
14000 - Information Technology Occupations
14041 - Computer Operator I 15.25
14042 - Computer Operator II 17.05
14043 - Computer Operator III 19.71
14044 - Computer Operator IV 21.92
14045 - Computer Operator V 24.28
14071 - Computer Programmer I 19.48
14072 - Computer Programmer II 24.15
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 15.25
14160 - Personal Computer Support Technician 21.92
14170 - System Support Specialist 27.53
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 29.31
15020 - Aircrew Training Devices Instructor (Rated) 35.46
15030 - Air Crew Training Devices Instructor (Pilot) 42.50
15050 - Computer Based Training Specialist / Instructor 29.31

15060 - Educational Technologist 34.05
15070 - Flight Instructor (Pilot) 42.50
15080 - Graphic Artist 26.30
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.50
15086 - Maintenance Test Pilot Rotary Wing 42.50
15088 - Non-Maintenance Test/Co-Pilot 42.50
15090 - Technical Instructor 24.24
15095 - Technical Instructor/Course Developer 29.67
15110 - Test Proctor 21.37
15120 - Tutor 21.37
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.13
16030 - Counter Attendant 13.13
16040 - Dry Cleaner 15.02
16070 - Finisher Flatwork Machine 13.13
16090 - Presser Hand 13.13
16110 - Presser Machine Drycleaning 13.13
16130 - Presser Machine Shirts 13.13
16160 - Presser Machine Wearing Apparel Laundry 13.13
16190 - Sewing Machine Operator 15.65
16220 - Tailor 16.28
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.45
19040 - Tool And Die Maker 30.54
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.78
21030 - Material Coordinator 22.15
21040 - Material Expediter 22.15
21050 - Material Handling Laborer 13.39
21071 - Order Filler 12.91
21080 - Production Line Worker (Food Processing) 16.78
21110 - Shipping Packer 16.70
21130 - Shipping/Receiving Clerk 16.70
21140 - Store Worker I 13.23
21150 - Stock Clerk 16.50
21210 - Tools And Parts Attendant 16.78
21410 - Warehouse Specialist 16.78
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.38
23019 - Aircraft Logs and Records Technician 23.63
23021 - Aircraft Mechanic I 28.82
23022 - Aircraft Mechanic II 30.38
23023 - Aircraft Mechanic III 32.08
23040 - Aircraft Mechanic Helper 20.13
23050 - Aircraft Painter 27.10
23060 - Aircraft Servicer 23.63
23070 - Aircraft Survival Flight Equipment Technician 27.10
23080 - Aircraft Worker 25.36
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 25.36

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 28.82
II
23110 - Appliance Mechanic 24.45
23120 - Bicycle Repairer 17.01
23125 - Cable Splicer 44.03
23130 - Carpenter Maintenance 24.31
23140 - Carpet Layer 22.87
23160 - Electrician Maintenance 31.34
23181 - Electronics Technician Maintenance I 25.09
23182 - Electronics Technician Maintenance II 26.82
23183 - Electronics Technician Maintenance III 28.53
23260 - Fabric Worker 21.31
23290 - Fire Alarm System Mechanic 25.05
23310 - Fire Extinguisher Repairer 19.73
23311 - Fuel Distribution System Mechanic 28.84
23312 - Fuel Distribution System Operator 22.12
23370 - General Maintenance Worker 17.66
23380 - Ground Support Equipment Mechanic 28.82
23381 - Ground Support Equipment Servicer 23.63
23382 - Ground Support Equipment Worker 25.36
23391 - Gunsmith I 19.73
23392 - Gunsmith II 22.87
23393 - Gunsmith III 26.00
23410 - Heating Ventilation And Air-Conditioning 23.68
Mechanic
23411 - Heating Ventilation And Air Contidioning 24.95
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 23.43
23440 - Heavy Equipment Operator 22.61
23460 - Instrument Mechanic 26.00
23465 - Laboratory/Shelter Mechanic 24.45
23470 - Laborer 13.39
23510 - Locksmith 24.45
23530 - Machinery Maintenance Mechanic 32.58
23550 - Machinist Maintenance 20.87
23580 - Maintenance Trades Helper 18.15
23591 - Metrology Technician I 26.00
23592 - Metrology Technician II 27.40
23593 - Metrology Technician III 28.94
23640 - Millwright 26.00
23710 - Office Appliance Repairer 24.45
23760 - Painter Maintenance 19.33
23790 - Pipefitter Maintenance 24.55
23810 - Plumber Maintenance 23.09
23820 - Pneudraulic Systems Mechanic 26.00
23850 - Rigger 26.00
23870 - Scale Mechanic 22.87
23890 - Sheet-Metal Worker Maintenance 26.00
23910 - Small Engine Mechanic 22.35

23931 - Telecommunications Mechanic I 26.66
23932 - Telecommunications Mechanic II 28.10
23950 - Telephone Lineman 27.41
23960 - Welder Combination Maintenance 23.21
23965 - Well Driller 26.00
23970 - Woodcraft Worker 26.00
23980 - Woodworker 19.73
24000 - Personal Needs Occupations
24550 - Case Manager 18.57
24570 - Child Care Attendant 12.81
24580 - Child Care Center Clerk 15.98
24610 - Chore Aide 12.44
24620 - Family Readiness And Support Services Coordinator 18.57
24630 - Homemaker 18.57
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.31
25040 - Sewage Plant Operator 23.45
25070 - Stationary Engineer 26.31
25190 - Ventilation Equipment Tender 18.65
25210 - Water Treatment Plant Operator 23.45
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.98
27007 - Baggage Inspector 15.65
27008 - Corrections Officer 22.72
27010 - Court Security Officer 24.40
27030 - Detection Dog Handler 17.51
27040 - Detention Officer 22.72
27070 - Firefighter 26.97
27101 - Guard I 15.65
27102 - Guard II 17.51
27131 - Police Officer I 24.15
27132 - Police Officer II 26.83
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.54
28042 - Carnival Equipment Repairer 16.88
28043 - Carnival Worker 11.96
28210 - Gate Attendant/Gate Tender 16.94
28310 - Lifeguard 13.57
28350 - Park Attendant (Aide) 18.95
28510 - Recreation Aide/Health Facility Attendant 13.83
28515 - Recreation Specialist 23.47
28630 - Sports Official 15.09
28690 - Swimming Pool Operator 19.57
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.16
29020 - Hatch Tender 25.16
29030 - Line Handler 25.16
29041 - Stevedore I 23.44
29042 - Stevedore II 26.90

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		17.01
30022 - Archeological Technician II		19.03
30023 - Archeological Technician III		23.57
30030 - Cartographic Technician		23.57
30040 - Civil Engineering Technician		27.84
30051 - Cryogenic Technician I		26.11
30052 - Cryogenic Technician II		28.84
30061 - Drafter/CAD Operator I		17.01
30062 - Drafter/CAD Operator II		19.03
30063 - Drafter/CAD Operator III		21.21
30064 - Drafter/CAD Operator IV		26.11
30081 - Engineering Technician I		15.34
30082 - Engineering Technician II		17.22
30083 - Engineering Technician III		19.27
30084 - Engineering Technician IV		23.87
30085 - Engineering Technician V		29.20
30086 - Engineering Technician VI		35.32
30090 - Environmental Technician		24.32
30095 - Evidence Control Specialist		23.57
30210 - Laboratory Technician		21.88
30221 - Latent Fingerprint Technician I		26.11
30222 - Latent Fingerprint Technician II		28.84
30240 - Mathematical Technician		23.57
30361 - Paralegal/Legal Assistant I		19.29
30362 - Paralegal/Legal Assistant II		23.90
30363 - Paralegal/Legal Assistant III		29.23
30364 - Paralegal/Legal Assistant IV		35.37
30375 - Petroleum Supply Specialist		28.84
30390 - Photo-Optics Technician		23.57
30395 - Radiation Control Technician		28.84
30461 - Technical Writer I		23.57
30462 - Technical Writer II		28.84
30463 - Technical Writer III		34.88
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.11
30502 - Weather Forecaster II		31.75
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.21
30621 - Weather Observer Senior	(see 2)	23.57

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.59

31030 - Bus Driver	17.88
31043 - Driver Courier	15.98
31260 - Parking and Lot Attendant	13.08
31290 - Shuttle Bus Driver	17.36
31310 - Taxi Driver	14.76
31361 - Truckdriver Light	17.36
31362 - Truckdriver Medium	18.76
31363 - Truckdriver Heavy	21.41
31364 - Truckdriver Tractor-Trailer	21.41
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.08
99050 - Desk Clerk	12.59
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.80
99252 - Laboratory Animal Caretaker II	18.26
99260 - Marketing Analyst	24.16
99310 - Mortician	25.35
99410 - Pest Controller	21.59
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.80
99711 - Recycling Specialist	25.18
99730 - Refuse Collector	19.38
99810 - Sales Clerk	13.92
99820 - School Crossing Guard	14.29
99830 - Survey Party Chief	24.22
99831 - Surveying Aide	18.42
99832 - Surveying Technician	22.91
99840 - Vending Machine Attendant	16.80
99841 - Vending Machine Repairer	21.16
99842 - Vending Machine Repairer Helper	16.80

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5437
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado Counties of Grand Jackson Summit

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.29
01012 - Accounting Clerk II		19.41
01013 - Accounting Clerk III		21.72
01020 - Administrative Assistant		26.31
01035 - Court Reporter		19.59
01041 - Customer Service Representative I		14.77
01042 - Customer Service Representative II		16.61
01043 - Customer Service Representative III		18.13
01051 - Data Entry Operator I		15.98
01052 - Data Entry Operator II		17.43
01060 - Dispatcher Motor Vehicle		19.37
01070 - Document Preparation Clerk		14.55
01090 - Duplicating Machine Operator		14.55
01111 - General Clerk I		18.31
01112 - General Clerk II		19.98

01113 - General Clerk III 22.42
01120 - Housing Referral Assistant 21.75
01141 - Messenger Courier 13.02
01191 - Order Clerk I 16.42
01192 - Order Clerk II 17.91
01261 - Personnel Assistant (Employment) I 16.67
01262 - Personnel Assistant (Employment) II 18.65
01263 - Personnel Assistant (Employment) III 20.79
01270 - Production Control Clerk 24.26
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 17.15
01311 - Secretary I 17.15
01312 - Secretary II 19.19
01313 - Secretary III 21.75
01320 - Service Order Dispatcher 17.26
01410 - Supply Technician 26.31
01420 - Survey Worker 18.33
01460 - Switchboard Operator/Receptionist 16.95
01531 - Travel Clerk I 17.07
01532 - Travel Clerk II 17.89
01533 - Travel Clerk III 19.26
01611 - Word Processor I 14.41
01612 - Word Processor II 16.18
01613 - Word Processor III 18.10
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 27.87
05010 - Automotive Electrician 24.55
05040 - Automotive Glass Installer 22.99
05070 - Automotive Worker 22.99
05110 - Mobile Equipment Servicer 19.82
05130 - Motor Equipment Metal Mechanic 26.16
05160 - Motor Equipment Metal Worker 22.99
05190 - Motor Vehicle Mechanic 26.16
05220 - Motor Vehicle Mechanic Helper 18.21
05250 - Motor Vehicle Upholstery Worker 21.41
05280 - Motor Vehicle Wrecker 22.99
05310 - Painter Automotive 24.55
05340 - Radiator Repair Specialist 22.99
05370 - Tire Repairer 16.98
05400 - Transmission Repair Specialist 26.16
07000 - Food Preparation And Service Occupations
07010 - Baker 16.24
07041 - Cook I 15.72
07042 - Cook II 18.24
07070 - Dishwasher 12.45
07130 - Food Service Worker 15.61
07210 - Meat Cutter 18.30
07260 - Waiter/Waitress 10.65
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 27.66

09040 - Furniture Handler 17.10
09080 - Furniture Refinisher 27.66
09090 - Furniture Refinisher Helper 20.61
09110 - Furniture Repairer Minor 24.12
09130 - Upholsterer 27.66
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.75
11060 - Elevator Operator 15.70
11090 - Gardener 22.90
11122 - Housekeeping Aide 15.70
11150 - Janitor 15.70
11210 - Laborer Grounds Maintenance 17.46
11240 - Maid or Houseman 14.76
11260 - Pruner 15.66
11270 - Tractor Operator 21.05
11330 - Trail Maintenance Worker 17.46
11360 - Window Cleaner 17.50
12000 - Health Occupations
12010 - Ambulance Driver 21.04
12011 - Breath Alcohol Technician 23.05
12012 - Certified Occupational Therapist Assistant 31.37
12015 - Certified Physical Therapist Assistant 30.21
12020 - Dental Assistant 20.43
12025 - Dental Hygienist 44.12
12030 - EKG Technician 34.93
12035 - Electroneurodiagnostic Technologist 34.93
12040 - Emergency Medical Technician 21.04
12071 - Licensed Practical Nurse I 20.60
12072 - Licensed Practical Nurse II 23.05
12073 - Licensed Practical Nurse III 25.70
12100 - Medical Assistant 18.35
12130 - Medical Laboratory Technician 25.60
12160 - Medical Record Clerk 20.04
12190 - Medical Record Technician 22.43
12195 - Medical Transcriptionist 20.60
12210 - Nuclear Medicine Technologist 50.66
12221 - Nursing Assistant I 12.51
12222 - Nursing Assistant II 14.06
12223 - Nursing Assistant III 15.34
12224 - Nursing Assistant IV 17.22
12235 - Optical Dispenser 20.66
12236 - Optical Technician 20.60
12250 - Pharmacy Technician 17.96
12280 - Phlebotomist 19.64
12305 - Radiologic Technologist 33.67
12311 - Registered Nurse I 29.98
12312 - Registered Nurse II 36.67
12313 - Registered Nurse II Specialist 36.67
12314 - Registered Nurse III 43.96
12315 - Registered Nurse III Anesthetist 43.96

12316 - Registered Nurse IV		53.17
12317 - Scheduler (Drug and Alcohol Testing)		28.55
12320 - Substance Abuse Treatment Counselor		25.94
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.02
13012 - Exhibits Specialist II		32.23
13013 - Exhibits Specialist III		39.43
13041 - Illustrator I		26.51
13042 - Illustrator II		32.23
13043 - Illustrator III		39.43
13047 - Librarian		36.37
13050 - Library Aide/Clerk		17.47
13054 - Library Information Technology Systems Administrator		32.84
13058 - Library Technician		17.64
13061 - Media Specialist I		23.69
13062 - Media Specialist II		26.51
13063 - Media Specialist III		29.56
13071 - Photographer I		20.39
13072 - Photographer II		22.81
13073 - Photographer III		28.27
13074 - Photographer IV		34.57
13075 - Photographer V		41.82
13090 - Technical Order Library Clerk		19.29
13110 - Video Teleconference Technician		20.42
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.81
14042 - Computer Operator II		19.93
14043 - Computer Operator III		22.21
14044 - Computer Operator IV		24.69
14045 - Computer Operator V		28.56
14071 - Computer Programmer I	(see 1)	24.31
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		17.81
14160 - Personal Computer Support Technician		24.69
14170 - System Support Specialist		31.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.58
15020 - Aircrew Training Devices Instructor (Rated)		43.06
15030 - Air Crew Training Devices Instructor (Pilot)		49.15
15050 - Computer Based Training Specialist / Instructor		35.58
15060 - Educational Technologist		33.78
15070 - Flight Instructor (Pilot)		49.15
15080 - Graphic Artist		26.53
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.55

15086 - Maintenance Test Pilot Rotary Wing 41.55
15088 - Non-Maintenance Test/Co-Pilot 41.55
15090 - Technical Instructor 26.78
15095 - Technical Instructor/Course Developer 32.76
15110 - Test Proctor 21.62
15120 - Tutor 21.62
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.35
16030 - Counter Attendant 13.35
16040 - Dry Cleaner 15.27
16070 - Finisher Flatwork Machine 13.35
16090 - Presser Hand 13.35
16110 - Presser Machine Drycleaning 13.35
16130 - Presser Machine Shirts 13.35
16160 - Presser Machine Wearing Apparel Laundry 13.35
16190 - Sewing Machine Operator 16.15
16220 - Tailor 17.16
16250 - Washer Machine 13.99
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.66
19040 - Tool And Die Maker 34.13
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.15
21030 - Material Coordinator 24.26
21040 - Material Expediter 24.26
21050 - Material Handling Laborer 17.36
21071 - Order Filler 16.04
21080 - Production Line Worker (Food Processing) 19.15
21110 - Shipping Packer 18.99
21130 - Shipping/Receiving Clerk 18.99
21140 - Store Worker I 13.14
21150 - Stock Clerk 17.35
21210 - Tools And Parts Attendant 19.15
21410 - Warehouse Specialist 19.15
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.31
23019 - Aircraft Logs and Records Technician 24.22
23021 - Aircraft Mechanic I 29.60
23022 - Aircraft Mechanic II 31.31
23023 - Aircraft Mechanic III 32.84
23040 - Aircraft Mechanic Helper 20.61
23050 - Aircraft Painter 27.77
23060 - Aircraft Servicer 24.22
23070 - Aircraft Survival Flight Equipment Technician 27.77
23080 - Aircraft Worker 26.02
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.02
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.60
23110 - Appliance Mechanic 27.03

23120 - Bicycle Repairer	17.95
23125 - Cable Splicer	44.87
23130 - Carpenter Maintenance	24.68
23140 - Carpet Layer	25.90
23160 - Electrician Maintenance	27.70
23181 - Electronics Technician Maintenance I	29.30
23182 - Electronics Technician Maintenance II	31.30
23183 - Electronics Technician Maintenance III	33.34
23260 - Fabric Worker	24.22
23290 - Fire Alarm System Mechanic	25.81
23310 - Fire Extinguisher Repairer	22.42
23311 - Fuel Distribution System Mechanic	37.79
23312 - Fuel Distribution System Operator	30.57
23370 - General Maintenance Worker	19.52
23380 - Ground Support Equipment Mechanic	29.60
23381 - Ground Support Equipment Servicer	24.22
23382 - Ground Support Equipment Worker	26.02
23391 - Gunsmith I	22.42
23392 - Gunsmith II	26.02
23393 - Gunsmith III	29.60
23410 - Heating Ventilation And Air-Conditioning Mechanic	29.22
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.92
23430 - Heavy Equipment Mechanic	29.66
23440 - Heavy Equipment Operator	24.58
23460 - Instrument Mechanic	29.60
23465 - Laboratory/Shelter Mechanic	27.77
23470 - Laborer	16.91
23510 - Locksmith	27.77
23530 - Machinery Maintenance Mechanic	35.61
23550 - Machinist Maintenance	26.50
23580 - Maintenance Trades Helper	22.25
23591 - Metrology Technician I	29.60
23592 - Metrology Technician II	31.31
23593 - Metrology Technician III	32.84
23640 - Millwright	29.60
23710 - Office Appliance Repairer	24.90
23760 - Painter Maintenance	19.62
23790 - Pipefitter Maintenance	26.37
23810 - Plumber Maintenance	24.75
23820 - Pneudraulic Systems Mechanic	29.60
23850 - Rigger	29.60
23870 - Scale Mechanic	26.02
23890 - Sheet-Metal Worker Maintenance	22.35
23910 - Small Engine Mechanic	21.68
23931 - Telecommunications Mechanic I	31.96
23932 - Telecommunications Mechanic II	33.82
23950 - Telephone Lineman	29.60
23960 - Welder Combination Maintenance	30.31

23965 - Well Driller		26.12
23970 - Woodcraft Worker		29.60
23980 - Woodworker		22.42
24000 - Personal Needs Occupations		
24550 - Case Manager		18.15
24570 - Child Care Attendant		17.10
24580 - Child Care Center Clerk		19.32
24610 - Chore Aide		15.07
24620 - Family Readiness And Support Services Coordinator		18.15
24630 - Homemaker		18.15
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		32.88
25040 - Sewage Plant Operator		27.56
25070 - Stationary Engineer		32.88
25190 - Ventilation Equipment Tender		23.07
25210 - Water Treatment Plant Operator		27.56
27000 - Protective Service Occupations		
27004 - Alarm Monitor		24.36
27007 - Baggage Inspector		16.16
27008 - Corrections Officer		27.69
27010 - Court Security Officer		27.27
27030 - Detection Dog Handler		21.32
27040 - Detention Officer		27.69
27070 - Firefighter		29.32
27101 - Guard I		16.16
27102 - Guard II		21.32
27131 - Police Officer I		29.14
27132 - Police Officer II		32.39
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.63
28042 - Carnival Equipment Repairer		21.36
28043 - Carnival Worker		14.61
28210 - Gate Attendant/Gate Tender		18.28
28310 - Lifeguard		15.16
28350 - Park Attendant (Aide)		20.46
28510 - Recreation Aide/Health Facility Attendant		14.93
28515 - Recreation Specialist		25.34
28630 - Sports Official		16.29
28690 - Swimming Pool Operator		24.79
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.02
29020 - Hatch Tender		26.02
29030 - Line Handler		26.02
29041 - Stevedore I		24.22
29042 - Stevedore II		27.77
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I 19.40
30022 - Archeological Technician II 21.70
30023 - Archeological Technician III 26.89
30030 - Cartographic Technician 26.41
30040 - Civil Engineering Technician 31.48
30051 - Cryogenic Technician I 25.48
30052 - Cryogenic Technician II 28.14
30061 - Drafter/CAD Operator I 18.45
30062 - Drafter/CAD Operator II 20.65
30063 - Drafter/CAD Operator III 23.84
30064 - Drafter/CAD Operator IV 31.50
30081 - Engineering Technician I 18.44
30082 - Engineering Technician II 20.69
30083 - Engineering Technician III 23.15
30084 - Engineering Technician IV 28.69
30085 - Engineering Technician V 35.09
30086 - Engineering Technician VI 42.45
30090 - Environmental Technician 27.74
30095 - Evidence Control Specialist 23.00
30210 - Laboratory Technician 28.45
30221 - Latent Fingerprint Technician I 25.48
30222 - Latent Fingerprint Technician II 28.14
30240 - Mathematical Technician 26.62
30361 - Paralegal/Legal Assistant I 19.46
30362 - Paralegal/Legal Assistant II 24.11
30363 - Paralegal/Legal Assistant III 29.49
30364 - Paralegal/Legal Assistant IV 35.68
30375 - Petroleum Supply Specialist 28.14
30390 - Photo-Optics Technician 26.62
30395 - Radiation Control Technician 28.14
30461 - Technical Writer I 26.26
30462 - Technical Writer II 32.12
30463 - Technical Writer III 38.86
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 31.50
30502 - Weather Forecaster II 38.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.84
30621 - Weather Observer Senior (see 2) 26.41
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.19
31030 - Bus Driver 22.91
31043 - Driver Courier 19.90
31260 - Parking and Lot Attendant 13.35
31290 - Shuttle Bus Driver 21.66

31310 - Taxi Driver	15.60
31361 - Truckdriver Light	21.66
31362 - Truckdriver Medium	23.39
31363 - Truckdriver Heavy	24.00
31364 - Truckdriver Tractor-Trailer	24.00
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	13.98
99050 - Desk Clerk	15.66
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.58
99252 - Laboratory Animal Caretaker II	18.90
99260 - Marketing Analyst	27.06
99310 - Mortician	25.35
99410 - Pest Controller	22.29
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	24.48
99711 - Recycling Specialist	29.49
99730 - Refuse Collector	21.92
99810 - Sales Clerk	15.94
99820 - School Crossing Guard	13.50
99830 - Survey Party Chief	24.97
99831 - Surveying Aide	13.86
99832 - Surveying Technician	22.70
99840 - Vending Machine Attendant	18.96
99841 - Vending Machine Repairer	23.94
99842 - Vending Machine Repairer Helper	18.96

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5438
Revision No.: 13
Date Of Last Revision: 06/06/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado Counties of Grand Jackson Summit

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.29
01012 - Accounting Clerk II		19.41
01013 - Accounting Clerk III		21.72
01020 - Administrative Assistant		26.31
01035 - Court Reporter		19.59
01041 - Customer Service Representative I		14.77
01042 - Customer Service Representative II		16.61
01043 - Customer Service Representative III		18.13
01051 - Data Entry Operator I		15.98
01052 - Data Entry Operator II		17.43
01060 - Dispatcher Motor Vehicle		19.37
01070 - Document Preparation Clerk		14.55

01090 - Duplicating Machine Operator 14.55
01111 - General Clerk I 18.31
01112 - General Clerk II 19.98
01113 - General Clerk III 22.42
01120 - Housing Referral Assistant 21.75
01141 - Messenger Courier 13.02
01191 - Order Clerk I 16.42
01192 - Order Clerk II 17.91
01261 - Personnel Assistant (Employment) I 16.67
01262 - Personnel Assistant (Employment) II 18.65
01263 - Personnel Assistant (Employment) III 20.79
01270 - Production Control Clerk 24.26
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 17.15
01311 - Secretary I 17.15
01312 - Secretary II 19.19
01313 - Secretary III 21.75
01320 - Service Order Dispatcher 17.26
01410 - Supply Technician 26.31
01420 - Survey Worker 18.33
01460 - Switchboard Operator/Receptionist 16.95
01531 - Travel Clerk I 17.07
01532 - Travel Clerk II 17.89
01533 - Travel Clerk III 19.26
01611 - Word Processor I 14.41
01612 - Word Processor II 16.18
01613 - Word Processor III 18.10
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 27.87
05010 - Automotive Electrician 24.55
05040 - Automotive Glass Installer 22.99
05070 - Automotive Worker 22.99
05110 - Mobile Equipment Servicer 19.82
05130 - Motor Equipment Metal Mechanic 26.16
05160 - Motor Equipment Metal Worker 22.99
05190 - Motor Vehicle Mechanic 26.16
05220 - Motor Vehicle Mechanic Helper 18.21
05250 - Motor Vehicle Upholstery Worker 21.41
05280 - Motor Vehicle Wrecker 22.99
05310 - Painter Automotive 24.55
05340 - Radiator Repair Specialist 22.99
05370 - Tire Repairer 16.98
05400 - Transmission Repair Specialist 26.16
07000 - Food Preparation And Service Occupations
07010 - Baker 16.24
07041 - Cook I 15.72
07042 - Cook II 18.24
07070 - Dishwasher 12.45
07130 - Food Service Worker 15.61
07210 - Meat Cutter 18.30

07260 - Waiter/Waitress	10.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.66
09040 - Furniture Handler	17.10
09080 - Furniture Refinisher	27.66
09090 - Furniture Refinisher Helper	20.61
09110 - Furniture Repairer Minor	24.12
09130 - Upholsterer	27.66
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.75
11060 - Elevator Operator	15.70
11090 - Gardener	22.90
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer Grounds Maintenance	17.46
11240 - Maid or Houseman	14.76
11260 - Pruner	15.66
11270 - Tractor Operator	21.05
11330 - Trail Maintenance Worker	17.46
11360 - Window Cleaner	17.50
12000 - Health Occupations	
12010 - Ambulance Driver	21.04
12011 - Breath Alcohol Technician	23.05
12012 - Certified Occupational Therapist Assistant	31.37
12015 - Certified Physical Therapist Assistant	30.21
12020 - Dental Assistant	20.43
12025 - Dental Hygienist	44.12
12030 - EKG Technician	34.93
12035 - Electroneurodiagnostic Technologist	34.93
12040 - Emergency Medical Technician	21.04
12071 - Licensed Practical Nurse I	20.60
12072 - Licensed Practical Nurse II	23.05
12073 - Licensed Practical Nurse III	25.70
12100 - Medical Assistant	18.35
12130 - Medical Laboratory Technician	25.60
12160 - Medical Record Clerk	20.04
12190 - Medical Record Technician	22.43
12195 - Medical Transcriptionist	20.60
12210 - Nuclear Medicine Technologist	50.66
12221 - Nursing Assistant I	12.51
12222 - Nursing Assistant II	14.06
12223 - Nursing Assistant III	15.34
12224 - Nursing Assistant IV	17.22
12235 - Optical Dispenser	20.66
12236 - Optical Technician	20.60
12250 - Pharmacy Technician	17.96
12280 - Phlebotomist	19.64
12305 - Radiologic Technologist	33.67
12311 - Registered Nurse I	29.98
12312 - Registered Nurse II	36.67

12313 - Registered Nurse II Specialist		36.67
12314 - Registered Nurse III		43.96
12315 - Registered Nurse III Anesthetist		43.96
12316 - Registered Nurse IV		53.17
12317 - Scheduler (Drug and Alcohol Testing)		28.55
12320 - Substance Abuse Treatment Counselor		25.94
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.02
13012 - Exhibits Specialist II		32.23
13013 - Exhibits Specialist III		39.43
13041 - Illustrator I		26.51
13042 - Illustrator II		32.23
13043 - Illustrator III		39.43
13047 - Librarian		36.37
13050 - Library Aide/Clerk		17.47
13054 - Library Information Technology Systems Administrator		32.84
13058 - Library Technician		17.64
13061 - Media Specialist I		23.69
13062 - Media Specialist II		26.51
13063 - Media Specialist III		29.56
13071 - Photographer I		20.39
13072 - Photographer II		22.81
13073 - Photographer III		28.27
13074 - Photographer IV		34.57
13075 - Photographer V		41.82
13090 - Technical Order Library Clerk		19.29
13110 - Video Teleconference Technician		20.42
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.81
14042 - Computer Operator II		19.93
14043 - Computer Operator III		22.21
14044 - Computer Operator IV		24.69
14045 - Computer Operator V		28.56
14071 - Computer Programmer I	(see 1)	24.31
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		17.81
14160 - Personal Computer Support Technician		24.69
14170 - System Support Specialist		31.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.58
15020 - Aircrew Training Devices Instructor (Rated)		43.06
15030 - Air Crew Training Devices Instructor (Pilot)		49.15
15050 - Computer Based Training Specialist / Instructor		35.58
15060 - Educational Technologist		33.78

15070 - Flight Instructor (Pilot) 49.15
15080 - Graphic Artist 26.53
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.55
15086 - Maintenance Test Pilot Rotary Wing 41.55
15088 - Non-Maintenance Test/Co-Pilot 41.55
15090 - Technical Instructor 26.78
15095 - Technical Instructor/Course Developer 32.76
15110 - Test Proctor 21.62
15120 - Tutor 21.62
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.35
16030 - Counter Attendant 13.35
16040 - Dry Cleaner 15.27
16070 - Finisher Flatwork Machine 13.35
16090 - Presser Hand 13.35
16110 - Presser Machine Drycleaning 13.35
16130 - Presser Machine Shirts 13.35
16160 - Presser Machine Wearing Apparel Laundry 13.35
16190 - Sewing Machine Operator 16.15
16220 - Tailor 17.16
16250 - Washer Machine 13.99
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.66
19040 - Tool And Die Maker 34.13
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.15
21030 - Material Coordinator 24.26
21040 - Material Expediter 24.26
21050 - Material Handling Laborer 17.36
21071 - Order Filler 16.04
21080 - Production Line Worker (Food Processing) 19.15
21110 - Shipping Packer 18.99
21130 - Shipping/Receiving Clerk 18.99
21140 - Store Worker I 13.14
21150 - Stock Clerk 17.35
21210 - Tools And Parts Attendant 19.15
21410 - Warehouse Specialist 19.15
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.31
23019 - Aircraft Logs and Records Technician 24.22
23021 - Aircraft Mechanic I 29.60
23022 - Aircraft Mechanic II 31.31
23023 - Aircraft Mechanic III 32.84
23040 - Aircraft Mechanic Helper 20.61
23050 - Aircraft Painter 27.77
23060 - Aircraft Servicer 24.22
23070 - Aircraft Survival Flight Equipment Technician 27.77
23080 - Aircraft Worker 26.02
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.02

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.60
23110 - Appliance Mechanic 27.03
23120 - Bicycle Repairer 17.95
23125 - Cable Splicer 44.87
23130 - Carpenter Maintenance 24.68
23140 - Carpet Layer 25.90
23160 - Electrician Maintenance 27.70
23181 - Electronics Technician Maintenance I 29.30
23182 - Electronics Technician Maintenance II 31.30
23183 - Electronics Technician Maintenance III 33.34
23260 - Fabric Worker 24.22
23290 - Fire Alarm System Mechanic 25.81
23310 - Fire Extinguisher Repairer 22.42
23311 - Fuel Distribution System Mechanic 37.79
23312 - Fuel Distribution System Operator 30.57
23370 - General Maintenance Worker 19.52
23380 - Ground Support Equipment Mechanic 29.60
23381 - Ground Support Equipment Servicer 24.22
23382 - Ground Support Equipment Worker 26.02
23391 - Gunsmith I 22.42
23392 - Gunsmith II 26.02
23393 - Gunsmith III 29.60
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.22
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.92
23430 - Heavy Equipment Mechanic 29.66
23440 - Heavy Equipment Operator 24.58
23460 - Instrument Mechanic 29.60
23465 - Laboratory/Shelter Mechanic 27.77
23470 - Laborer 16.91
23510 - Locksmith 27.77
23530 - Machinery Maintenance Mechanic 35.61
23550 - Machinist Maintenance 26.50
23580 - Maintenance Trades Helper 22.25
23591 - Metrology Technician I 29.60
23592 - Metrology Technician II 31.31
23593 - Metrology Technician III 32.84
23640 - Millwright 29.60
23710 - Office Appliance Repairer 24.90
23760 - Painter Maintenance 19.62
23790 - Pipefitter Maintenance 26.37
23810 - Plumber Maintenance 24.75
23820 - Pneudraulic Systems Mechanic 29.60
23850 - Rigger 29.60
23870 - Scale Mechanic 26.02
23890 - Sheet-Metal Worker Maintenance 22.35
23910 - Small Engine Mechanic 21.68
23931 - Telecommunications Mechanic I 31.96

23932 - Telecommunications Mechanic II 33.82
23950 - Telephone Lineman 29.60
23960 - Welder Combination Maintenance 30.31
23965 - Well Driller 26.12
23970 - Woodcraft Worker 29.60
23980 - Woodworker 22.42
24000 - Personal Needs Occupations
24550 - Case Manager 18.15
24570 - Child Care Attendant 17.10
24580 - Child Care Center Clerk 19.32
24610 - Chore Aide 15.07
24620 - Family Readiness And Support Services Coordinator 18.15
24630 - Homemaker 18.15
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 32.88
25040 - Sewage Plant Operator 27.56
25070 - Stationary Engineer 32.88
25190 - Ventilation Equipment Tender 23.07
25210 - Water Treatment Plant Operator 27.56
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.36
27007 - Baggage Inspector 16.16
27008 - Corrections Officer 27.69
27010 - Court Security Officer 27.27
27030 - Detection Dog Handler 21.32
27040 - Detention Officer 27.69
27070 - Firefighter 29.32
27101 - Guard I 16.16
27102 - Guard II 21.32
27131 - Police Officer I 29.14
27132 - Police Officer II 32.39
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 19.63
28042 - Carnival Equipment Repairer 21.36
28043 - Carnival Worker 14.61
28210 - Gate Attendant/Gate Tender 18.28
28310 - Lifeguard 15.16
28350 - Park Attendant (Aide) 20.46
28510 - Recreation Aide/Health Facility Attendant 14.93
28515 - Recreation Specialist 25.34
28630 - Sports Official 16.29
28690 - Swimming Pool Operator 24.79
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.02
29020 - Hatch Tender 26.02
29030 - Line Handler 26.02
29041 - Stevedore I 24.22
29042 - Stevedore II 27.77
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 19.40
30022 - Archeological Technician II 21.70
30023 - Archeological Technician III 26.89
30030 - Cartographic Technician 26.41
30040 - Civil Engineering Technician 31.48
30051 - Cryogenic Technician I 25.48
30052 - Cryogenic Technician II 28.14
30061 - Drafter/CAD Operator I 18.45
30062 - Drafter/CAD Operator II 20.65
30063 - Drafter/CAD Operator III 23.84
30064 - Drafter/CAD Operator IV 31.50
30081 - Engineering Technician I 18.44
30082 - Engineering Technician II 20.69
30083 - Engineering Technician III 23.15
30084 - Engineering Technician IV 28.69
30085 - Engineering Technician V 35.09
30086 - Engineering Technician VI 42.45
30090 - Environmental Technician 27.74
30095 - Evidence Control Specialist 23.00
30210 - Laboratory Technician 28.45
30221 - Latent Fingerprint Technician I 25.48
30222 - Latent Fingerprint Technician II 28.14
30240 - Mathematical Technician 26.62
30361 - Paralegal/Legal Assistant I 19.46
30362 - Paralegal/Legal Assistant II 24.11
30363 - Paralegal/Legal Assistant III 29.49
30364 - Paralegal/Legal Assistant IV 35.68
30375 - Petroleum Supply Specialist 28.14
30390 - Photo-Optics Technician 26.62
30395 - Radiation Control Technician 28.14
30461 - Technical Writer I 26.26
30462 - Technical Writer II 32.12
30463 - Technical Writer III 38.86
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 31.50
30502 - Weather Forecaster II 38.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.84
30621 - Weather Observer Senior (see 2) 26.41
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.19
31030 - Bus Driver 22.91

31043 - Driver Courier	19.90
31260 - Parking and Lot Attendant	13.35
31290 - Shuttle Bus Driver	21.66
31310 - Taxi Driver	15.60
31361 - Truckdriver Light	21.66
31362 - Truckdriver Medium	23.39
31363 - Truckdriver Heavy	24.00
31364 - Truckdriver Tractor-Trailer	24.00
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	13.98
99050 - Desk Clerk	15.66
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.58
99252 - Laboratory Animal Caretaker II	18.90
99260 - Marketing Analyst	27.06
99310 - Mortician	25.35
99410 - Pest Controller	22.29
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	24.48
99711 - Recycling Specialist	29.49
99730 - Refuse Collector	21.92
99810 - Sales Clerk	15.94
99820 - School Crossing Guard	13.50
99830 - Survey Party Chief	24.97
99831 - Surveying Aide	13.86
99832 - Surveying Technician	22.70
99840 - Vending Machine Attendant	18.96
99841 - Vending Machine Repairer	23.94
99842 - Vending Machine Repairer Helper	18.96

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5439
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado Counties of Eagle Garfield Lake Moffat Pitkin Rio Blanco Routt

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.86
01012 - Accounting Clerk II		18.76
01013 - Accounting Clerk III		20.67
01020 - Administrative Assistant		25.41
01035 - Court Reporter		18.10
01041 - Customer Service Representative I		14.77
01042 - Customer Service Representative II		16.61
01043 - Customer Service Representative III		18.13
01051 - Data Entry Operator I		14.67
01052 - Data Entry Operator II		16.40
01060 - Dispatcher Motor Vehicle		19.64
01070 - Document Preparation Clerk		14.41
01090 - Duplicating Machine Operator		14.41
01111 - General Clerk I		17.14

01112 - General Clerk II 18.71
01113 - General Clerk III 20.98
01120 - Housing Referral Assistant 20.18
01141 - Messenger Courier 11.75
01191 - Order Clerk I 16.42
01192 - Order Clerk II 17.91
01261 - Personnel Assistant (Employment) I 16.21
01262 - Personnel Assistant (Employment) II 18.14
01263 - Personnel Assistant (Employment) III 20.22
01270 - Production Control Clerk 23.63
01290 - Rental Clerk 16.60
01300 - Scheduler Maintenance 16.18
01311 - Secretary I 16.18
01312 - Secretary II 18.10
01313 - Secretary III 20.18
01320 - Service Order Dispatcher 17.55
01410 - Supply Technician 25.41
01420 - Survey Worker 18.12
01460 - Switchboard Operator/Receptionist 16.95
01531 - Travel Clerk I 17.07
01532 - Travel Clerk II 17.89
01533 - Travel Clerk III 19.26
01611 - Word Processor I 14.41
01612 - Word Processor II 16.18
01613 - Word Processor III 18.10
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.61
05010 - Automotive Electrician 24.55
05040 - Automotive Glass Installer 22.99
05070 - Automotive Worker 22.99
05110 - Mobile Equipment Servicer 19.82
05130 - Motor Equipment Metal Mechanic 26.16
05160 - Motor Equipment Metal Worker 22.99
05190 - Motor Vehicle Mechanic 26.16
05220 - Motor Vehicle Mechanic Helper 18.21
05250 - Motor Vehicle Upholstery Worker 21.41
05280 - Motor Vehicle Wrecker 22.99
05310 - Painter Automotive 24.55
05340 - Radiator Repair Specialist 22.99
05370 - Tire Repairer 16.24
05400 - Transmission Repair Specialist 26.16
07000 - Food Preparation And Service Occupations
07010 - Baker 16.24
07041 - Cook I 15.72
07042 - Cook II 18.24
07070 - Dishwasher 12.45
07130 - Food Service Worker 15.13
07210 - Meat Cutter 18.05
07260 - Waiter/Waitress 10.64
09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 25.15
09040 - Furniture Handler 17.02
09080 - Furniture Refinisher 27.19
09090 - Furniture Refinisher Helper 20.51
09110 - Furniture Repairer Minor 24.12
09130 - Upholsterer 25.20
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.96
11060 - Elevator Operator 15.70
11090 - Gardener 22.90
11122 - Housekeeping Aide 15.70
11150 - Janitor 15.70
11210 - Laborer Grounds Maintenance 17.46
11240 - Maid or Houseman 13.89
11260 - Pruner 15.66
11270 - Tractor Operator 21.05
11330 - Trail Maintenance Worker 17.46
11360 - Window Cleaner 17.50
12000 - Health Occupations
12010 - Ambulance Driver 21.04
12011 - Breath Alcohol Technician 23.05
12012 - Certified Occupational Therapist Assistant 31.63
12015 - Certified Physical Therapist Assistant 31.38
12020 - Dental Assistant 20.43
12025 - Dental Hygienist 44.12
12030 - EKG Technician 34.93
12035 - Electroneurodiagnostic Technologist 34.93
12040 - Emergency Medical Technician 21.04
12071 - Licensed Practical Nurse I 20.60
12072 - Licensed Practical Nurse II 23.05
12073 - Licensed Practical Nurse III 25.70
12100 - Medical Assistant 18.35
12130 - Medical Laboratory Technician 25.56
12160 - Medical Record Clerk 20.04
12190 - Medical Record Technician 22.43
12195 - Medical Transcriptionist 20.60
12210 - Nuclear Medicine Technologist 50.66
12221 - Nursing Assistant I 12.51
12222 - Nursing Assistant II 14.06
12223 - Nursing Assistant III 15.34
12224 - Nursing Assistant IV 17.22
12235 - Optical Dispenser 18.93
12236 - Optical Technician 20.60
12250 - Pharmacy Technician 17.96
12280 - Phlebotomist 19.09
12305 - Radiologic Technologist 33.67
12311 - Registered Nurse I 23.56
12312 - Registered Nurse II 28.83
12313 - Registered Nurse II Specialist 28.83
12314 - Registered Nurse III 34.88

12315 - Registered Nurse III Anesthetist		34.88
12316 - Registered Nurse IV		41.79
12317 - Scheduler (Drug and Alcohol Testing)		28.55
12320 - Substance Abuse Treatment Counselor		25.94
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.30
13012 - Exhibits Specialist II		31.33
13013 - Exhibits Specialist III		38.34
13041 - Illustrator I		25.30
13042 - Illustrator II		31.33
13043 - Illustrator III		38.34
13047 - Librarian		34.72
13050 - Library Aide/Clerk		15.36
13054 - Library Information Technology Systems Administrator		31.33
13058 - Library Technician		16.68
13061 - Media Specialist I		20.42
13062 - Media Specialist II		23.87
13063 - Media Specialist III		26.62
13071 - Photographer I		18.98
13072 - Photographer II		21.24
13073 - Photographer III		26.29
13074 - Photographer IV		32.16
13075 - Photographer V		38.91
13090 - Technical Order Library Clerk		19.29
13110 - Video Teleconference Technician		20.42
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.86
14042 - Computer Operator II		15.50
14043 - Computer Operator III		17.92
14044 - Computer Operator IV		19.93
14045 - Computer Operator V		22.07
14071 - Computer Programmer I	(see 1)	17.71
14072 - Computer Programmer II	(see 1)	21.95
14073 - Computer Programmer III	(see 1)	26.84
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.86
14160 - Personal Computer Support Technician		19.93
14170 - System Support Specialist		28.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.66
15020 - Aircrew Training Devices Instructor (Rated)		34.67
15030 - Air Crew Training Devices Instructor (Pilot)		41.20
15050 - Computer Based Training Specialist / Instructor		28.66
15060 - Educational Technologist		33.60
15070 - Flight Instructor (Pilot)		41.20
15080 - Graphic Artist		25.70

15085 - Maintenance Test Pilot Fixed Jet/Prop 41.55
15086 - Maintenance Test Pilot Rotary Wing 41.55
15088 - Non-Maintenance Test/Co-Pilot 41.55
15090 - Technical Instructor 24.24
15095 - Technical Instructor/Course Developer 29.67
15110 - Test Proctor 21.37
15120 - Tutor 21.37
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.35
16030 - Counter Attendant 13.35
16040 - Dry Cleaner 15.27
16070 - Finisher Flatwork Machine 13.35
16090 - Presser Hand 13.35
16110 - Presser Machine Drycleaning 13.35
16130 - Presser Machine Shirts 13.35
16160 - Presser Machine Wearing Apparel Laundry 13.35
16190 - Sewing Machine Operator 16.15
16220 - Tailor 17.16
16250 - Washer Machine 13.99
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.66
19040 - Tool And Die Maker 34.13
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.15
21030 - Material Coordinator 23.63
21040 - Material Expediter 23.63
21050 - Material Handling Laborer 16.91
21071 - Order Filler 16.04
21080 - Production Line Worker (Food Processing) 19.15
21110 - Shipping Packer 18.99
21130 - Shipping/Receiving Clerk 18.99
21140 - Store Worker I 13.14
21150 - Stock Clerk 17.35
21210 - Tools And Parts Attendant 19.15
21410 - Warehouse Specialist 19.15
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.18
23019 - Aircraft Logs and Records Technician 24.12
23021 - Aircraft Mechanic I 29.47
23022 - Aircraft Mechanic II 31.18
23023 - Aircraft Mechanic III 32.70
23040 - Aircraft Mechanic Helper 20.51
23050 - Aircraft Painter 27.66
23060 - Aircraft Servicer 24.12
23070 - Aircraft Survival Flight Equipment Technician 27.66
23080 - Aircraft Worker 25.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.47

23110 - Appliance Mechanic 22.59
23120 - Bicycle Repairer 17.01
23125 - Cable Splicer 40.08
23130 - Carpenter Maintenance 24.68
23140 - Carpet Layer 25.90
23160 - Electrician Maintenance 27.70
23181 - Electronics Technician Maintenance I 27.96
23182 - Electronics Technician Maintenance II 30.89
23183 - Electronics Technician Maintenance III 32.78
23260 - Fabric Worker 24.12
23290 - Fire Alarm System Mechanic 25.81
23310 - Fire Extinguisher Repairer 22.32
23311 - Fuel Distribution System Mechanic 31.72
23312 - Fuel Distribution System Operator 24.33
23370 - General Maintenance Worker 19.52
23380 - Ground Support Equipment Mechanic 29.47
23381 - Ground Support Equipment Servicer 24.12
23382 - Ground Support Equipment Worker 25.90
23391 - Gunsmith I 22.32
23392 - Gunsmith II 25.90
23393 - Gunsmith III 29.47
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.56
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.01
23430 - Heavy Equipment Mechanic 29.66
23440 - Heavy Equipment Operator 24.58
23460 - Instrument Mechanic 29.47
23465 - Laboratory/Shelter Mechanic 27.66
23470 - Laborer 16.91
23510 - Locksmith 27.66
23530 - Machinery Maintenance Mechanic 35.61
23550 - Machinist Maintenance 25.38
23580 - Maintenance Trades Helper 22.07
23591 - Metrology Technician I 29.47
23592 - Metrology Technician II 31.18
23593 - Metrology Technician III 32.70
23640 - Millwright 29.47
23710 - Office Appliance Repairer 24.76
23760 - Painter Maintenance 19.44
23790 - Pipefitter Maintenance 26.37
23810 - Plumber Maintenance 24.75
23820 - Pneudraulic Systems Mechanic 29.47
23850 - Rigger 29.47
23870 - Scale Mechanic 25.90
23890 - Sheet-Metal Worker Maintenance 22.64
23910 - Small Engine Mechanic 21.60
23931 - Telecommunications Mechanic I 31.80
23932 - Telecommunications Mechanic II 33.64
23950 - Telephone Lineman 28.84

23960 - Welder Combination Maintenance		25.53
23965 - Well Driller		26.12
23970 - Woodcraft Worker		29.47
23980 - Woodworker		22.32
24000 - Personal Needs Occupations		
24550 - Case Manager		18.02
24570 - Child Care Attendant		17.10
24580 - Child Care Center Clerk		19.32
24610 - Chore Aide		14.64
24620 - Family Readiness And Support Services Coordinator		18.02
24630 - Homemaker		18.02
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		34.65
25040 - Sewage Plant Operator		27.51
25070 - Stationary Engineer		34.65
25190 - Ventilation Equipment Tender		24.15
25210 - Water Treatment Plant Operator		27.51
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.90
27007 - Baggage Inspector		16.16
27008 - Corrections Officer		27.69
27010 - Court Security Officer		25.37
27030 - Detection Dog Handler		18.08
27040 - Detention Officer		27.69
27070 - Firefighter		23.05
27101 - Guard I		16.16
27102 - Guard II		18.08
27131 - Police Officer I		28.68
27132 - Police Officer II		31.86
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.63
28042 - Carnival Equipment Repairer		21.36
28043 - Carnival Worker		14.61
28210 - Gate Attendant/Gate Tender		18.28
28310 - Lifeguard		15.16
28350 - Park Attendant (Aide)		20.46
28510 - Recreation Aide/Health Facility Attendant		14.93
28515 - Recreation Specialist		25.34
28630 - Sports Official		16.29
28690 - Swimming Pool Operator		24.43
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.90
29020 - Hatch Tender		25.90
29030 - Line Handler		25.90
29041 - Stevedore I		24.12
29042 - Stevedore II		27.66
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.60
30022 - Archeological Technician II 18.57
30023 - Archeological Technician III 23.00
30030 - Cartographic Technician 23.00
30040 - Civil Engineering Technician 30.47
30051 - Cryogenic Technician I 25.48
30052 - Cryogenic Technician II 28.14
30061 - Drafter/CAD Operator I 16.60
30062 - Drafter/CAD Operator II 18.57
30063 - Drafter/CAD Operator III 20.71
30064 - Drafter/CAD Operator IV 25.48
30081 - Engineering Technician I 14.79
30082 - Engineering Technician II 16.60
30083 - Engineering Technician III 18.57
30084 - Engineering Technician IV 23.00
30085 - Engineering Technician V 28.14
30086 - Engineering Technician VI 34.05
30090 - Environmental Technician 27.74
30095 - Evidence Control Specialist 23.00
30210 - Laboratory Technician 27.43
30221 - Latent Fingerprint Technician I 25.48
30222 - Latent Fingerprint Technician II 28.14
30240 - Mathematical Technician 23.00
30361 - Paralegal/Legal Assistant I 19.24
30362 - Paralegal/Legal Assistant II 23.83
30363 - Paralegal/Legal Assistant III 29.14
30364 - Paralegal/Legal Assistant IV 35.26
30375 - Petroleum Supply Specialist 28.14
30390 - Photo-Optics Technician 23.00
30395 - Radiation Control Technician 28.14
30461 - Technical Writer I 23.00
30462 - Technical Writer II 28.14
30463 - Technical Writer III 34.05
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.48
30502 - Weather Forecaster II 31.00
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.71
30621 - Weather Observer Senior (see 2) 23.00
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.19
31030 - Bus Driver 22.31
31043 - Driver Courier 19.90
31260 - Parking and Lot Attendant 13.63

31290 - Shuttle Bus Driver	20.81
31310 - Taxi Driver	15.60
31361 - Truckdriver Light	20.81
31362 - Truckdriver Medium	22.48
31363 - Truckdriver Heavy	23.72
31364 - Truckdriver Tractor-Trailer	23.72
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	13.98
99050 - Desk Clerk	15.66
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.10
99252 - Laboratory Animal Caretaker II	19.69
99260 - Marketing Analyst	27.06
99310 - Mortician	25.35
99410 - Pest Controller	22.29
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.67
99711 - Recycling Specialist	23.47
99730 - Refuse Collector	17.85
99810 - Sales Clerk	15.94
99820 - School Crossing Guard	13.50
99830 - Survey Party Chief	20.03
99831 - Surveying Aide	15.22
99832 - Surveying Technician	18.94
99840 - Vending Machine Attendant	18.96
99841 - Vending Machine Repairer	23.94
99842 - Vending Machine Repairer Helper	18.96

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5440
Revision No.: 13
Date Of Last Revision: 06/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado Counties of Eagle Garfield Lake Moffat Pitkin Rio Blanco Routt

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.86
01012 - Accounting Clerk II		18.76
01013 - Accounting Clerk III		20.67
01020 - Administrative Assistant		25.41
01035 - Court Reporter		18.10
01041 - Customer Service Representative I		14.77
01042 - Customer Service Representative II		16.61
01043 - Customer Service Representative III		18.13
01051 - Data Entry Operator I		14.67
01052 - Data Entry Operator II		16.40
01060 - Dispatcher Motor Vehicle		19.64

01070 - Document Preparation Clerk 14.41
01090 - Duplicating Machine Operator 14.41
01111 - General Clerk I 17.14
01112 - General Clerk II 18.71
01113 - General Clerk III 20.98
01120 - Housing Referral Assistant 20.18
01141 - Messenger Courier 11.75
01191 - Order Clerk I 16.42
01192 - Order Clerk II 17.91
01261 - Personnel Assistant (Employment) I 16.21
01262 - Personnel Assistant (Employment) II 18.14
01263 - Personnel Assistant (Employment) III 20.22
01270 - Production Control Clerk 23.63
01290 - Rental Clerk 16.60
01300 - Scheduler Maintenance 16.18
01311 - Secretary I 16.18
01312 - Secretary II 18.10
01313 - Secretary III 20.18
01320 - Service Order Dispatcher 17.55
01410 - Supply Technician 25.41
01420 - Survey Worker 18.12
01460 - Switchboard Operator/Receptionist 16.95
01531 - Travel Clerk I 17.07
01532 - Travel Clerk II 17.89
01533 - Travel Clerk III 19.26
01611 - Word Processor I 14.41
01612 - Word Processor II 16.18
01613 - Word Processor III 18.10
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.61
05010 - Automotive Electrician 24.55
05040 - Automotive Glass Installer 22.99
05070 - Automotive Worker 22.99
05110 - Mobile Equipment Servicer 19.82
05130 - Motor Equipment Metal Mechanic 26.16
05160 - Motor Equipment Metal Worker 22.99
05190 - Motor Vehicle Mechanic 26.16
05220 - Motor Vehicle Mechanic Helper 18.21
05250 - Motor Vehicle Upholstery Worker 21.41
05280 - Motor Vehicle Wrecker 22.99
05310 - Painter Automotive 24.55
05340 - Radiator Repair Specialist 22.99
05370 - Tire Repairer 16.24
05400 - Transmission Repair Specialist 26.16
07000 - Food Preparation And Service Occupations
07010 - Baker 16.24
07041 - Cook I 15.72
07042 - Cook II 18.24
07070 - Dishwasher 12.45
07130 - Food Service Worker 15.13

07210 - Meat Cutter 18.05
07260 - Waiter/Waitress 10.64
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 25.15
09040 - Furniture Handler 17.02
09080 - Furniture Refinisher 27.19
09090 - Furniture Refinisher Helper 20.51
09110 - Furniture Repairer Minor 24.12
09130 - Upholsterer 25.20
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.96
11060 - Elevator Operator 15.70
11090 - Gardener 22.90
11122 - Housekeeping Aide 15.70
11150 - Janitor 15.70
11210 - Laborer Grounds Maintenance 17.46
11240 - Maid or Houseman 13.89
11260 - Pruner 15.66
11270 - Tractor Operator 21.05
11330 - Trail Maintenance Worker 17.46
11360 - Window Cleaner 17.50
12000 - Health Occupations
12010 - Ambulance Driver 21.04
12011 - Breath Alcohol Technician 23.05
12012 - Certified Occupational Therapist Assistant 31.63
12015 - Certified Physical Therapist Assistant 31.38
12020 - Dental Assistant 20.43
12025 - Dental Hygienist 44.12
12030 - EKG Technician 34.93
12035 - Electroneurodiagnostic Technologist 34.93
12040 - Emergency Medical Technician 21.04
12071 - Licensed Practical Nurse I 20.60
12072 - Licensed Practical Nurse II 23.05
12073 - Licensed Practical Nurse III 25.70
12100 - Medical Assistant 18.35
12130 - Medical Laboratory Technician 25.56
12160 - Medical Record Clerk 20.04
12190 - Medical Record Technician 22.43
12195 - Medical Transcriptionist 20.60
12210 - Nuclear Medicine Technologist 50.66
12221 - Nursing Assistant I 12.51
12222 - Nursing Assistant II 14.06
12223 - Nursing Assistant III 15.34
12224 - Nursing Assistant IV 17.22
12235 - Optical Dispenser 18.93
12236 - Optical Technician 20.60
12250 - Pharmacy Technician 17.96
12280 - Phlebotomist 19.09
12305 - Radiologic Technologist 33.67
12311 - Registered Nurse I 23.56

12312 - Registered Nurse II		28.83
12313 - Registered Nurse II Specialist		28.83
12314 - Registered Nurse III		34.88
12315 - Registered Nurse III Anesthetist		34.88
12316 - Registered Nurse IV		41.79
12317 - Scheduler (Drug and Alcohol Testing)		28.55
12320 - Substance Abuse Treatment Counselor		25.94
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.30
13012 - Exhibits Specialist II		31.33
13013 - Exhibits Specialist III		38.34
13041 - Illustrator I		25.30
13042 - Illustrator II		31.33
13043 - Illustrator III		38.34
13047 - Librarian		34.72
13050 - Library Aide/Clerk		15.36
13054 - Library Information Technology Systems Administrator		31.33
13058 - Library Technician		16.68
13061 - Media Specialist I		20.42
13062 - Media Specialist II		23.87
13063 - Media Specialist III		26.62
13071 - Photographer I		18.98
13072 - Photographer II		21.24
13073 - Photographer III		26.29
13074 - Photographer IV		32.16
13075 - Photographer V		38.91
13090 - Technical Order Library Clerk		19.29
13110 - Video Teleconference Technician		20.42
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.86
14042 - Computer Operator II		15.50
14043 - Computer Operator III		17.92
14044 - Computer Operator IV		19.93
14045 - Computer Operator V		22.07
14071 - Computer Programmer I	(see 1)	17.71
14072 - Computer Programmer II	(see 1)	21.95
14073 - Computer Programmer III	(see 1)	26.84
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.86
14160 - Personal Computer Support Technician		19.93
14170 - System Support Specialist		28.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.66
15020 - Aircrew Training Devices Instructor (Rated)		34.67
15030 - Air Crew Training Devices Instructor (Pilot)		41.20
15050 - Computer Based Training Specialist / Instructor		28.66

15060 - Educational Technologist 33.60
15070 - Flight Instructor (Pilot) 41.20
15080 - Graphic Artist 25.70
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.55
15086 - Maintenance Test Pilot Rotary Wing 41.55
15088 - Non-Maintenance Test/Co-Pilot 41.55
15090 - Technical Instructor 24.24
15095 - Technical Instructor/Course Developer 29.67
15110 - Test Proctor 21.37
15120 - Tutor 21.37
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.35
16030 - Counter Attendant 13.35
16040 - Dry Cleaner 15.27
16070 - Finisher Flatwork Machine 13.35
16090 - Presser Hand 13.35
16110 - Presser Machine Drycleaning 13.35
16130 - Presser Machine Shirts 13.35
16160 - Presser Machine Wearing Apparel Laundry 13.35
16190 - Sewing Machine Operator 16.15
16220 - Tailor 17.16
16250 - Washer Machine 13.99
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.66
19040 - Tool And Die Maker 34.13
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.15
21030 - Material Coordinator 23.63
21040 - Material Expediter 23.63
21050 - Material Handling Laborer 16.91
21071 - Order Filler 16.04
21080 - Production Line Worker (Food Processing) 19.15
21110 - Shipping Packer 18.99
21130 - Shipping/Receiving Clerk 18.99
21140 - Store Worker I 13.14
21150 - Stock Clerk 17.35
21210 - Tools And Parts Attendant 19.15
21410 - Warehouse Specialist 19.15
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.18
23019 - Aircraft Logs and Records Technician 24.12
23021 - Aircraft Mechanic I 29.47
23022 - Aircraft Mechanic II 31.18
23023 - Aircraft Mechanic III 32.70
23040 - Aircraft Mechanic Helper 20.51
23050 - Aircraft Painter 27.66
23060 - Aircraft Servicer 24.12
23070 - Aircraft Survival Flight Equipment Technician 27.66
23080 - Aircraft Worker 25.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 25.90

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 29.47
II
23110 - Appliance Mechanic 22.59
23120 - Bicycle Repairer 17.01
23125 - Cable Splicer 40.08
23130 - Carpenter Maintenance 24.68
23140 - Carpet Layer 25.90
23160 - Electrician Maintenance 27.70
23181 - Electronics Technician Maintenance I 27.96
23182 - Electronics Technician Maintenance II 30.89
23183 - Electronics Technician Maintenance III 32.78
23260 - Fabric Worker 24.12
23290 - Fire Alarm System Mechanic 25.81
23310 - Fire Extinguisher Repairer 22.32
23311 - Fuel Distribution System Mechanic 31.72
23312 - Fuel Distribution System Operator 24.33
23370 - General Maintenance Worker 19.52
23380 - Ground Support Equipment Mechanic 29.47
23381 - Ground Support Equipment Servicer 24.12
23382 - Ground Support Equipment Worker 25.90
23391 - Gunsmith I 22.32
23392 - Gunsmith II 25.90
23393 - Gunsmith III 29.47
23410 - Heating Ventilation And Air-Conditioning 25.56
Mechanic
23411 - Heating Ventilation And Air Contidioning 27.01
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 29.66
23440 - Heavy Equipment Operator 24.58
23460 - Instrument Mechanic 29.47
23465 - Laboratory/Shelter Mechanic 27.66
23470 - Laborer 16.91
23510 - Locksmith 27.66
23530 - Machinery Maintenance Mechanic 35.61
23550 - Machinist Maintenance 25.38
23580 - Maintenance Trades Helper 22.07
23591 - Metrology Technician I 29.47
23592 - Metrology Technician II 31.18
23593 - Metrology Technician III 32.70
23640 - Millwright 29.47
23710 - Office Appliance Repairer 24.76
23760 - Painter Maintenance 19.44
23790 - Pipefitter Maintenance 26.37
23810 - Plumber Maintenance 24.75
23820 - Pneudraulic Systems Mechanic 29.47
23850 - Rigger 29.47
23870 - Scale Mechanic 25.90
23890 - Sheet-Metal Worker Maintenance 22.64
23910 - Small Engine Mechanic 21.60

23931 - Telecommunications Mechanic I	31.80
23932 - Telecommunications Mechanic II	33.64
23950 - Telephone Lineman	28.84
23960 - Welder Combination Maintenance	25.53
23965 - Well Driller	26.12
23970 - Woodcraft Worker	29.47
23980 - Woodworker	22.32
24000 - Personal Needs Occupations	
24550 - Case Manager	18.02
24570 - Child Care Attendant	17.10
24580 - Child Care Center Clerk	19.32
24610 - Chore Aide	14.64
24620 - Family Readiness And Support Services Coordinator	18.02
24630 - Homemaker	18.02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	34.65
25040 - Sewage Plant Operator	27.51
25070 - Stationary Engineer	34.65
25190 - Ventilation Equipment Tender	24.15
25210 - Water Treatment Plant Operator	27.51
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.90
27007 - Baggage Inspector	16.16
27008 - Corrections Officer	27.69
27010 - Court Security Officer	25.37
27030 - Detection Dog Handler	18.08
27040 - Detention Officer	27.69
27070 - Firefighter	23.05
27101 - Guard I	16.16
27102 - Guard II	18.08
27131 - Police Officer I	28.68
27132 - Police Officer II	31.86
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.63
28042 - Carnival Equipment Repairer	21.36
28043 - Carnival Worker	14.61
28210 - Gate Attendant/Gate Tender	18.28
28310 - Lifeguard	15.16
28350 - Park Attendant (Aide)	20.46
28510 - Recreation Aide/Health Facility Attendant	14.93
28515 - Recreation Specialist	25.34
28630 - Sports Official	16.29
28690 - Swimming Pool Operator	24.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.90
29020 - Hatch Tender	25.90
29030 - Line Handler	25.90
29041 - Stevedore I	24.12
29042 - Stevedore II	27.66

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		16.60
30022 - Archeological Technician II		18.57
30023 - Archeological Technician III		23.00
30030 - Cartographic Technician		23.00
30040 - Civil Engineering Technician		30.47
30051 - Cryogenic Technician I		25.48
30052 - Cryogenic Technician II		28.14
30061 - Drafter/CAD Operator I		16.60
30062 - Drafter/CAD Operator II		18.57
30063 - Drafter/CAD Operator III		20.71
30064 - Drafter/CAD Operator IV		25.48
30081 - Engineering Technician I		14.79
30082 - Engineering Technician II		16.60
30083 - Engineering Technician III		18.57
30084 - Engineering Technician IV		23.00
30085 - Engineering Technician V		28.14
30086 - Engineering Technician VI		34.05
30090 - Environmental Technician		27.74
30095 - Evidence Control Specialist		23.00
30210 - Laboratory Technician		27.43
30221 - Latent Fingerprint Technician I		25.48
30222 - Latent Fingerprint Technician II		28.14
30240 - Mathematical Technician		23.00
30361 - Paralegal/Legal Assistant I		19.24
30362 - Paralegal/Legal Assistant II		23.83
30363 - Paralegal/Legal Assistant III		29.14
30364 - Paralegal/Legal Assistant IV		35.26
30375 - Petroleum Supply Specialist		28.14
30390 - Photo-Optics Technician		23.00
30395 - Radiation Control Technician		28.14
30461 - Technical Writer I		23.00
30462 - Technical Writer II		28.14
30463 - Technical Writer III		34.05
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.48
30502 - Weather Forecaster II		31.00
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.71
30621 - Weather Observer Senior	(see 2)	23.00

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		16.19

31030 - Bus Driver	22.31
31043 - Driver Courier	19.90
31260 - Parking and Lot Attendant	13.63
31290 - Shuttle Bus Driver	20.81
31310 - Taxi Driver	15.60
31361 - Truckdriver Light	20.81
31362 - Truckdriver Medium	22.48
31363 - Truckdriver Heavy	23.72
31364 - Truckdriver Tractor-Trailer	23.72
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	13.98
99050 - Desk Clerk	15.66
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.10
99252 - Laboratory Animal Caretaker II	19.69
99260 - Marketing Analyst	27.06
99310 - Mortician	25.35
99410 - Pest Controller	22.29
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.67
99711 - Recycling Specialist	23.47
99730 - Refuse Collector	17.85
99810 - Sales Clerk	15.94
99820 - School Crossing Guard	13.50
99830 - Survey Party Chief	20.03
99831 - Surveying Aide	15.22
99832 - Surveying Technician	18.94
99840 - Vending Machine Attendant	18.96
99841 - Vending Machine Repairer	23.94
99842 - Vending Machine Repairer Helper	18.96

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5443
Revision No.: 11
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Mexico

Area: New Mexico Counties of Bernalillo Sandoval Torrance Valencia

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.02
01012 - Accounting Clerk II		16.87
01013 - Accounting Clerk III		18.88
01020 - Administrative Assistant		29.27
01035 - Court Reporter		27.25
01041 - Customer Service Representative I		12.03
01042 - Customer Service Representative II		13.53
01043 - Customer Service Representative III		14.76
01051 - Data Entry Operator I		12.61
01052 - Data Entry Operator II		13.75
01060 - Dispatcher Motor Vehicle		16.95
01070 - Document Preparation Clerk		15.43
01090 - Duplicating Machine Operator		15.43
01111 - General Clerk I		12.00
01112 - General Clerk II		13.09

01113 - General Clerk III 14.70
01120 - Housing Referral Assistant 18.93
01141 - Messenger Courier 14.03
01191 - Order Clerk I 15.83
01192 - Order Clerk II 17.28
01261 - Personnel Assistant (Employment) I 15.89
01262 - Personnel Assistant (Employment) II 17.78
01263 - Personnel Assistant (Employment) III 19.82
01270 - Production Control Clerk 24.84
01290 - Rental Clerk 13.24
01300 - Scheduler Maintenance 15.18
01311 - Secretary I 15.18
01312 - Secretary II 16.98
01313 - Secretary III 18.93
01320 - Service Order Dispatcher 15.15
01410 - Supply Technician 29.27
01420 - Survey Worker 16.57
01460 - Switchboard Operator/Receptionist 14.32
01531 - Travel Clerk I 15.73
01532 - Travel Clerk II 16.98
01533 - Travel Clerk III 18.06
01611 - Word Processor I 14.89
01612 - Word Processor II 16.72
01613 - Word Processor III 18.71
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.86
05010 - Automotive Electrician 18.99
05040 - Automotive Glass Installer 17.40
05070 - Automotive Worker 17.40
05110 - Mobile Equipment Servicer 14.50
05130 - Motor Equipment Metal Mechanic 20.35
05160 - Motor Equipment Metal Worker 17.40
05190 - Motor Vehicle Mechanic 20.35
05220 - Motor Vehicle Mechanic Helper 13.62
05250 - Motor Vehicle Upholstery Worker 16.00
05280 - Motor Vehicle Wrecker 17.40
05310 - Painter Automotive 18.91
05340 - Radiator Repair Specialist 17.40
05370 - Tire Repairer 13.14
05400 - Transmission Repair Specialist 20.35
07000 - Food Preparation And Service Occupations
07010 - Baker 12.72
07041 - Cook I 11.91
07042 - Cook II 14.36
07070 - Dishwasher 11.15
07130 - Food Service Worker 10.96
07210 - Meat Cutter 16.33
07260 - Waiter/Waitress 9.07
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.31

09040 - Furniture Handler 11.44
09080 - Furniture Refinisher 16.31
09090 - Furniture Refinisher Helper 13.70
09110 - Furniture Repairer Minor 15.24
09130 - Upholsterer 16.31
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.63
11060 - Elevator Operator 11.33
11090 - Gardener 19.73
11122 - Housekeeping Aide 11.33
11150 - Janitor 11.33
11210 - Laborer Grounds Maintenance 13.67
11240 - Maid or Houseman 10.50
11260 - Pruner 11.67
11270 - Tractor Operator 17.68
11330 - Trail Maintenance Worker 13.67
11360 - Window Cleaner 13.28
12000 - Health Occupations
12010 - Ambulance Driver 17.49
12011 - Breath Alcohol Technician 20.92
12012 - Certified Occupational Therapist Assistant 30.64
12015 - Certified Physical Therapist Assistant 28.63
12020 - Dental Assistant 17.73
12025 - Dental Hygienist 42.98
12030 - EKG Technician 27.45
12035 - Electroneurodiagnostic Technologist 27.45
12040 - Emergency Medical Technician 17.49
12071 - Licensed Practical Nurse I 19.36
12072 - Licensed Practical Nurse II 21.66
12073 - Licensed Practical Nurse III 24.14
12100 - Medical Assistant 14.93
12130 - Medical Laboratory Technician 20.85
12160 - Medical Record Clerk 17.15
12190 - Medical Record Technician 19.18
12195 - Medical Transcriptionist 18.43
12210 - Nuclear Medicine Technologist 37.11
12221 - Nursing Assistant I 11.73
12222 - Nursing Assistant II 13.18
12223 - Nursing Assistant III 14.38
12224 - Nursing Assistant IV 16.15
12235 - Optical Dispenser 16.97
12236 - Optical Technician 15.18
12250 - Pharmacy Technician 16.76
12280 - Phlebotomist 14.99
12305 - Radiologic Technologist 28.89
12311 - Registered Nurse I 25.39
12312 - Registered Nurse II 31.06
12313 - Registered Nurse II Specialist 31.06
12314 - Registered Nurse III 37.58
12315 - Registered Nurse III Anesthetist 37.58

12316 - Registered Nurse IV		45.04
12317 - Scheduler (Drug and Alcohol Testing)		26.82
12320 - Substance Abuse Treatment Counselor		25.84
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.40
13012 - Exhibits Specialist II		24.02
13013 - Exhibits Specialist III		29.40
13041 - Illustrator I		16.25
13042 - Illustrator II		20.12
13043 - Illustrator III		24.62
13047 - Librarian		22.91
13050 - Library Aide/Clerk		12.16
13054 - Library Information Technology Systems Administrator		20.67
13058 - Library Technician		16.37
13061 - Media Specialist I		15.31
13062 - Media Specialist II		17.18
13063 - Media Specialist III		19.07
13071 - Photographer I		15.88
13072 - Photographer II		17.63
13073 - Photographer III		21.70
13074 - Photographer IV		24.30
13075 - Photographer V		29.39
13090 - Technical Order Library Clerk		15.61
13110 - Video Teleconference Technician		18.57
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.79
14042 - Computer Operator II		17.67
14043 - Computer Operator III		19.70
14044 - Computer Operator IV		21.89
14045 - Computer Operator V		24.34
14071 - Computer Programmer I	(see 1)	24.65
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.79
14160 - Personal Computer Support Technician		21.89
14170 - System Support Specialist		26.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.62
15020 - Aircrew Training Devices Instructor (Rated)		33.39
15030 - Air Crew Training Devices Instructor (Pilot)		40.05
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		28.76
15070 - Flight Instructor (Pilot)		40.05
15080 - Graphic Artist		22.41
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.97

15086 - Maintenance Test Pilot Rotary Wing 38.97
15088 - Non-Maintenance Test/Co-Pilot 38.97
15090 - Technical Instructor 21.76
15095 - Technical Instructor/Course Developer 26.63
15110 - Test Proctor 17.58
15120 - Tutor 17.58
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.66
16030 - Counter Attendant 10.66
16040 - Dry Cleaner 12.17
16070 - Finisher Flatwork Machine 10.66
16090 - Presser Hand 10.66
16110 - Presser Machine Drycleaning 10.66
16130 - Presser Machine Shirts 10.66
16160 - Presser Machine Wearing Apparel Laundry 10.66
16190 - Sewing Machine Operator 12.71
16220 - Tailor 13.36
16250 - Washer Machine 11.16
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.63
19040 - Tool And Die Maker 30.23
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.51
21030 - Material Coordinator 24.84
21040 - Material Expediter 24.84
21050 - Material Handling Laborer 12.79
21071 - Order Filler 13.77
21080 - Production Line Worker (Food Processing) 20.51
21110 - Shipping Packer 15.44
21130 - Shipping/Receiving Clerk 15.44
21140 - Store Worker I 9.70
21150 - Stock Clerk 15.69
21210 - Tools And Parts Attendant 20.51
21410 - Warehouse Specialist 20.51
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.07
23019 - Aircraft Logs and Records Technician 22.72
23021 - Aircraft Mechanic I 29.09
23022 - Aircraft Mechanic II 31.07
23023 - Aircraft Mechanic III 32.75
23040 - Aircraft Mechanic Helper 18.46
23050 - Aircraft Painter 26.96
23060 - Aircraft Servicer 22.72
23070 - Aircraft Survival Flight Equipment Technician 26.96
23080 - Aircraft Worker 24.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.84
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.09
23110 - Appliance Mechanic 19.51

23120 - Bicycle Repairer 14.55
23125 - Cable Splicer 31.72
23130 - Carpenter Maintenance 18.76
23140 - Carpet Layer 21.77
23160 - Electrician Maintenance 22.63
23181 - Electronics Technician Maintenance I 25.16
23182 - Electronics Technician Maintenance II 27.32
23183 - Electronics Technician Maintenance III 29.47
23260 - Fabric Worker 19.91
23290 - Fire Alarm System Mechanic 20.64
23310 - Fire Extinguisher Repairer 18.05
23311 - Fuel Distribution System Mechanic 28.08
23312 - Fuel Distribution System Operator 21.03
23370 - General Maintenance Worker 16.79
23380 - Ground Support Equipment Mechanic 29.09
23381 - Ground Support Equipment Servicer 22.72
23382 - Ground Support Equipment Worker 24.84
23391 - Gunsmith I 18.05
23392 - Gunsmith II 21.77
23393 - Gunsmith III 25.50
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.99
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.56
23430 - Heavy Equipment Mechanic 25.01
23440 - Heavy Equipment Operator 19.64
23460 - Instrument Mechanic 32.55
23465 - Laboratory/Shelter Mechanic 23.63
23470 - Laborer 12.79
23510 - Locksmith 20.13
23530 - Machinery Maintenance Mechanic 23.93
23550 - Machinist Maintenance 22.76
23580 - Maintenance Trades Helper 13.82
23591 - Metrology Technician I 32.55
23592 - Metrology Technician II 34.77
23593 - Metrology Technician III 36.65
23640 - Millwright 29.44
23710 - Office Appliance Repairer 19.21
23760 - Painter Maintenance 17.49
23790 - Pipefitter Maintenance 23.77
23810 - Plumber Maintenance 22.03
23820 - Pneudraulic Systems Mechanic 25.50
23850 - Rigger 26.05
23870 - Scale Mechanic 21.77
23890 - Sheet-Metal Worker Maintenance 23.25
23910 - Small Engine Mechanic 17.52
23931 - Telecommunications Mechanic I 26.47
23932 - Telecommunications Mechanic II 28.27
23950 - Telephone Lineman 25.50
23960 - Welder Combination Maintenance 20.13

23965 - Well Driller 26.05
23970 - Woodcraft Worker 25.50
23980 - Woodworker 18.05
24000 - Personal Needs Occupations
24550 - Case Manager 17.26
24570 - Child Care Attendant 10.88
24580 - Child Care Center Clerk 14.77
24610 - Chore Aide 10.72
24620 - Family Readiness And Support Services Coordinator 17.26
24630 - Homemaker 17.49
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.32
25040 - Sewage Plant Operator 21.00
25070 - Stationary Engineer 26.32
25190 - Ventilation Equipment Tender 16.70
25210 - Water Treatment Plant Operator 21.00
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.09
27007 - Baggage Inspector 12.44
27008 - Corrections Officer 18.46
27010 - Court Security Officer 18.91
27030 - Detection Dog Handler 13.92
27040 - Detention Officer 18.46
27070 - Firefighter 19.35
27101 - Guard I 12.44
27102 - Guard II 13.92
27131 - Police Officer I 24.71
27132 - Police Officer II 27.45
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.76
28042 - Carnival Equipment Repairer 17.59
28043 - Carnival Worker 10.41
28210 - Gate Attendant/Gate Tender 13.59
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 15.21
28510 - Recreation Aide/Health Facility Attendant 11.10
28515 - Recreation Specialist 18.06
28630 - Sports Official 12.11
28690 - Swimming Pool Operator 21.21
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.77
29020 - Hatch Tender 21.77
29030 - Line Handler 21.77
29041 - Stevedore I 19.91
29042 - Stevedore II 23.63
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.14
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.68
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.48

30021 - Archeological Technician I		17.39
30022 - Archeological Technician II		19.50
30023 - Archeological Technician III		23.87
30030 - Cartographic Technician		24.17
30040 - Civil Engineering Technician		24.00
30051 - Cryogenic Technician I		25.52
30052 - Cryogenic Technician II		28.18
30061 - Drafter/CAD Operator I		17.39
30062 - Drafter/CAD Operator II		19.50
30063 - Drafter/CAD Operator III		21.75
30064 - Drafter/CAD Operator IV		25.91
30081 - Engineering Technician I		16.06
30082 - Engineering Technician II		18.04
30083 - Engineering Technician III		20.18
30084 - Engineering Technician IV		24.99
30085 - Engineering Technician V		30.57
30086 - Engineering Technician VI		36.98
30090 - Environmental Technician		23.34
30095 - Evidence Control Specialist		23.03
30210 - Laboratory Technician		24.14
30221 - Latent Fingerprint Technician I		22.62
30222 - Latent Fingerprint Technician II		24.98
30240 - Mathematical Technician		24.17
30361 - Paralegal/Legal Assistant I		17.92
30362 - Paralegal/Legal Assistant II		22.19
30363 - Paralegal/Legal Assistant III		27.15
30364 - Paralegal/Legal Assistant IV		32.84
30375 - Petroleum Supply Specialist		28.18
30390 - Photo-Optics Technician		24.17
30395 - Radiation Control Technician		28.18
30461 - Technical Writer I		23.29
30462 - Technical Writer II		28.49
30463 - Technical Writer III		34.46
30491 - Unexploded Ordnance (UXO) Technician I		25.51
30492 - Unexploded Ordnance (UXO) Technician II		30.86
30493 - Unexploded Ordnance (UXO) Technician III		36.99
30494 - Unexploded (UXO) Safety Escort		25.51
30495 - Unexploded (UXO) Sweep Personnel		25.51
30501 - Weather Forecaster I		25.91
30502 - Weather Forecaster II		31.51
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.75
30621 - Weather Observer Senior	(see 2)	24.17
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.86
31020 - Bus Aide		10.73
31030 - Bus Driver		17.17
31043 - Driver Courier		14.38
31260 - Parking and Lot Attendant		11.09
31290 - Shuttle Bus Driver		16.05

31310 - Taxi Driver	12.68
31361 - Truckdriver Light	16.05
31362 - Truckdriver Medium	17.70
31363 - Truckdriver Heavy	20.15
31364 - Truckdriver Tractor-Trailer	20.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.05
99030 - Cashier	10.76
99050 - Desk Clerk	10.96
99095 - Embalmer	25.51
99130 - Flight Follower	25.51
99251 - Laboratory Animal Caretaker I	13.30
99252 - Laboratory Animal Caretaker II	14.84
99260 - Marketing Analyst	26.40
99310 - Mortician	25.51
99410 - Pest Controller	20.01
99510 - Photofinishing Worker	13.40
99710 - Recycling Laborer	19.37
99711 - Recycling Specialist	25.07
99730 - Refuse Collector	17.14
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	13.63
99830 - Survey Party Chief	23.72
99831 - Surveying Aide	21.57
99832 - Surveying Technician	21.76
99840 - Vending Machine Attendant	13.02
99841 - Vending Machine Repairer	17.53
99842 - Vending Machine Repairer Helper	13.02

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5444
Revision No.: 11
Date Of Last Revision: 07/01/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Mexico

Area: New Mexico Counties of Bernalillo Sandoval Torrance Valencia

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.02
01012 - Accounting Clerk II		16.87
01013 - Accounting Clerk III		18.88
01020 - Administrative Assistant		29.27
01035 - Court Reporter		27.25
01041 - Customer Service Representative I		12.03
01042 - Customer Service Representative II		13.53
01043 - Customer Service Representative III		14.76
01051 - Data Entry Operator I		12.61
01052 - Data Entry Operator II		13.75
01060 - Dispatcher Motor Vehicle		16.95
01070 - Document Preparation Clerk		15.43

01090 - Duplicating Machine Operator 15.43
01111 - General Clerk I 12.00
01112 - General Clerk II 13.09
01113 - General Clerk III 14.70
01120 - Housing Referral Assistant 18.93
01141 - Messenger Courier 14.03
01191 - Order Clerk I 15.83
01192 - Order Clerk II 17.28
01261 - Personnel Assistant (Employment) I 15.89
01262 - Personnel Assistant (Employment) II 17.78
01263 - Personnel Assistant (Employment) III 19.82
01270 - Production Control Clerk 24.84
01290 - Rental Clerk 13.24
01300 - Scheduler Maintenance 15.18
01311 - Secretary I 15.18
01312 - Secretary II 16.98
01313 - Secretary III 18.93
01320 - Service Order Dispatcher 15.15
01410 - Supply Technician 29.27
01420 - Survey Worker 16.57
01460 - Switchboard Operator/Receptionist 14.32
01531 - Travel Clerk I 15.73
01532 - Travel Clerk II 16.98
01533 - Travel Clerk III 18.06
01611 - Word Processor I 14.89
01612 - Word Processor II 16.72
01613 - Word Processor III 18.71
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.86
05010 - Automotive Electrician 18.99
05040 - Automotive Glass Installer 17.40
05070 - Automotive Worker 17.40
05110 - Mobile Equipment Servicer 14.50
05130 - Motor Equipment Metal Mechanic 20.35
05160 - Motor Equipment Metal Worker 17.40
05190 - Motor Vehicle Mechanic 20.35
05220 - Motor Vehicle Mechanic Helper 13.62
05250 - Motor Vehicle Upholstery Worker 16.00
05280 - Motor Vehicle Wrecker 17.40
05310 - Painter Automotive 18.91
05340 - Radiator Repair Specialist 17.40
05370 - Tire Repairer 13.14
05400 - Transmission Repair Specialist 20.35
07000 - Food Preparation And Service Occupations
07010 - Baker 12.72
07041 - Cook I 11.91
07042 - Cook II 14.36
07070 - Dishwasher 11.15
07130 - Food Service Worker 10.96
07210 - Meat Cutter 16.33

07260 - Waiter/Waitress	9.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.31
09040 - Furniture Handler	11.44
09080 - Furniture Refinisher	16.31
09090 - Furniture Refinisher Helper	13.70
09110 - Furniture Repairer Minor	15.24
09130 - Upholsterer	16.31
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.63
11060 - Elevator Operator	11.33
11090 - Gardener	19.73
11122 - Housekeeping Aide	11.33
11150 - Janitor	11.33
11210 - Laborer Grounds Maintenance	13.67
11240 - Maid or Houseman	10.50
11260 - Pruner	11.67
11270 - Tractor Operator	17.68
11330 - Trail Maintenance Worker	13.67
11360 - Window Cleaner	13.28
12000 - Health Occupations	
12010 - Ambulance Driver	17.49
12011 - Breath Alcohol Technician	20.92
12012 - Certified Occupational Therapist Assistant	30.64
12015 - Certified Physical Therapist Assistant	28.63
12020 - Dental Assistant	17.73
12025 - Dental Hygienist	42.98
12030 - EKG Technician	27.45
12035 - Electroneurodiagnostic Technologist	27.45
12040 - Emergency Medical Technician	17.49
12071 - Licensed Practical Nurse I	19.36
12072 - Licensed Practical Nurse II	21.66
12073 - Licensed Practical Nurse III	24.14
12100 - Medical Assistant	14.93
12130 - Medical Laboratory Technician	20.85
12160 - Medical Record Clerk	17.15
12190 - Medical Record Technician	19.18
12195 - Medical Transcriptionist	18.43
12210 - Nuclear Medicine Technologist	37.11
12221 - Nursing Assistant I	11.73
12222 - Nursing Assistant II	13.18
12223 - Nursing Assistant III	14.38
12224 - Nursing Assistant IV	16.15
12235 - Optical Dispenser	16.97
12236 - Optical Technician	15.18
12250 - Pharmacy Technician	16.76
12280 - Phlebotomist	14.99
12305 - Radiologic Technologist	28.89
12311 - Registered Nurse I	25.39
12312 - Registered Nurse II	31.06

12313 - Registered Nurse II Specialist		31.06
12314 - Registered Nurse III		37.58
12315 - Registered Nurse III Anesthetist		37.58
12316 - Registered Nurse IV		45.04
12317 - Scheduler (Drug and Alcohol Testing)		26.82
12320 - Substance Abuse Treatment Counselor		25.84
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.40
13012 - Exhibits Specialist II		24.02
13013 - Exhibits Specialist III		29.40
13041 - Illustrator I		16.25
13042 - Illustrator II		20.12
13043 - Illustrator III		24.62
13047 - Librarian		22.91
13050 - Library Aide/Clerk		12.16
13054 - Library Information Technology Systems Administrator		20.67
13058 - Library Technician		16.37
13061 - Media Specialist I		15.31
13062 - Media Specialist II		17.18
13063 - Media Specialist III		19.07
13071 - Photographer I		15.88
13072 - Photographer II		17.63
13073 - Photographer III		21.70
13074 - Photographer IV		24.30
13075 - Photographer V		29.39
13090 - Technical Order Library Clerk		15.61
13110 - Video Teleconference Technician		18.57
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.79
14042 - Computer Operator II		17.67
14043 - Computer Operator III		19.70
14044 - Computer Operator IV		21.89
14045 - Computer Operator V		24.34
14071 - Computer Programmer I	(see 1)	24.65
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.79
14160 - Personal Computer Support Technician		21.89
14170 - System Support Specialist		26.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.62
15020 - Aircrew Training Devices Instructor (Rated)		33.39
15030 - Air Crew Training Devices Instructor (Pilot)		40.05
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		28.76

15070 - Flight Instructor (Pilot) 40.05
15080 - Graphic Artist 22.41
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.97
15086 - Maintenance Test Pilot Rotary Wing 38.97
15088 - Non-Maintenance Test/Co-Pilot 38.97
15090 - Technical Instructor 21.76
15095 - Technical Instructor/Course Developer 26.63
15110 - Test Proctor 17.58
15120 - Tutor 17.58
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.66
16030 - Counter Attendant 10.66
16040 - Dry Cleaner 12.17
16070 - Finisher Flatwork Machine 10.66
16090 - Presser Hand 10.66
16110 - Presser Machine Drycleaning 10.66
16130 - Presser Machine Shirts 10.66
16160 - Presser Machine Wearing Apparel Laundry 10.66
16190 - Sewing Machine Operator 12.71
16220 - Tailor 13.36
16250 - Washer Machine 11.16
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.63
19040 - Tool And Die Maker 30.23
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.51
21030 - Material Coordinator 24.84
21040 - Material Expediter 24.84
21050 - Material Handling Laborer 12.79
21071 - Order Filler 13.77
21080 - Production Line Worker (Food Processing) 20.51
21110 - Shipping Packer 15.44
21130 - Shipping/Receiving Clerk 15.44
21140 - Store Worker I 9.70
21150 - Stock Clerk 15.69
21210 - Tools And Parts Attendant 20.51
21410 - Warehouse Specialist 20.51
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.07
23019 - Aircraft Logs and Records Technician 22.72
23021 - Aircraft Mechanic I 29.09
23022 - Aircraft Mechanic II 31.07
23023 - Aircraft Mechanic III 32.75
23040 - Aircraft Mechanic Helper 18.46
23050 - Aircraft Painter 26.96
23060 - Aircraft Servicer 22.72
23070 - Aircraft Survival Flight Equipment Technician 26.96
23080 - Aircraft Worker 24.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.84

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.09
23110 - Appliance Mechanic 19.51
23120 - Bicycle Repairer 14.55
23125 - Cable Splicer 31.72
23130 - Carpenter Maintenance 18.76
23140 - Carpet Layer 21.77
23160 - Electrician Maintenance 22.63
23181 - Electronics Technician Maintenance I 25.16
23182 - Electronics Technician Maintenance II 27.32
23183 - Electronics Technician Maintenance III 29.47
23260 - Fabric Worker 19.91
23290 - Fire Alarm System Mechanic 20.64
23310 - Fire Extinguisher Repairer 18.05
23311 - Fuel Distribution System Mechanic 28.08
23312 - Fuel Distribution System Operator 21.03
23370 - General Maintenance Worker 16.79
23380 - Ground Support Equipment Mechanic 29.09
23381 - Ground Support Equipment Servicer 22.72
23382 - Ground Support Equipment Worker 24.84
23391 - Gunsmith I 18.05
23392 - Gunsmith II 21.77
23393 - Gunsmith III 25.50
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.99
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.56
23430 - Heavy Equipment Mechanic 25.01
23440 - Heavy Equipment Operator 19.64
23460 - Instrument Mechanic 32.55
23465 - Laboratory/Shelter Mechanic 23.63
23470 - Laborer 12.79
23510 - Locksmith 20.13
23530 - Machinery Maintenance Mechanic 23.93
23550 - Machinist Maintenance 22.76
23580 - Maintenance Trades Helper 13.82
23591 - Metrology Technician I 32.55
23592 - Metrology Technician II 34.77
23593 - Metrology Technician III 36.65
23640 - Millwright 29.44
23710 - Office Appliance Repairer 19.21
23760 - Painter Maintenance 17.49
23790 - Pipefitter Maintenance 23.77
23810 - Plumber Maintenance 22.03
23820 - Pneudraulic Systems Mechanic 25.50
23850 - Rigger 26.05
23870 - Scale Mechanic 21.77
23890 - Sheet-Metal Worker Maintenance 23.25
23910 - Small Engine Mechanic 17.52
23931 - Telecommunications Mechanic I 26.47

23932 - Telecommunications Mechanic II 28.27
23950 - Telephone Lineman 25.50
23960 - Welder Combination Maintenance 20.13
23965 - Well Driller 26.05
23970 - Woodcraft Worker 25.50
23980 - Woodworker 18.05
24000 - Personal Needs Occupations
24550 - Case Manager 17.26
24570 - Child Care Attendant 10.88
24580 - Child Care Center Clerk 14.77
24610 - Chore Aide 10.72
24620 - Family Readiness And Support Services Coordinator 17.26
24630 - Homemaker 17.49
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.32
25040 - Sewage Plant Operator 21.00
25070 - Stationary Engineer 26.32
25190 - Ventilation Equipment Tender 16.70
25210 - Water Treatment Plant Operator 21.00
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.09
27007 - Baggage Inspector 12.44
27008 - Corrections Officer 18.46
27010 - Court Security Officer 18.91
27030 - Detection Dog Handler 13.92
27040 - Detention Officer 18.46
27070 - Firefighter 19.35
27101 - Guard I 12.44
27102 - Guard II 13.92
27131 - Police Officer I 24.71
27132 - Police Officer II 27.45
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.76
28042 - Carnival Equipment Repairer 17.59
28043 - Carnival Worker 10.41
28210 - Gate Attendant/Gate Tender 13.59
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 15.21
28510 - Recreation Aide/Health Facility Attendant 11.10
28515 - Recreation Specialist 18.06
28630 - Sports Official 12.11
28690 - Swimming Pool Operator 21.21
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.77
29020 - Hatch Tender 21.77
29030 - Line Handler 21.77
29041 - Stevedore I 19.91
29042 - Stevedore II 23.63
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.14
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.68
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.48
30021 - Archeological Technician I 17.39
30022 - Archeological Technician II 19.50
30023 - Archeological Technician III 23.87
30030 - Cartographic Technician 24.17
30040 - Civil Engineering Technician 24.00
30051 - Cryogenic Technician I 25.52
30052 - Cryogenic Technician II 28.18
30061 - Drafter/CAD Operator I 17.39
30062 - Drafter/CAD Operator II 19.50
30063 - Drafter/CAD Operator III 21.75
30064 - Drafter/CAD Operator IV 25.91
30081 - Engineering Technician I 16.06
30082 - Engineering Technician II 18.04
30083 - Engineering Technician III 20.18
30084 - Engineering Technician IV 24.99
30085 - Engineering Technician V 30.57
30086 - Engineering Technician VI 36.98
30090 - Environmental Technician 23.34
30095 - Evidence Control Specialist 23.03
30210 - Laboratory Technician 24.14
30221 - Latent Fingerprint Technician I 22.62
30222 - Latent Fingerprint Technician II 24.98
30240 - Mathematical Technician 24.17
30361 - Paralegal/Legal Assistant I 17.92
30362 - Paralegal/Legal Assistant II 22.19
30363 - Paralegal/Legal Assistant III 27.15
30364 - Paralegal/Legal Assistant IV 32.84
30375 - Petroleum Supply Specialist 28.18
30390 - Photo-Optics Technician 24.17
30395 - Radiation Control Technician 28.18
30461 - Technical Writer I 23.29
30462 - Technical Writer II 28.49
30463 - Technical Writer III 34.46
30491 - Unexploded Ordnance (UXO) Technician I 25.51
30492 - Unexploded Ordnance (UXO) Technician II 30.86
30493 - Unexploded Ordnance (UXO) Technician III 36.99
30494 - Unexploded (UXO) Safety Escort 25.51
30495 - Unexploded (UXO) Sweep Personnel 25.51
30501 - Weather Forecaster I 25.91
30502 - Weather Forecaster II 31.51
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.75
30621 - Weather Observer Senior (see 2) 24.17
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.86
31020 - Bus Aide 10.73
31030 - Bus Driver 17.17

31043 - Driver Courier	14.38
31260 - Parking and Lot Attendant	11.09
31290 - Shuttle Bus Driver	16.05
31310 - Taxi Driver	12.68
31361 - Truckdriver Light	16.05
31362 - Truckdriver Medium	17.70
31363 - Truckdriver Heavy	20.15
31364 - Truckdriver Tractor-Trailer	20.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.05
99030 - Cashier	10.76
99050 - Desk Clerk	10.96
99095 - Embalmer	25.51
99130 - Flight Follower	25.51
99251 - Laboratory Animal Caretaker I	13.30
99252 - Laboratory Animal Caretaker II	14.84
99260 - Marketing Analyst	26.40
99310 - Mortician	25.51
99410 - Pest Controller	20.01
99510 - Photofinishing Worker	13.40
99710 - Recycling Laborer	19.37
99711 - Recycling Specialist	25.07
99730 - Refuse Collector	17.14
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	13.63
99830 - Survey Party Chief	23.72
99831 - Surveying Aide	21.57
99832 - Surveying Technician	21.76
99840 - Vending Machine Attendant	13.02
99841 - Vending Machine Repairer	17.53
99842 - Vending Machine Repairer Helper	13.02

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5445
Revision No.: 11
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Mexico

Area: New Mexico County of San Juan

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.01
01012 - Accounting Clerk II		15.73
01013 - Accounting Clerk III		17.60
01020 - Administrative Assistant		27.48
01035 - Court Reporter		18.61
01041 - Customer Service Representative I		11.25
01042 - Customer Service Representative II		12.66
01043 - Customer Service Representative III		13.81
01051 - Data Entry Operator I		13.01
01052 - Data Entry Operator II		14.19
01060 - Dispatcher Motor Vehicle		22.78
01070 - Document Preparation Clerk		14.19
01090 - Duplicating Machine Operator		14.19
01111 - General Clerk I		12.39
01112 - General Clerk II		13.51

01113 - General Clerk III 15.17
01120 - Housing Referral Assistant 19.87
01141 - Messenger Courier 11.57
01191 - Order Clerk I 13.01
01192 - Order Clerk II 14.19
01261 - Personnel Assistant (Employment) I 15.93
01262 - Personnel Assistant (Employment) II 17.83
01263 - Personnel Assistant (Employment) III 19.87
01270 - Production Control Clerk 24.76
01290 - Rental Clerk 13.97
01300 - Scheduler Maintenance 15.93
01311 - Secretary I 15.93
01312 - Secretary II 17.83
01313 - Secretary III 19.87
01320 - Service Order Dispatcher 20.61
01410 - Supply Technician 27.48
01420 - Survey Worker 15.41
01460 - Switchboard Operator/Receptionist 13.42
01531 - Travel Clerk I 12.35
01532 - Travel Clerk II 13.24
01533 - Travel Clerk III 14.13
01611 - Word Processor I 14.19
01612 - Word Processor II 15.93
01613 - Word Processor III 17.83
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.87
05010 - Automotive Electrician 18.12
05040 - Automotive Glass Installer 16.00
05070 - Automotive Worker 16.00
05110 - Mobile Equipment Servicer 13.71
05130 - Motor Equipment Metal Mechanic 18.31
05160 - Motor Equipment Metal Worker 16.00
05190 - Motor Vehicle Mechanic 18.31
05220 - Motor Vehicle Mechanic Helper 13.62
05250 - Motor Vehicle Upholstery Worker 15.82
05280 - Motor Vehicle Wrecker 16.00
05310 - Painter Automotive 17.19
05340 - Radiator Repair Specialist 16.00
05370 - Tire Repairer 13.00
05400 - Transmission Repair Specialist 18.31
07000 - Food Preparation And Service Occupations
07010 - Baker 11.94
07041 - Cook I 10.73
07042 - Cook II 12.73
07070 - Dishwasher 9.94
07130 - Food Service Worker 9.85
07210 - Meat Cutter 16.07
07260 - Waiter/Waitress 8.95
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.50

09040 - Furniture Handler 13.82
09080 - Furniture Refinisher 19.50
09090 - Furniture Refinisher Helper 17.15
09110 - Furniture Repairer Minor 20.28
09130 - Upholsterer 19.50
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.71
11060 - Elevator Operator 11.65
11090 - Gardener 16.67
11122 - Housekeeping Aide 11.65
11150 - Janitor 11.65
11210 - Laborer Grounds Maintenance 12.25
11240 - Maid or Houseman 9.97
11260 - Pruner 10.93
11270 - Tractor Operator 15.25
11330 - Trail Maintenance Worker 12.25
11360 - Window Cleaner 13.05
12000 - Health Occupations
12010 - Ambulance Driver 17.53
12011 - Breath Alcohol Technician 23.08
12012 - Certified Occupational Therapist Assistant 31.66
12015 - Certified Physical Therapist Assistant 24.06
12020 - Dental Assistant 18.20
12025 - Dental Hygienist 40.93
12030 - EKG Technician 34.97
12035 - Electroneurodiagnostic Technologist 34.97
12040 - Emergency Medical Technician 17.53
12071 - Licensed Practical Nurse I 20.63
12072 - Licensed Practical Nurse II 23.08
12073 - Licensed Practical Nurse III 25.72
12100 - Medical Assistant 14.35
12130 - Medical Laboratory Technician 20.63
12160 - Medical Record Clerk 16.84
12190 - Medical Record Technician 18.84
12195 - Medical Transcriptionist 20.63
12210 - Nuclear Medicine Technologist 50.70
12221 - Nursing Assistant I 11.63
12222 - Nursing Assistant II 13.08
12223 - Nursing Assistant III 14.27
12224 - Nursing Assistant IV 16.02
12235 - Optical Dispenser 17.29
12236 - Optical Technician 20.63
12250 - Pharmacy Technician 17.30
12280 - Phlebotomist 17.79
12305 - Radiologic Technologist 33.33
12311 - Registered Nurse I 25.39
12312 - Registered Nurse II 31.06
12313 - Registered Nurse II Specialist 31.06
12314 - Registered Nurse III 37.58
12315 - Registered Nurse III Anesthetist 37.58

12316 - Registered Nurse IV		45.04
12317 - Scheduler (Drug and Alcohol Testing)		28.59
12320 - Substance Abuse Treatment Counselor		25.13
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.25
13012 - Exhibits Specialist II		28.79
13013 - Exhibits Specialist III		35.22
13041 - Illustrator I		23.25
13042 - Illustrator II		28.79
13043 - Illustrator III		33.72
13047 - Librarian		31.89
13050 - Library Aide/Clerk		10.02
13054 - Library Information Technology Systems Administrator		28.79
13058 - Library Technician		15.06
13061 - Media Specialist I		20.77
13062 - Media Specialist II		23.25
13063 - Media Specialist III		25.91
13071 - Photographer I		20.77
13072 - Photographer II		23.25
13073 - Photographer III		28.79
13074 - Photographer IV		35.22
13075 - Photographer V		42.62
13090 - Technical Order Library Clerk		17.31
13110 - Video Teleconference Technician		20.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.98
14042 - Computer Operator II		16.76
14043 - Computer Operator III		19.12
14044 - Computer Operator IV		21.26
14045 - Computer Operator V		24.34
14071 - Computer Programmer I	(see 1)	22.41
14072 - Computer Programmer II	(see 1)	26.14
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		14.98
14160 - Personal Computer Support Technician		21.52
14170 - System Support Specialist		27.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.62
15020 - Aircrew Training Devices Instructor (Rated)		34.62
15030 - Air Crew Training Devices Instructor (Pilot)		41.49
15050 - Computer Based Training Specialist / Instructor		28.62
15060 - Educational Technologist		33.63
15070 - Flight Instructor (Pilot)		41.49
15080 - Graphic Artist		31.12
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.49

15086 - Maintenance Test Pilot Rotary Wing 41.49
15088 - Non-Maintenance Test/Co-Pilot 41.49
15090 - Technical Instructor 24.77
15095 - Technical Instructor/Course Developer 31.12
15110 - Test Proctor 19.98
15120 - Tutor 19.98
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.66
16030 - Counter Attendant 10.66
16040 - Dry Cleaner 12.17
16070 - Finisher Flatwork Machine 10.66
16090 - Presser Hand 10.66
16110 - Presser Machine Drycleaning 10.66
16130 - Presser Machine Shirts 10.66
16160 - Presser Machine Wearing Apparel Laundry 10.66
16190 - Sewing Machine Operator 12.71
16220 - Tailor 13.36
16250 - Washer Machine 11.16
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.83
19040 - Tool And Die Maker 32.42
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.21
21030 - Material Coordinator 24.76
21040 - Material Expediter 24.76
21050 - Material Handling Laborer 13.42
21071 - Order Filler 12.58
21080 - Production Line Worker (Food Processing) 14.21
21110 - Shipping Packer 16.43
21130 - Shipping/Receiving Clerk 16.43
21140 - Store Worker I 13.93
21150 - Stock Clerk 18.42
21210 - Tools And Parts Attendant 14.21
21410 - Warehouse Specialist 14.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.86
23019 - Aircraft Logs and Records Technician 22.33
23021 - Aircraft Mechanic I 27.53
23022 - Aircraft Mechanic II 28.86
23023 - Aircraft Mechanic III 30.62
23040 - Aircraft Mechanic Helper 18.87
23050 - Aircraft Painter 25.83
23060 - Aircraft Servicer 22.33
23070 - Aircraft Survival Flight Equipment Technician 25.83
23080 - Aircraft Worker 24.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.07
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.53
23110 - Appliance Mechanic 19.57

23120 - Bicycle Repairer	17.61
23125 - Cable Splicer	27.53
23130 - Carpenter Maintenance	20.32
23140 - Carpet Layer	24.07
23160 - Electrician Maintenance	30.65
23181 - Electronics Technician Maintenance I	26.10
23182 - Electronics Technician Maintenance II	28.02
23183 - Electronics Technician Maintenance III	29.87
23260 - Fabric Worker	22.33
23290 - Fire Alarm System Mechanic	27.53
23310 - Fire Extinguisher Repairer	20.61
23311 - Fuel Distribution System Mechanic	27.02
23312 - Fuel Distribution System Operator	20.23
23370 - General Maintenance Worker	16.61
23380 - Ground Support Equipment Mechanic	27.53
23381 - Ground Support Equipment Servicer	22.33
23382 - Ground Support Equipment Worker	24.07
23391 - Gunsmith I	20.61
23392 - Gunsmith II	24.07
23393 - Gunsmith III	27.53
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.47
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.46
23430 - Heavy Equipment Mechanic	28.52
23440 - Heavy Equipment Operator	25.27
23460 - Instrument Mechanic	28.18
23465 - Laboratory/Shelter Mechanic	25.83
23470 - Laborer	13.42
23510 - Locksmith	25.83
23530 - Machinery Maintenance Mechanic	29.64
23550 - Machinist Maintenance	25.67
23580 - Maintenance Trades Helper	15.88
23591 - Metrology Technician I	28.18
23592 - Metrology Technician II	29.56
23593 - Metrology Technician III	31.35
23640 - Millwright	27.53
23710 - Office Appliance Repairer	25.83
23760 - Painter Maintenance	20.20
23790 - Pipefitter Maintenance	22.03
23810 - Plumber Maintenance	20.60
23820 - Pneudraulic Systems Mechanic	27.53
23850 - Rigger	27.53
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker Maintenance	23.25
23910 - Small Engine Mechanic	24.07
23931 - Telecommunications Mechanic I	28.18
23932 - Telecommunications Mechanic II	29.56
23950 - Telephone Lineman	27.53
23960 - Welder Combination Maintenance	26.93

23965 - Well Driller	27.53
23970 - Woodcraft Worker	27.53
23980 - Woodworker	20.61
24000 - Personal Needs Occupations	
24550 - Case Manager	16.62
24570 - Child Care Attendant	10.60
24580 - Child Care Center Clerk	14.77
24610 - Chore Aide	10.42
24620 - Family Readiness And Support Services Coordinator	16.62
24630 - Homemaker	17.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.53
25040 - Sewage Plant Operator	22.17
25070 - Stationary Engineer	27.53
25190 - Ventilation Equipment Tender	18.87
25210 - Water Treatment Plant Operator	21.03
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.72
27007 - Baggage Inspector	14.95
27008 - Corrections Officer	17.02
27010 - Court Security Officer	17.02
27030 - Detection Dog Handler	16.72
27040 - Detention Officer	17.02
27070 - Firefighter	17.02
27101 - Guard I	14.95
27102 - Guard II	16.72
27131 - Police Officer I	24.54
27132 - Police Officer II	27.26
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.15
28042 - Carnival Equipment Repairer	15.46
28043 - Carnival Worker	10.14
28210 - Gate Attendant/Gate Tender	13.59
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.21
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	18.06
28630 - Sports Official	12.11
28690 - Swimming Pool Operator	25.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.64
29020 - Hatch Tender	24.64
29030 - Line Handler	24.64
29041 - Stevedore I	22.87
29042 - Stevedore II	26.44
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.39
30022 - Archeological Technician II		19.50
30023 - Archeological Technician III		23.87
30030 - Cartographic Technician		24.17
30040 - Civil Engineering Technician		24.00
30051 - Cryogenic Technician I		24.49
30052 - Cryogenic Technician II		27.05
30061 - Drafter/CAD Operator I		17.39
30062 - Drafter/CAD Operator II		19.50
30063 - Drafter/CAD Operator III		21.75
30064 - Drafter/CAD Operator IV		25.91
30081 - Engineering Technician I		15.18
30082 - Engineering Technician II		17.03
30083 - Engineering Technician III		19.05
30084 - Engineering Technician IV		23.61
30085 - Engineering Technician V		28.88
30086 - Engineering Technician VI		34.94
30090 - Environmental Technician		22.11
30095 - Evidence Control Specialist		22.11
30210 - Laboratory Technician		22.61
30221 - Latent Fingerprint Technician I		24.49
30222 - Latent Fingerprint Technician II		27.05
30240 - Mathematical Technician		24.17
30361 - Paralegal/Legal Assistant I		17.31
30362 - Paralegal/Legal Assistant II		21.44
30363 - Paralegal/Legal Assistant III		26.24
30364 - Paralegal/Legal Assistant IV		31.74
30375 - Petroleum Supply Specialist		27.05
30390 - Photo-Optics Technician		24.17
30395 - Radiation Control Technician		27.05
30461 - Technical Writer I		22.11
30462 - Technical Writer II		27.05
30463 - Technical Writer III		32.72
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.91
30502 - Weather Forecaster II		31.51
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.75
30621 - Weather Observer Senior	(see 2)	24.17
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.85
31030 - Bus Driver		20.41
31043 - Driver Courier		15.31
31260 - Parking and Lot Attendant		12.36
31290 - Shuttle Bus Driver		16.73

31310 - Taxi Driver	11.81
31361 - Truckdriver Light	16.73
31362 - Truckdriver Medium	18.13
31363 - Truckdriver Heavy	21.99
31364 - Truckdriver Tractor-Trailer	21.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.30
99050 - Desk Clerk	10.11
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.92
99252 - Laboratory Animal Caretaker II	20.00
99260 - Marketing Analyst	24.85
99310 - Mortician	25.35
99410 - Pest Controller	24.16
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.39
99711 - Recycling Specialist	20.41
99730 - Refuse Collector	14.63
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	14.63
99830 - Survey Party Chief	25.22
99831 - Surveying Aide	22.96
99832 - Surveying Technician	23.15
99840 - Vending Machine Attendant	17.16
99841 - Vending Machine Repairer	21.37
99842 - Vending Machine Repairer Helper	15.39

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5446
Revision No.: 11
Date Of Last Revision: 08/07/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Mexico

Area: New Mexico County of San Juan

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.01
01012 - Accounting Clerk II		15.73
01013 - Accounting Clerk III		17.60
01020 - Administrative Assistant		27.48
01035 - Court Reporter		18.61
01041 - Customer Service Representative I		11.25
01042 - Customer Service Representative II		12.66
01043 - Customer Service Representative III		13.81
01051 - Data Entry Operator I		13.01
01052 - Data Entry Operator II		14.19
01060 - Dispatcher Motor Vehicle		22.78
01070 - Document Preparation Clerk		14.19

01090 - Duplicating Machine Operator 14.19
01111 - General Clerk I 12.39
01112 - General Clerk II 13.51
01113 - General Clerk III 15.17
01120 - Housing Referral Assistant 19.87
01141 - Messenger Courier 11.57
01191 - Order Clerk I 13.01
01192 - Order Clerk II 14.19
01261 - Personnel Assistant (Employment) I 15.93
01262 - Personnel Assistant (Employment) II 17.83
01263 - Personnel Assistant (Employment) III 19.87
01270 - Production Control Clerk 24.76
01290 - Rental Clerk 13.97
01300 - Scheduler Maintenance 15.93
01311 - Secretary I 15.93
01312 - Secretary II 17.83
01313 - Secretary III 19.87
01320 - Service Order Dispatcher 20.61
01410 - Supply Technician 27.48
01420 - Survey Worker 15.41
01460 - Switchboard Operator/Receptionist 13.42
01531 - Travel Clerk I 12.35
01532 - Travel Clerk II 13.24
01533 - Travel Clerk III 14.13
01611 - Word Processor I 14.19
01612 - Word Processor II 15.93
01613 - Word Processor III 17.83
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.87
05010 - Automotive Electrician 18.12
05040 - Automotive Glass Installer 16.00
05070 - Automotive Worker 16.00
05110 - Mobile Equipment Servicer 13.71
05130 - Motor Equipment Metal Mechanic 18.31
05160 - Motor Equipment Metal Worker 16.00
05190 - Motor Vehicle Mechanic 18.31
05220 - Motor Vehicle Mechanic Helper 13.62
05250 - Motor Vehicle Upholstery Worker 15.82
05280 - Motor Vehicle Wrecker 16.00
05310 - Painter Automotive 17.19
05340 - Radiator Repair Specialist 16.00
05370 - Tire Repairer 13.00
05400 - Transmission Repair Specialist 18.31
07000 - Food Preparation And Service Occupations
07010 - Baker 11.94
07041 - Cook I 10.73
07042 - Cook II 12.73
07070 - Dishwasher 9.94
07130 - Food Service Worker 9.85
07210 - Meat Cutter 16.07

07260 - Waiter/Waitress	8.95
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.50
09040 - Furniture Handler	13.82
09080 - Furniture Refinisher	19.50
09090 - Furniture Refinisher Helper	17.15
09110 - Furniture Repairer Minor	20.28
09130 - Upholsterer	19.50
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.71
11060 - Elevator Operator	11.65
11090 - Gardener	16.67
11122 - Housekeeping Aide	11.65
11150 - Janitor	11.65
11210 - Laborer Grounds Maintenance	12.25
11240 - Maid or Houseman	9.97
11260 - Pruner	10.93
11270 - Tractor Operator	15.25
11330 - Trail Maintenance Worker	12.25
11360 - Window Cleaner	13.05
12000 - Health Occupations	
12010 - Ambulance Driver	17.53
12011 - Breath Alcohol Technician	23.08
12012 - Certified Occupational Therapist Assistant	31.66
12015 - Certified Physical Therapist Assistant	24.06
12020 - Dental Assistant	18.20
12025 - Dental Hygienist	40.93
12030 - EKG Technician	34.97
12035 - Electroneurodiagnostic Technologist	34.97
12040 - Emergency Medical Technician	17.53
12071 - Licensed Practical Nurse I	20.63
12072 - Licensed Practical Nurse II	23.08
12073 - Licensed Practical Nurse III	25.72
12100 - Medical Assistant	14.35
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	16.84
12190 - Medical Record Technician	18.84
12195 - Medical Transcriptionist	20.63
12210 - Nuclear Medicine Technologist	50.70
12221 - Nursing Assistant I	11.63
12222 - Nursing Assistant II	13.08
12223 - Nursing Assistant III	14.27
12224 - Nursing Assistant IV	16.02
12235 - Optical Dispenser	17.29
12236 - Optical Technician	20.63
12250 - Pharmacy Technician	17.30
12280 - Phlebotomist	17.79
12305 - Radiologic Technologist	33.33
12311 - Registered Nurse I	25.39
12312 - Registered Nurse II	31.06

12313 - Registered Nurse II Specialist		31.06
12314 - Registered Nurse III		37.58
12315 - Registered Nurse III Anesthetist		37.58
12316 - Registered Nurse IV		45.04
12317 - Scheduler (Drug and Alcohol Testing)		28.59
12320 - Substance Abuse Treatment Counselor		25.13
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.25
13012 - Exhibits Specialist II		28.79
13013 - Exhibits Specialist III		35.22
13041 - Illustrator I		23.25
13042 - Illustrator II		28.79
13043 - Illustrator III		33.72
13047 - Librarian		31.89
13050 - Library Aide/Clerk		10.02
13054 - Library Information Technology Systems Administrator		28.79
13058 - Library Technician		15.06
13061 - Media Specialist I		20.77
13062 - Media Specialist II		23.25
13063 - Media Specialist III		25.91
13071 - Photographer I		20.77
13072 - Photographer II		23.25
13073 - Photographer III		28.79
13074 - Photographer IV		35.22
13075 - Photographer V		42.62
13090 - Technical Order Library Clerk		17.31
13110 - Video Teleconference Technician		20.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.98
14042 - Computer Operator II		16.76
14043 - Computer Operator III		19.12
14044 - Computer Operator IV		21.26
14045 - Computer Operator V		24.34
14071 - Computer Programmer I	(see 1)	22.41
14072 - Computer Programmer II	(see 1)	26.14
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		14.98
14160 - Personal Computer Support Technician		21.52
14170 - System Support Specialist		27.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.62
15020 - Aircrew Training Devices Instructor (Rated)		34.62
15030 - Air Crew Training Devices Instructor (Pilot)		41.49
15050 - Computer Based Training Specialist / Instructor		28.62
15060 - Educational Technologist		33.63

15070 - Flight Instructor (Pilot) 41.49
15080 - Graphic Artist 31.12
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.49
15086 - Maintenance Test Pilot Rotary Wing 41.49
15088 - Non-Maintenance Test/Co-Pilot 41.49
15090 - Technical Instructor 24.77
15095 - Technical Instructor/Course Developer 31.12
15110 - Test Proctor 19.98
15120 - Tutor 19.98
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.66
16030 - Counter Attendant 10.66
16040 - Dry Cleaner 12.17
16070 - Finisher Flatwork Machine 10.66
16090 - Presser Hand 10.66
16110 - Presser Machine Drycleaning 10.66
16130 - Presser Machine Shirts 10.66
16160 - Presser Machine Wearing Apparel Laundry 10.66
16190 - Sewing Machine Operator 12.71
16220 - Tailor 13.36
16250 - Washer Machine 11.16
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.83
19040 - Tool And Die Maker 32.42
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.21
21030 - Material Coordinator 24.76
21040 - Material Expediter 24.76
21050 - Material Handling Laborer 13.42
21071 - Order Filler 12.58
21080 - Production Line Worker (Food Processing) 14.21
21110 - Shipping Packer 16.43
21130 - Shipping/Receiving Clerk 16.43
21140 - Store Worker I 13.93
21150 - Stock Clerk 18.42
21210 - Tools And Parts Attendant 14.21
21410 - Warehouse Specialist 14.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.86
23019 - Aircraft Logs and Records Technician 22.33
23021 - Aircraft Mechanic I 27.53
23022 - Aircraft Mechanic II 28.86
23023 - Aircraft Mechanic III 30.62
23040 - Aircraft Mechanic Helper 18.87
23050 - Aircraft Painter 25.83
23060 - Aircraft Servicer 22.33
23070 - Aircraft Survival Flight Equipment Technician 25.83
23080 - Aircraft Worker 24.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.07

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.53
23110 - Appliance Mechanic 19.57
23120 - Bicycle Repairer 17.61
23125 - Cable Splicer 27.53
23130 - Carpenter Maintenance 20.32
23140 - Carpet Layer 24.07
23160 - Electrician Maintenance 30.65
23181 - Electronics Technician Maintenance I 26.10
23182 - Electronics Technician Maintenance II 28.02
23183 - Electronics Technician Maintenance III 29.87
23260 - Fabric Worker 22.33
23290 - Fire Alarm System Mechanic 27.53
23310 - Fire Extinguisher Repairer 20.61
23311 - Fuel Distribution System Mechanic 27.02
23312 - Fuel Distribution System Operator 20.23
23370 - General Maintenance Worker 16.61
23380 - Ground Support Equipment Mechanic 27.53
23381 - Ground Support Equipment Servicer 22.33
23382 - Ground Support Equipment Worker 24.07
23391 - Gunsmith I 20.61
23392 - Gunsmith II 24.07
23393 - Gunsmith III 27.53
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.47
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.46
23430 - Heavy Equipment Mechanic 28.52
23440 - Heavy Equipment Operator 25.27
23460 - Instrument Mechanic 28.18
23465 - Laboratory/Shelter Mechanic 25.83
23470 - Laborer 13.42
23510 - Locksmith 25.83
23530 - Machinery Maintenance Mechanic 29.64
23550 - Machinist Maintenance 25.67
23580 - Maintenance Trades Helper 15.88
23591 - Metrology Technician I 28.18
23592 - Metrology Technician II 29.56
23593 - Metrology Technician III 31.35
23640 - Millwright 27.53
23710 - Office Appliance Repairer 25.83
23760 - Painter Maintenance 20.20
23790 - Pipefitter Maintenance 22.03
23810 - Plumber Maintenance 20.60
23820 - Pneudraulic Systems Mechanic 27.53
23850 - Rigger 27.53
23870 - Scale Mechanic 24.07
23890 - Sheet-Metal Worker Maintenance 23.25
23910 - Small Engine Mechanic 24.07
23931 - Telecommunications Mechanic I 28.18

23932 - Telecommunications Mechanic II 29.56
23950 - Telephone Lineman 27.53
23960 - Welder Combination Maintenance 26.93
23965 - Well Driller 27.53
23970 - Woodcraft Worker 27.53
23980 - Woodworker 20.61
24000 - Personal Needs Occupations
24550 - Case Manager 16.62
24570 - Child Care Attendant 10.60
24580 - Child Care Center Clerk 14.77
24610 - Chore Aide 10.42
24620 - Family Readiness And Support Services Coordinator 16.62
24630 - Homemaker 17.49
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.53
25040 - Sewage Plant Operator 22.17
25070 - Stationary Engineer 27.53
25190 - Ventilation Equipment Tender 18.87
25210 - Water Treatment Plant Operator 21.03
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.72
27007 - Baggage Inspector 14.95
27008 - Corrections Officer 17.02
27010 - Court Security Officer 17.02
27030 - Detection Dog Handler 16.72
27040 - Detention Officer 17.02
27070 - Firefighter 17.02
27101 - Guard I 14.95
27102 - Guard II 16.72
27131 - Police Officer I 24.54
27132 - Police Officer II 27.26
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.15
28042 - Carnival Equipment Repairer 15.46
28043 - Carnival Worker 10.14
28210 - Gate Attendant/Gate Tender 13.59
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 15.21
28510 - Recreation Aide/Health Facility Attendant 11.10
28515 - Recreation Specialist 18.06
28630 - Sports Official 12.11
28690 - Swimming Pool Operator 25.22
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.64
29020 - Hatch Tender 24.64
29030 - Line Handler 24.64
29041 - Stevedore I 22.87
29042 - Stevedore II 26.44
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.39
30022 - Archeological Technician II 19.50
30023 - Archeological Technician III 23.87
30030 - Cartographic Technician 24.17
30040 - Civil Engineering Technician 24.00
30051 - Cryogenic Technician I 24.49
30052 - Cryogenic Technician II 27.05
30061 - Drafter/CAD Operator I 17.39
30062 - Drafter/CAD Operator II 19.50
30063 - Drafter/CAD Operator III 21.75
30064 - Drafter/CAD Operator IV 25.91
30081 - Engineering Technician I 15.18
30082 - Engineering Technician II 17.03
30083 - Engineering Technician III 19.05
30084 - Engineering Technician IV 23.61
30085 - Engineering Technician V 28.88
30086 - Engineering Technician VI 34.94
30090 - Environmental Technician 22.11
30095 - Evidence Control Specialist 22.11
30210 - Laboratory Technician 22.61
30221 - Latent Fingerprint Technician I 24.49
30222 - Latent Fingerprint Technician II 27.05
30240 - Mathematical Technician 24.17
30361 - Paralegal/Legal Assistant I 17.31
30362 - Paralegal/Legal Assistant II 21.44
30363 - Paralegal/Legal Assistant III 26.24
30364 - Paralegal/Legal Assistant IV 31.74
30375 - Petroleum Supply Specialist 27.05
30390 - Photo-Optics Technician 24.17
30395 - Radiation Control Technician 27.05
30461 - Technical Writer I 22.11
30462 - Technical Writer II 27.05
30463 - Technical Writer III 32.72
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.91
30502 - Weather Forecaster II 31.51
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.75
30621 - Weather Observer Senior (see 2) 24.17
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.85
31030 - Bus Driver 20.41

31043 - Driver Courier	15.31
31260 - Parking and Lot Attendant	12.36
31290 - Shuttle Bus Driver	16.73
31310 - Taxi Driver	11.81
31361 - Truckdriver Light	16.73
31362 - Truckdriver Medium	18.13
31363 - Truckdriver Heavy	21.99
31364 - Truckdriver Tractor-Trailer	21.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.30
99050 - Desk Clerk	10.11
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.92
99252 - Laboratory Animal Caretaker II	20.00
99260 - Marketing Analyst	24.85
99310 - Mortician	25.35
99410 - Pest Controller	24.16
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.39
99711 - Recycling Specialist	20.41
99730 - Refuse Collector	14.63
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	14.63
99830 - Survey Party Chief	25.22
99831 - Surveying Aide	22.96
99832 - Surveying Technician	23.15
99840 - Vending Machine Attendant	17.16
99841 - Vending Machine Repairer	21.37
99842 - Vending Machine Repairer Helper	15.39

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5447
Revision No.: 11
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Mexico

Area: New Mexico County of Dona Ana

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.78
01012 - Accounting Clerk II		15.47
01013 - Accounting Clerk III		17.31
01020 - Administrative Assistant		26.88
01035 - Court Reporter		16.74
01041 - Customer Service Representative I		11.32
01042 - Customer Service Representative II		12.73
01043 - Customer Service Representative III		13.88
01051 - Data Entry Operator I		12.44
01052 - Data Entry Operator II		13.57
01060 - Dispatcher Motor Vehicle		16.28
01070 - Document Preparation Clerk		13.33
01090 - Duplicating Machine Operator		13.33
01111 - General Clerk I		11.28
01112 - General Clerk II		12.31

01113 - General Clerk III 13.82
01120 - Housing Referral Assistant 18.66
01141 - Messenger Courier 10.87
01191 - Order Clerk I 12.22
01192 - Order Clerk II 13.33
01261 - Personnel Assistant (Employment) I 15.62
01262 - Personnel Assistant (Employment) II 17.48
01263 - Personnel Assistant (Employment) III 19.59
01270 - Production Control Clerk 20.23
01290 - Rental Clerk 11.81
01300 - Scheduler Maintenance 14.96
01311 - Secretary I 14.96
01312 - Secretary II 16.74
01313 - Secretary III 18.66
01320 - Service Order Dispatcher 14.55
01410 - Supply Technician 26.88
01420 - Survey Worker 14.87
01460 - Switchboard Operator/Receptionist 11.58
01531 - Travel Clerk I 11.87
01532 - Travel Clerk II 12.81
01533 - Travel Clerk III 13.76
01611 - Word Processor I 13.33
01612 - Word Processor II 14.96
01613 - Word Processor III 16.74
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.86
05010 - Automotive Electrician 17.25
05040 - Automotive Glass Installer 16.00
05070 - Automotive Worker 16.00
05110 - Mobile Equipment Servicer 13.41
05130 - Motor Equipment Metal Mechanic 18.59
05160 - Motor Equipment Metal Worker 16.00
05190 - Motor Vehicle Mechanic 18.59
05220 - Motor Vehicle Mechanic Helper 12.06
05250 - Motor Vehicle Upholstery Worker 14.70
05280 - Motor Vehicle Wrecker 16.00
05310 - Painter Automotive 17.25
05340 - Radiator Repair Specialist 16.00
05370 - Tire Repairer 12.46
05400 - Transmission Repair Specialist 18.59
07000 - Food Preparation And Service Occupations
07010 - Baker 10.97
07041 - Cook I 10.51
07042 - Cook II 12.54
07070 - Dishwasher 10.32
07130 - Food Service Worker 10.60
07210 - Meat Cutter 13.35
07260 - Waiter/Waitress 9.30
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.25

09040 - Furniture Handler 10.02
09080 - Furniture Refinisher 18.25
09090 - Furniture Refinisher Helper 12.78
09110 - Furniture Repairer Minor 15.55
09130 - Upholsterer 18.25
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.07
11060 - Elevator Operator 10.77
11090 - Gardener 16.18
11122 - Housekeeping Aide 10.77
11150 - Janitor 10.77
11210 - Laborer Grounds Maintenance 11.37
11240 - Maid or Houseman 9.60
11260 - Pruner 10.15
11270 - Tractor Operator 14.55
11330 - Trail Maintenance Worker 11.37
11360 - Window Cleaner 12.06
12000 - Health Occupations
12010 - Ambulance Driver 18.26
12011 - Breath Alcohol Technician 21.32
12012 - Certified Occupational Therapist Assistant 29.25
12015 - Certified Physical Therapist Assistant 25.20
12020 - Dental Assistant 15.47
12025 - Dental Hygienist 36.76
12030 - EKG Technician 32.31
12035 - Electroneurodiagnostic Technologist 32.31
12040 - Emergency Medical Technician 18.26
12071 - Licensed Practical Nurse I 19.05
12072 - Licensed Practical Nurse II 21.32
12073 - Licensed Practical Nurse III 23.77
12100 - Medical Assistant 13.04
12130 - Medical Laboratory Technician 21.53
12160 - Medical Record Clerk 13.64
12190 - Medical Record Technician 15.26
12195 - Medical Transcriptionist 19.05
12210 - Nuclear Medicine Technologist 46.85
12221 - Nursing Assistant I 11.63
12222 - Nursing Assistant II 13.07
12223 - Nursing Assistant III 14.26
12224 - Nursing Assistant IV 16.01
12235 - Optical Dispenser 14.92
12236 - Optical Technician 14.98
12250 - Pharmacy Technician 15.76
12280 - Phlebotomist 15.01
12305 - Radiologic Technologist 27.00
12311 - Registered Nurse I 23.99
12312 - Registered Nurse II 28.64
12313 - Registered Nurse II Specialist 28.64
12314 - Registered Nurse III 34.65
12315 - Registered Nurse III Anesthetist 34.65

12316 - Registered Nurse IV		41.55
12317 - Scheduler (Drug and Alcohol Testing)		26.41
12320 - Substance Abuse Treatment Counselor		23.30
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.18
13012 - Exhibits Specialist II		27.93
13013 - Exhibits Specialist III		32.70
13041 - Illustrator I		23.18
13042 - Illustrator II		27.93
13043 - Illustrator III		32.70
13047 - Librarian		29.60
13050 - Library Aide/Clerk		16.05
13054 - Library Information Technology Systems Administrator		26.72
13058 - Library Technician		19.04
13061 - Media Specialist I		19.15
13062 - Media Specialist II		21.57
13063 - Media Specialist III		24.06
13071 - Photographer I		18.66
13072 - Photographer II		20.88
13073 - Photographer III		25.85
13074 - Photographer IV		31.63
13075 - Photographer V		38.26
13090 - Technical Order Library Clerk		20.16
13110 - Video Teleconference Technician		18.66
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.67
14042 - Computer Operator II		15.46
14043 - Computer Operator III		17.25
14044 - Computer Operator IV		19.17
14045 - Computer Operator V		21.22
14071 - Computer Programmer I	(see 1)	21.43
14072 - Computer Programmer II	(see 1)	26.56
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		13.67
14160 - Personal Computer Support Technician		22.41
14170 - System Support Specialist		28.90
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.74
15020 - Aircrew Training Devices Instructor (Rated)		34.82
15030 - Air Crew Training Devices Instructor (Pilot)		41.68
15050 - Computer Based Training Specialist / Instructor		28.74
15060 - Educational Technologist		42.23
15070 - Flight Instructor (Pilot)		41.68
15080 - Graphic Artist		21.47
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.22

15086 - Maintenance Test Pilot Rotary Wing 41.22
15088 - Non-Maintenance Test/Co-Pilot 41.22
15090 - Technical Instructor 19.87
15095 - Technical Instructor/Course Developer 24.30
15110 - Test Proctor 16.04
15120 - Tutor 16.04
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.57
16030 - Counter Attendant 11.57
16040 - Dry Cleaner 13.22
16070 - Finisher Flatwork Machine 11.57
16090 - Presser Hand 11.57
16110 - Presser Machine Drycleaning 11.57
16130 - Presser Machine Shirts 11.57
16160 - Presser Machine Wearing Apparel Laundry 11.57
16190 - Sewing Machine Operator 13.78
16220 - Tailor 14.33
16250 - Washer Machine 12.12
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.01
19040 - Tool And Die Maker 24.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 11.92
21030 - Material Coordinator 20.23
21040 - Material Expediter 20.23
21050 - Material Handling Laborer 12.01
21071 - Order Filler 11.88
21080 - Production Line Worker (Food Processing) 11.92
21110 - Shipping Packer 14.64
21130 - Shipping/Receiving Clerk 14.64
21140 - Store Worker I 11.01
21150 - Stock Clerk 14.83
21210 - Tools And Parts Attendant 11.92
21410 - Warehouse Specialist 11.92
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.14
23019 - Aircraft Logs and Records Technician 19.25
23021 - Aircraft Mechanic I 23.82
23022 - Aircraft Mechanic II 26.14
23023 - Aircraft Mechanic III 27.45
23040 - Aircraft Mechanic Helper 16.39
23050 - Aircraft Painter 19.26
23060 - Aircraft Servicer 19.25
23070 - Aircraft Survival Flight Equipment Technician 19.26
23080 - Aircraft Worker 20.78
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.78
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.82
23110 - Appliance Mechanic 19.01

23120 - Bicycle Repairer	14.77
23125 - Cable Splicer	26.47
23130 - Carpenter Maintenance	18.42
23140 - Carpet Layer	17.63
23160 - Electrician Maintenance	20.25
23181 - Electronics Technician Maintenance I	23.68
23182 - Electronics Technician Maintenance II	25.43
23183 - Electronics Technician Maintenance III	27.43
23260 - Fabric Worker	16.19
23290 - Fire Alarm System Mechanic	20.48
23310 - Fire Extinguisher Repairer	14.77
23311 - Fuel Distribution System Mechanic	20.76
23312 - Fuel Distribution System Operator	15.20
23370 - General Maintenance Worker	14.73
23380 - Ground Support Equipment Mechanic	23.82
23381 - Ground Support Equipment Servicer	19.25
23382 - Ground Support Equipment Worker	20.78
23391 - Gunsmith I	14.77
23392 - Gunsmith II	17.63
23393 - Gunsmith III	20.48
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.37
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.73
23430 - Heavy Equipment Mechanic	23.31
23440 - Heavy Equipment Operator	19.79
23460 - Instrument Mechanic	20.48
23465 - Laboratory/Shelter Mechanic	19.01
23470 - Laborer	12.01
23510 - Locksmith	19.01
23530 - Machinery Maintenance Mechanic	24.44
23550 - Machinist Maintenance	17.80
23580 - Maintenance Trades Helper	13.45
23591 - Metrology Technician I	20.48
23592 - Metrology Technician II	21.92
23593 - Metrology Technician III	23.33
23640 - Millwright	20.48
23710 - Office Appliance Repairer	19.26
23760 - Painter Maintenance	14.67
23790 - Pipefitter Maintenance	21.88
23810 - Plumber Maintenance	20.30
23820 - Pneudraulic Systems Mechanic	20.48
23850 - Rigger	20.48
23870 - Scale Mechanic	17.63
23890 - Sheet-Metal Worker Maintenance	17.90
23910 - Small Engine Mechanic	17.63
23931 - Telecommunications Mechanic I	32.22
23932 - Telecommunications Mechanic II	34.48
23950 - Telephone Lineman	20.76
23960 - Welder Combination Maintenance	19.58

23965 - Well Driller	20.48
23970 - Woodcraft Worker	20.48
23980 - Woodworker	14.77
24000 - Personal Needs Occupations	
24550 - Case Manager	15.80
24570 - Child Care Attendant	9.21
24580 - Child Care Center Clerk	11.49
24610 - Chore Aide	9.84
24620 - Family Readiness And Support Services Coordinator	15.80
24630 - Homemaker	15.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.76
25040 - Sewage Plant Operator	18.36
25070 - Stationary Engineer	20.48
25190 - Ventilation Equipment Tender	13.47
25210 - Water Treatment Plant Operator	18.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.71
27007 - Baggage Inspector	12.56
27008 - Corrections Officer	18.66
27010 - Court Security Officer	18.66
27030 - Detection Dog Handler	16.71
27040 - Detention Officer	18.66
27070 - Firefighter	19.83
27101 - Guard I	12.56
27102 - Guard II	16.71
27131 - Police Officer I	21.96
27132 - Police Officer II	24.40
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.04
28042 - Carnival Equipment Repairer	14.49
28043 - Carnival Worker	9.09
28210 - Gate Attendant/Gate Tender	15.17
28310 - Lifeguard	13.52
28350 - Park Attendant (Aide)	16.98
28510 - Recreation Aide/Health Facility Attendant	12.39
28515 - Recreation Specialist	21.03
28630 - Sports Official	13.52
28690 - Swimming Pool Operator	22.01
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.87
29020 - Hatch Tender	17.87
29030 - Line Handler	17.87
29041 - Stevedore I	16.41
29042 - Stevedore II	19.26
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I 18.13
30022 - Archeological Technician II 20.27
30023 - Archeological Technician III 25.11
30030 - Cartographic Technician 25.12
30040 - Civil Engineering Technician 20.56
30051 - Cryogenic Technician I 25.28
30052 - Cryogenic Technician II 27.92
30061 - Drafter/CAD Operator I 16.47
30062 - Drafter/CAD Operator II 18.43
30063 - Drafter/CAD Operator III 20.55
30064 - Drafter/CAD Operator IV 26.25
30081 - Engineering Technician I 15.71
30082 - Engineering Technician II 17.63
30083 - Engineering Technician III 20.27
30084 - Engineering Technician IV 24.96
30085 - Engineering Technician V 29.90
30086 - Engineering Technician VI 36.17
30090 - Environmental Technician 22.83
30095 - Evidence Control Specialist 22.83
30210 - Laboratory Technician 20.55
30221 - Latent Fingerprint Technician I 25.28
30222 - Latent Fingerprint Technician II 27.92
30240 - Mathematical Technician 24.90
30361 - Paralegal/Legal Assistant I 19.13
30362 - Paralegal/Legal Assistant II 23.69
30363 - Paralegal/Legal Assistant III 28.98
30364 - Paralegal/Legal Assistant IV 35.06
30375 - Petroleum Supply Specialist 27.92
30390 - Photo-Optics Technician 22.90
30395 - Radiation Control Technician 27.92
30461 - Technical Writer I 26.05
30462 - Technical Writer II 31.87
30463 - Technical Writer III 38.56
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.28
30502 - Weather Forecaster II 30.76
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.55
30621 - Weather Observer Senior (see 2) 22.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 10.70
31030 - Bus Driver 16.69
31043 - Driver Courier 13.33
31260 - Parking and Lot Attendant 10.81
31290 - Shuttle Bus Driver 14.81

31310 - Taxi Driver	12.02
31361 - Truckdriver Light	14.81
31362 - Truckdriver Medium	16.24
31363 - Truckdriver Heavy	17.82
31364 - Truckdriver Tractor-Trailer	17.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.47
99050 - Desk Clerk	10.77
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.38
99252 - Laboratory Animal Caretaker II	13.75
99260 - Marketing Analyst	25.56
99310 - Mortician	25.35
99410 - Pest Controller	20.22
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.49
99711 - Recycling Specialist	21.04
99730 - Refuse Collector	14.23
99810 - Sales Clerk	11.41
99820 - School Crossing Guard	11.57
99830 - Survey Party Chief	27.53
99831 - Surveying Aide	19.06
99832 - Surveying Technician	22.51
99840 - Vending Machine Attendant	15.92
99841 - Vending Machine Repairer	20.20
99842 - Vending Machine Repairer Helper	15.92

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5448
Revision No.: 11
Date Of Last Revision: 08/07/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Mexico

Area: New Mexico County of Dona Ana

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.78
01012 - Accounting Clerk II		15.47
01013 - Accounting Clerk III		17.31
01020 - Administrative Assistant		26.88
01035 - Court Reporter		16.74
01041 - Customer Service Representative I		11.32
01042 - Customer Service Representative II		12.73
01043 - Customer Service Representative III		13.88
01051 - Data Entry Operator I		12.44
01052 - Data Entry Operator II		13.57
01060 - Dispatcher Motor Vehicle		16.28
01070 - Document Preparation Clerk		13.33

01090 - Duplicating Machine Operator 13.33
01111 - General Clerk I 11.28
01112 - General Clerk II 12.31
01113 - General Clerk III 13.82
01120 - Housing Referral Assistant 18.66
01141 - Messenger Courier 10.87
01191 - Order Clerk I 12.22
01192 - Order Clerk II 13.33
01261 - Personnel Assistant (Employment) I 15.62
01262 - Personnel Assistant (Employment) II 17.48
01263 - Personnel Assistant (Employment) III 19.59
01270 - Production Control Clerk 20.23
01290 - Rental Clerk 11.81
01300 - Scheduler Maintenance 14.96
01311 - Secretary I 14.96
01312 - Secretary II 16.74
01313 - Secretary III 18.66
01320 - Service Order Dispatcher 14.55
01410 - Supply Technician 26.88
01420 - Survey Worker 14.87
01460 - Switchboard Operator/Receptionist 11.58
01531 - Travel Clerk I 11.87
01532 - Travel Clerk II 12.81
01533 - Travel Clerk III 13.76
01611 - Word Processor I 13.33
01612 - Word Processor II 14.96
01613 - Word Processor III 16.74
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.86
05010 - Automotive Electrician 17.25
05040 - Automotive Glass Installer 16.00
05070 - Automotive Worker 16.00
05110 - Mobile Equipment Servicer 13.41
05130 - Motor Equipment Metal Mechanic 18.59
05160 - Motor Equipment Metal Worker 16.00
05190 - Motor Vehicle Mechanic 18.59
05220 - Motor Vehicle Mechanic Helper 12.06
05250 - Motor Vehicle Upholstery Worker 14.70
05280 - Motor Vehicle Wrecker 16.00
05310 - Painter Automotive 17.25
05340 - Radiator Repair Specialist 16.00
05370 - Tire Repairer 12.46
05400 - Transmission Repair Specialist 18.59
07000 - Food Preparation And Service Occupations
07010 - Baker 10.97
07041 - Cook I 10.51
07042 - Cook II 12.54
07070 - Dishwasher 10.32
07130 - Food Service Worker 10.60
07210 - Meat Cutter 13.35

07260 - Waiter/Waitress	9.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.25
09040 - Furniture Handler	10.02
09080 - Furniture Refinisher	18.25
09090 - Furniture Refinisher Helper	12.78
09110 - Furniture Repairer Minor	15.55
09130 - Upholsterer	18.25
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.07
11060 - Elevator Operator	10.77
11090 - Gardener	16.18
11122 - Housekeeping Aide	10.77
11150 - Janitor	10.77
11210 - Laborer Grounds Maintenance	11.37
11240 - Maid or Houseman	9.60
11260 - Pruner	10.15
11270 - Tractor Operator	14.55
11330 - Trail Maintenance Worker	11.37
11360 - Window Cleaner	12.06
12000 - Health Occupations	
12010 - Ambulance Driver	18.26
12011 - Breath Alcohol Technician	21.32
12012 - Certified Occupational Therapist Assistant	29.25
12015 - Certified Physical Therapist Assistant	25.20
12020 - Dental Assistant	15.47
12025 - Dental Hygienist	36.76
12030 - EKG Technician	32.31
12035 - Electroneurodiagnostic Technologist	32.31
12040 - Emergency Medical Technician	18.26
12071 - Licensed Practical Nurse I	19.05
12072 - Licensed Practical Nurse II	21.32
12073 - Licensed Practical Nurse III	23.77
12100 - Medical Assistant	13.04
12130 - Medical Laboratory Technician	21.53
12160 - Medical Record Clerk	13.64
12190 - Medical Record Technician	15.26
12195 - Medical Transcriptionist	19.05
12210 - Nuclear Medicine Technologist	46.85
12221 - Nursing Assistant I	11.63
12222 - Nursing Assistant II	13.07
12223 - Nursing Assistant III	14.26
12224 - Nursing Assistant IV	16.01
12235 - Optical Dispenser	14.92
12236 - Optical Technician	14.98
12250 - Pharmacy Technician	15.76
12280 - Phlebotomist	15.01
12305 - Radiologic Technologist	27.00
12311 - Registered Nurse I	23.99
12312 - Registered Nurse II	28.64

12313 - Registered Nurse II Specialist		28.64
12314 - Registered Nurse III		34.65
12315 - Registered Nurse III Anesthetist		34.65
12316 - Registered Nurse IV		41.55
12317 - Scheduler (Drug and Alcohol Testing)		26.41
12320 - Substance Abuse Treatment Counselor		23.30
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.18
13012 - Exhibits Specialist II		27.93
13013 - Exhibits Specialist III		32.70
13041 - Illustrator I		23.18
13042 - Illustrator II		27.93
13043 - Illustrator III		32.70
13047 - Librarian		29.60
13050 - Library Aide/Clerk		16.05
13054 - Library Information Technology Systems Administrator		26.72
13058 - Library Technician		19.04
13061 - Media Specialist I		19.15
13062 - Media Specialist II		21.57
13063 - Media Specialist III		24.06
13071 - Photographer I		18.66
13072 - Photographer II		20.88
13073 - Photographer III		25.85
13074 - Photographer IV		31.63
13075 - Photographer V		38.26
13090 - Technical Order Library Clerk		20.16
13110 - Video Teleconference Technician		18.66
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.67
14042 - Computer Operator II		15.46
14043 - Computer Operator III		17.25
14044 - Computer Operator IV		19.17
14045 - Computer Operator V		21.22
14071 - Computer Programmer I	(see 1)	21.43
14072 - Computer Programmer II	(see 1)	26.56
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		13.67
14160 - Personal Computer Support Technician		22.41
14170 - System Support Specialist		28.90
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.74
15020 - Aircrew Training Devices Instructor (Rated)		34.82
15030 - Air Crew Training Devices Instructor (Pilot)		41.68
15050 - Computer Based Training Specialist / Instructor		28.74
15060 - Educational Technologist		42.23

15070 - Flight Instructor (Pilot) 41.68
15080 - Graphic Artist 21.47
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.22
15086 - Maintenance Test Pilot Rotary Wing 41.22
15088 - Non-Maintenance Test/Co-Pilot 41.22
15090 - Technical Instructor 19.87
15095 - Technical Instructor/Course Developer 24.30
15110 - Test Proctor 16.04
15120 - Tutor 16.04
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.57
16030 - Counter Attendant 11.57
16040 - Dry Cleaner 13.22
16070 - Finisher Flatwork Machine 11.57
16090 - Presser Hand 11.57
16110 - Presser Machine Drycleaning 11.57
16130 - Presser Machine Shirts 11.57
16160 - Presser Machine Wearing Apparel Laundry 11.57
16190 - Sewing Machine Operator 13.78
16220 - Tailor 14.33
16250 - Washer Machine 12.12
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.01
19040 - Tool And Die Maker 24.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 11.92
21030 - Material Coordinator 20.23
21040 - Material Expediter 20.23
21050 - Material Handling Laborer 12.01
21071 - Order Filler 11.88
21080 - Production Line Worker (Food Processing) 11.92
21110 - Shipping Packer 14.64
21130 - Shipping/Receiving Clerk 14.64
21140 - Store Worker I 11.01
21150 - Stock Clerk 14.83
21210 - Tools And Parts Attendant 11.92
21410 - Warehouse Specialist 11.92
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.14
23019 - Aircraft Logs and Records Technician 19.25
23021 - Aircraft Mechanic I 23.82
23022 - Aircraft Mechanic II 26.14
23023 - Aircraft Mechanic III 27.45
23040 - Aircraft Mechanic Helper 16.39
23050 - Aircraft Painter 19.26
23060 - Aircraft Servicer 19.25
23070 - Aircraft Survival Flight Equipment Technician 19.26
23080 - Aircraft Worker 20.78
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.78

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.82
23110 - Appliance Mechanic 19.01
23120 - Bicycle Repairer 14.77
23125 - Cable Splicer 26.47
23130 - Carpenter Maintenance 18.42
23140 - Carpet Layer 17.63
23160 - Electrician Maintenance 20.25
23181 - Electronics Technician Maintenance I 23.68
23182 - Electronics Technician Maintenance II 25.43
23183 - Electronics Technician Maintenance III 27.43
23260 - Fabric Worker 16.19
23290 - Fire Alarm System Mechanic 20.48
23310 - Fire Extinguisher Repairer 14.77
23311 - Fuel Distribution System Mechanic 20.76
23312 - Fuel Distribution System Operator 15.20
23370 - General Maintenance Worker 14.73
23380 - Ground Support Equipment Mechanic 23.82
23381 - Ground Support Equipment Servicer 19.25
23382 - Ground Support Equipment Worker 20.78
23391 - Gunsmith I 14.77
23392 - Gunsmith II 17.63
23393 - Gunsmith III 20.48
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.37
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.73
23430 - Heavy Equipment Mechanic 23.31
23440 - Heavy Equipment Operator 19.79
23460 - Instrument Mechanic 20.48
23465 - Laboratory/Shelter Mechanic 19.01
23470 - Laborer 12.01
23510 - Locksmith 19.01
23530 - Machinery Maintenance Mechanic 24.44
23550 - Machinist Maintenance 17.80
23580 - Maintenance Trades Helper 13.45
23591 - Metrology Technician I 20.48
23592 - Metrology Technician II 21.92
23593 - Metrology Technician III 23.33
23640 - Millwright 20.48
23710 - Office Appliance Repairer 19.26
23760 - Painter Maintenance 14.67
23790 - Pipefitter Maintenance 21.88
23810 - Plumber Maintenance 20.30
23820 - Pneudraulic Systems Mechanic 20.48
23850 - Rigger 20.48
23870 - Scale Mechanic 17.63
23890 - Sheet-Metal Worker Maintenance 17.90
23910 - Small Engine Mechanic 17.63
23931 - Telecommunications Mechanic I 32.22

23932 - Telecommunications Mechanic II 34.48
23950 - Telephone Lineman 20.76
23960 - Welder Combination Maintenance 19.58
23965 - Well Driller 20.48
23970 - Woodcraft Worker 20.48
23980 - Woodworker 14.77
24000 - Personal Needs Occupations
24550 - Case Manager 15.80
24570 - Child Care Attendant 9.21
24580 - Child Care Center Clerk 11.49
24610 - Chore Aide 9.84
24620 - Family Readiness And Support Services Coordinator 15.80
24630 - Homemaker 15.80
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 20.76
25040 - Sewage Plant Operator 18.36
25070 - Stationary Engineer 20.48
25190 - Ventilation Equipment Tender 13.47
25210 - Water Treatment Plant Operator 18.36
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.71
27007 - Baggage Inspector 12.56
27008 - Corrections Officer 18.66
27010 - Court Security Officer 18.66
27030 - Detection Dog Handler 16.71
27040 - Detention Officer 18.66
27070 - Firefighter 19.83
27101 - Guard I 12.56
27102 - Guard II 16.71
27131 - Police Officer I 21.96
27132 - Police Officer II 24.40
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.04
28042 - Carnival Equipment Repairer 14.49
28043 - Carnival Worker 9.09
28210 - Gate Attendant/Gate Tender 15.17
28310 - Lifeguard 13.52
28350 - Park Attendant (Aide) 16.98
28510 - Recreation Aide/Health Facility Attendant 12.39
28515 - Recreation Specialist 21.03
28630 - Sports Official 13.52
28690 - Swimming Pool Operator 22.01
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 17.87
29020 - Hatch Tender 17.87
29030 - Line Handler 17.87
29041 - Stevedore I 16.41
29042 - Stevedore II 19.26
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.13
30022 - Archeological Technician II 20.27
30023 - Archeological Technician III 25.11
30030 - Cartographic Technician 25.12
30040 - Civil Engineering Technician 20.56
30051 - Cryogenic Technician I 25.28
30052 - Cryogenic Technician II 27.92
30061 - Drafter/CAD Operator I 16.47
30062 - Drafter/CAD Operator II 18.43
30063 - Drafter/CAD Operator III 20.55
30064 - Drafter/CAD Operator IV 26.25
30081 - Engineering Technician I 15.71
30082 - Engineering Technician II 17.63
30083 - Engineering Technician III 20.27
30084 - Engineering Technician IV 24.96
30085 - Engineering Technician V 29.90
30086 - Engineering Technician VI 36.17
30090 - Environmental Technician 22.83
30095 - Evidence Control Specialist 22.83
30210 - Laboratory Technician 20.55
30221 - Latent Fingerprint Technician I 25.28
30222 - Latent Fingerprint Technician II 27.92
30240 - Mathematical Technician 24.90
30361 - Paralegal/Legal Assistant I 19.13
30362 - Paralegal/Legal Assistant II 23.69
30363 - Paralegal/Legal Assistant III 28.98
30364 - Paralegal/Legal Assistant IV 35.06
30375 - Petroleum Supply Specialist 27.92
30390 - Photo-Optics Technician 22.90
30395 - Radiation Control Technician 27.92
30461 - Technical Writer I 26.05
30462 - Technical Writer II 31.87
30463 - Technical Writer III 38.56
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.28
30502 - Weather Forecaster II 30.76
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.55
30621 - Weather Observer Senior (see 2) 22.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 10.70
31030 - Bus Driver 16.69

31043 - Driver Courier	13.33
31260 - Parking and Lot Attendant	10.81
31290 - Shuttle Bus Driver	14.81
31310 - Taxi Driver	12.02
31361 - Truckdriver Light	14.81
31362 - Truckdriver Medium	16.24
31363 - Truckdriver Heavy	17.82
31364 - Truckdriver Tractor-Trailer	17.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.47
99050 - Desk Clerk	10.77
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.38
99252 - Laboratory Animal Caretaker II	13.75
99260 - Marketing Analyst	25.56
99310 - Mortician	25.35
99410 - Pest Controller	20.22
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.49
99711 - Recycling Specialist	21.04
99730 - Refuse Collector	14.23
99810 - Sales Clerk	11.41
99820 - School Crossing Guard	11.57
99830 - Survey Party Chief	27.53
99831 - Surveying Aide	19.06
99832 - Surveying Technician	22.51
99840 - Vending Machine Attendant	15.92
99841 - Vending Machine Repairer	20.20
99842 - Vending Machine Repairer Helper	15.92

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5449
Revision No.: 11
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Mexico

Area: New Mexico County of Santa Fe

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.22
01012 - Accounting Clerk II		17.10
01013 - Accounting Clerk III		19.13
01020 - Administrative Assistant		29.27
01035 - Court Reporter		18.61
01041 - Customer Service Representative I		12.46
01042 - Customer Service Representative II		14.01
01043 - Customer Service Representative III		15.28
01051 - Data Entry Operator I		13.77
01052 - Data Entry Operator II		15.03
01060 - Dispatcher Motor Vehicle		17.39
01070 - Document Preparation Clerk		16.78
01090 - Duplicating Machine Operator		16.78
01111 - General Clerk I		13.38
01112 - General Clerk II		14.59

01113 - General Clerk III 16.38
01120 - Housing Referral Assistant 19.38
01141 - Messenger Courier 13.29
01191 - Order Clerk I 12.69
01192 - Order Clerk II 13.84
01261 - Personnel Assistant (Employment) I 15.52
01262 - Personnel Assistant (Employment) II 17.36
01263 - Personnel Assistant (Employment) III 19.36
01270 - Production Control Clerk 21.06
01290 - Rental Clerk 13.31
01300 - Scheduler Maintenance 15.54
01311 - Secretary I 15.54
01312 - Secretary II 17.39
01313 - Secretary III 19.38
01320 - Service Order Dispatcher 15.54
01410 - Supply Technician 29.27
01420 - Survey Worker 17.39
01460 - Switchboard Operator/Receptionist 15.53
01531 - Travel Clerk I 12.35
01532 - Travel Clerk II 13.24
01533 - Travel Clerk III 14.13
01611 - Word Processor I 13.84
01612 - Word Processor II 15.54
01613 - Word Processor III 17.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.55
05010 - Automotive Electrician 18.12
05040 - Automotive Glass Installer 16.19
05070 - Automotive Worker 16.19
05110 - Mobile Equipment Servicer 13.50
05130 - Motor Equipment Metal Mechanic 18.96
05160 - Motor Equipment Metal Worker 16.19
05190 - Motor Vehicle Mechanic 18.96
05220 - Motor Vehicle Mechanic Helper 13.62
05250 - Motor Vehicle Upholstery Worker 15.82
05280 - Motor Vehicle Wrecker 16.19
05310 - Painter Automotive 17.57
05340 - Radiator Repair Specialist 16.19
05370 - Tire Repairer 13.31
05400 - Transmission Repair Specialist 18.96
07000 - Food Preparation And Service Occupations
07010 - Baker 13.98
07041 - Cook I 13.59
07042 - Cook II 16.39
07070 - Dishwasher 11.02
07130 - Food Service Worker 12.64
07210 - Meat Cutter 16.35
07260 - Waiter/Waitress 9.44
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.30

09040 - Furniture Handler 11.44
09080 - Furniture Refinisher 21.30
09090 - Furniture Refinisher Helper 14.58
09110 - Furniture Repairer Minor 17.95
09130 - Upholsterer 21.30
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.19
11060 - Elevator Operator 12.31
11090 - Gardener 22.14
11122 - Housekeeping Aide 13.95
11150 - Janitor 13.95
11210 - Laborer Grounds Maintenance 15.34
11240 - Maid or Houseman 11.99
11260 - Pruner 13.09
11270 - Tractor Operator 19.84
11330 - Trail Maintenance Worker 15.34
11360 - Window Cleaner 16.35
12000 - Health Occupations
12010 - Ambulance Driver 20.84
12011 - Breath Alcohol Technician 20.84
12012 - Certified Occupational Therapist Assistant 27.89
12015 - Certified Physical Therapist Assistant 26.26
12020 - Dental Assistant 18.06
12025 - Dental Hygienist 45.34
12030 - EKG Technician 30.80
12035 - Electroneurodiagnostic Technologist 30.80
12040 - Emergency Medical Technician 20.84
12071 - Licensed Practical Nurse I 19.20
12072 - Licensed Practical Nurse II 21.49
12073 - Licensed Practical Nurse III 23.95
12100 - Medical Assistant 17.86
12130 - Medical Laboratory Technician 19.20
12160 - Medical Record Clerk 20.90
12190 - Medical Record Technician 23.39
12195 - Medical Transcriptionist 19.05
12210 - Nuclear Medicine Technologist 44.37
12221 - Nursing Assistant I 12.31
12222 - Nursing Assistant II 13.85
12223 - Nursing Assistant III 15.10
12224 - Nursing Assistant IV 16.96
12235 - Optical Dispenser 17.87
12236 - Optical Technician 18.05
12250 - Pharmacy Technician 17.18
12280 - Phlebotomist 17.24
12305 - Radiologic Technologist 27.83
12311 - Registered Nurse I 25.39
12312 - Registered Nurse II 31.06
12313 - Registered Nurse II Specialist 31.06
12314 - Registered Nurse III 37.58
12315 - Registered Nurse III Anesthetist 37.58

12316 - Registered Nurse IV		45.04
12317 - Scheduler (Drug and Alcohol Testing)		25.80
12320 - Substance Abuse Treatment Counselor		26.30
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.26
13012 - Exhibits Specialist II		23.85
13013 - Exhibits Specialist III		29.18
13041 - Illustrator I		17.71
13042 - Illustrator II		21.92
13043 - Illustrator III		26.82
13047 - Librarian		24.29
13050 - Library Aide/Clerk		14.09
13054 - Library Information Technology Systems Administrator		21.92
13058 - Library Technician		16.93
13061 - Media Specialist I		15.83
13062 - Media Specialist II		17.71
13063 - Media Specialist III		19.74
13071 - Photographer I		15.88
13072 - Photographer II		17.71
13073 - Photographer III		21.92
13074 - Photographer IV		26.82
13075 - Photographer V		32.45
13090 - Technical Order Library Clerk		17.71
13110 - Video Teleconference Technician		18.57
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.48
14042 - Computer Operator II		18.44
14043 - Computer Operator III		21.03
14044 - Computer Operator IV		23.39
14045 - Computer Operator V		26.77
14071 - Computer Programmer I	(see 1)	22.41
14072 - Computer Programmer II	(see 1)	26.14
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		16.48
14160 - Personal Computer Support Technician		23.67
14170 - System Support Specialist		28.08
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.94
15020 - Aircrew Training Devices Instructor (Rated)		35.02
15030 - Air Crew Training Devices Instructor (Pilot)		41.97
15050 - Computer Based Training Specialist / Instructor		28.94
15060 - Educational Technologist		26.01
15070 - Flight Instructor (Pilot)		41.97
15080 - Graphic Artist		24.16
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.97

15086 - Maintenance Test Pilot Rotary Wing 41.97
15088 - Non-Maintenance Test/Co-Pilot 41.97
15090 - Technical Instructor 20.46
15095 - Technical Instructor/Course Developer 25.06
15110 - Test Proctor 16.52
15120 - Tutor 16.52
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.66
16030 - Counter Attendant 10.66
16040 - Dry Cleaner 12.17
16070 - Finisher Flatwork Machine 10.66
16090 - Presser Hand 10.66
16110 - Presser Machine Drycleaning 10.66
16130 - Presser Machine Shirts 10.66
16160 - Presser Machine Wearing Apparel Laundry 10.66
16190 - Sewing Machine Operator 12.71
16220 - Tailor 13.36
16250 - Washer Machine 11.16
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.30
19040 - Tool And Die Maker 27.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.49
21030 - Material Coordinator 21.06
21040 - Material Expediter 21.06
21050 - Material Handling Laborer 15.50
21071 - Order Filler 13.61
21080 - Production Line Worker (Food Processing) 14.49
21110 - Shipping Packer 16.61
21130 - Shipping/Receiving Clerk 16.61
21140 - Store Worker I 9.70
21150 - Stock Clerk 15.69
21210 - Tools And Parts Attendant 14.49
21410 - Warehouse Specialist 14.49
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.41
23019 - Aircraft Logs and Records Technician 19.62
23021 - Aircraft Mechanic I 24.73
23022 - Aircraft Mechanic II 26.41
23023 - Aircraft Mechanic III 27.84
23040 - Aircraft Mechanic Helper 16.62
23050 - Aircraft Painter 22.62
23060 - Aircraft Servicer 19.62
23070 - Aircraft Survival Flight Equipment Technician 22.62
23080 - Aircraft Worker 21.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.45
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.73
23110 - Appliance Mechanic 21.30

23120 - Bicycle Repairer	16.27
23125 - Cable Splicer	22.99
23130 - Carpenter Maintenance	20.22
23140 - Carpet Layer	19.62
23160 - Electrician Maintenance	26.04
23181 - Electronics Technician Maintenance I	25.16
23182 - Electronics Technician Maintenance II	27.32
23183 - Electronics Technician Maintenance III	29.47
23260 - Fabric Worker	17.95
23290 - Fire Alarm System Mechanic	22.99
23310 - Fire Extinguisher Repairer	16.27
23311 - Fuel Distribution System Mechanic	22.99
23312 - Fuel Distribution System Operator	16.38
23370 - General Maintenance Worker	17.35
23380 - Ground Support Equipment Mechanic	24.73
23381 - Ground Support Equipment Servicer	19.62
23382 - Ground Support Equipment Worker	21.45
23391 - Gunsmith I	16.27
23392 - Gunsmith II	19.62
23393 - Gunsmith III	22.99
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.42
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.02
23430 - Heavy Equipment Mechanic	22.99
23440 - Heavy Equipment Operator	18.48
23460 - Instrument Mechanic	27.47
23465 - Laboratory/Shelter Mechanic	21.30
23470 - Laborer	15.50
23510 - Locksmith	21.30
23530 - Machinery Maintenance Mechanic	22.99
23550 - Machinist Maintenance	22.99
23580 - Maintenance Trades Helper	14.58
23591 - Metrology Technician I	27.47
23592 - Metrology Technician II	29.34
23593 - Metrology Technician III	30.82
23640 - Millwright	22.99
23710 - Office Appliance Repairer	21.30
23760 - Painter Maintenance	18.97
23790 - Pipefitter Maintenance	27.88
23810 - Plumber Maintenance	25.84
23820 - Pneudraulic Systems Mechanic	22.99
23850 - Rigger	22.99
23870 - Scale Mechanic	19.62
23890 - Sheet-Metal Worker Maintenance	22.99
23910 - Small Engine Mechanic	19.62
23931 - Telecommunications Mechanic I	28.73
23932 - Telecommunications Mechanic II	30.69
23950 - Telephone Lineman	22.99
23960 - Welder Combination Maintenance	21.60

23965 - Well Driller	22.99
23970 - Woodcraft Worker	22.99
23980 - Woodworker	16.61
24000 - Personal Needs Occupations	
24550 - Case Manager	17.71
24570 - Child Care Attendant	12.85
24580 - Child Care Center Clerk	16.04
24610 - Chore Aide	11.37
24620 - Family Readiness And Support Services Coordinator	17.71
24630 - Homemaker	17.71
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.99
25040 - Sewage Plant Operator	25.63
25070 - Stationary Engineer	22.99
25190 - Ventilation Equipment Tender	14.58
25210 - Water Treatment Plant Operator	25.63
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.86
27007 - Baggage Inspector	14.17
27008 - Corrections Officer	20.48
27010 - Court Security Officer	16.86
27030 - Detection Dog Handler	15.86
27040 - Detention Officer	20.48
27070 - Firefighter	17.07
27101 - Guard I	14.17
27102 - Guard II	15.86
27131 - Police Officer I	24.06
27132 - Police Officer II	26.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.91
28042 - Carnival Equipment Repairer	16.25
28043 - Carnival Worker	10.27
28210 - Gate Attendant/Gate Tender	16.62
28310 - Lifeguard	13.75
28350 - Park Attendant (Aide)	18.59
28510 - Recreation Aide/Health Facility Attendant	13.57
28515 - Recreation Specialist	23.02
28630 - Sports Official	14.80
28690 - Swimming Pool Operator	23.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.42
29020 - Hatch Tender	20.42
29030 - Line Handler	20.42
29041 - Stevedore I	19.04
29042 - Stevedore II	22.17
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.14
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.68
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.48

30021 - Archeological Technician I		18.05
30022 - Archeological Technician II		20.20
30023 - Archeological Technician III		25.01
30030 - Cartographic Technician		25.01
30040 - Civil Engineering Technician		24.00
30051 - Cryogenic Technician I		27.69
30052 - Cryogenic Technician II		30.59
30061 - Drafter/CAD Operator I		18.05
30062 - Drafter/CAD Operator II		20.20
30063 - Drafter/CAD Operator III		22.51
30064 - Drafter/CAD Operator IV		27.69
30081 - Engineering Technician I		16.07
30082 - Engineering Technician II		18.05
30083 - Engineering Technician III		20.20
30084 - Engineering Technician IV		25.01
30085 - Engineering Technician V		30.59
30086 - Engineering Technician VI		37.01
30090 - Environmental Technician		25.01
30095 - Evidence Control Specialist		25.01
30210 - Laboratory Technician		22.61
30221 - Latent Fingerprint Technician I		30.86
30222 - Latent Fingerprint Technician II		34.08
30240 - Mathematical Technician		25.01
30361 - Paralegal/Legal Assistant I		18.88
30362 - Paralegal/Legal Assistant II		23.39
30363 - Paralegal/Legal Assistant III		28.61
30364 - Paralegal/Legal Assistant IV		34.62
30375 - Petroleum Supply Specialist		30.59
30390 - Photo-Optics Technician		25.01
30395 - Radiation Control Technician		30.59
30461 - Technical Writer I		25.01
30462 - Technical Writer II		30.59
30463 - Technical Writer III		37.01
30491 - Unexploded Ordnance (UXO) Technician I		25.51
30492 - Unexploded Ordnance (UXO) Technician II		30.86
30493 - Unexploded Ordnance (UXO) Technician III		36.99
30494 - Unexploded (UXO) Safety Escort		25.51
30495 - Unexploded (UXO) Sweep Personnel		25.51
30501 - Weather Forecaster I		27.69
30502 - Weather Forecaster II		33.69
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.51
30621 - Weather Observer Senior	(see 2)	25.01
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.86
31020 - Bus Aide		11.69
31030 - Bus Driver		18.62
31043 - Driver Courier		15.12
31260 - Parking and Lot Attendant		13.07
31290 - Shuttle Bus Driver		16.88

31310 - Taxi Driver	15.15
31361 - Truckdriver Light	16.88
31362 - Truckdriver Medium	18.62
31363 - Truckdriver Heavy	19.14
31364 - Truckdriver Tractor-Trailer	19.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.05
99030 - Cashier	12.19
99050 - Desk Clerk	12.09
99095 - Embalmer	25.51
99130 - Flight Follower	25.51
99251 - Laboratory Animal Caretaker I	16.29
99252 - Laboratory Animal Caretaker II	18.18
99260 - Marketing Analyst	29.08
99310 - Mortician	25.51
99410 - Pest Controller	21.83
99510 - Photofinishing Worker	13.56
99710 - Recycling Laborer	13.71
99711 - Recycling Specialist	17.73
99730 - Refuse Collector	11.70
99810 - Sales Clerk	14.53
99820 - School Crossing Guard	11.70
99830 - Survey Party Chief	25.59
99831 - Surveying Aide	23.28
99832 - Surveying Technician	23.47
99840 - Vending Machine Attendant	11.72
99841 - Vending Machine Repairer	14.59
99842 - Vending Machine Repairer Helper	10.52

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5450
Revision No.: 11
Date Of Last Revision: 07/01/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Mexico

Area: New Mexico County of Santa Fe

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.22
01012 - Accounting Clerk II		17.10
01013 - Accounting Clerk III		19.13
01020 - Administrative Assistant		29.27
01035 - Court Reporter		18.61
01041 - Customer Service Representative I		12.46
01042 - Customer Service Representative II		14.01
01043 - Customer Service Representative III		15.28
01051 - Data Entry Operator I		13.77
01052 - Data Entry Operator II		15.03
01060 - Dispatcher Motor Vehicle		17.39
01070 - Document Preparation Clerk		16.78

01090 - Duplicating Machine Operator 16.78
01111 - General Clerk I 13.38
01112 - General Clerk II 14.59
01113 - General Clerk III 16.38
01120 - Housing Referral Assistant 19.38
01141 - Messenger Courier 13.29
01191 - Order Clerk I 12.69
01192 - Order Clerk II 13.84
01261 - Personnel Assistant (Employment) I 15.52
01262 - Personnel Assistant (Employment) II 17.36
01263 - Personnel Assistant (Employment) III 19.36
01270 - Production Control Clerk 21.06
01290 - Rental Clerk 13.31
01300 - Scheduler Maintenance 15.54
01311 - Secretary I 15.54
01312 - Secretary II 17.39
01313 - Secretary III 19.38
01320 - Service Order Dispatcher 15.54
01410 - Supply Technician 29.27
01420 - Survey Worker 17.39
01460 - Switchboard Operator/Receptionist 15.53
01531 - Travel Clerk I 12.35
01532 - Travel Clerk II 13.24
01533 - Travel Clerk III 14.13
01611 - Word Processor I 13.84
01612 - Word Processor II 15.54
01613 - Word Processor III 17.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.55
05010 - Automotive Electrician 18.12
05040 - Automotive Glass Installer 16.19
05070 - Automotive Worker 16.19
05110 - Mobile Equipment Servicer 13.50
05130 - Motor Equipment Metal Mechanic 18.96
05160 - Motor Equipment Metal Worker 16.19
05190 - Motor Vehicle Mechanic 18.96
05220 - Motor Vehicle Mechanic Helper 13.62
05250 - Motor Vehicle Upholstery Worker 15.82
05280 - Motor Vehicle Wrecker 16.19
05310 - Painter Automotive 17.57
05340 - Radiator Repair Specialist 16.19
05370 - Tire Repairer 13.31
05400 - Transmission Repair Specialist 18.96
07000 - Food Preparation And Service Occupations
07010 - Baker 13.98
07041 - Cook I 13.59
07042 - Cook II 16.39
07070 - Dishwasher 11.02
07130 - Food Service Worker 12.64
07210 - Meat Cutter 16.35

07260 - Waiter/Waitress	9.44
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.30
09040 - Furniture Handler	11.44
09080 - Furniture Refinisher	21.30
09090 - Furniture Refinisher Helper	14.58
09110 - Furniture Repairer Minor	17.95
09130 - Upholsterer	21.30
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.19
11060 - Elevator Operator	12.31
11090 - Gardener	22.14
11122 - Housekeeping Aide	13.95
11150 - Janitor	13.95
11210 - Laborer Grounds Maintenance	15.34
11240 - Maid or Houseman	11.99
11260 - Pruner	13.09
11270 - Tractor Operator	19.84
11330 - Trail Maintenance Worker	15.34
11360 - Window Cleaner	16.35
12000 - Health Occupations	
12010 - Ambulance Driver	20.84
12011 - Breath Alcohol Technician	20.84
12012 - Certified Occupational Therapist Assistant	27.89
12015 - Certified Physical Therapist Assistant	26.26
12020 - Dental Assistant	18.06
12025 - Dental Hygienist	45.34
12030 - EKG Technician	30.80
12035 - Electroneurodiagnostic Technologist	30.80
12040 - Emergency Medical Technician	20.84
12071 - Licensed Practical Nurse I	19.20
12072 - Licensed Practical Nurse II	21.49
12073 - Licensed Practical Nurse III	23.95
12100 - Medical Assistant	17.86
12130 - Medical Laboratory Technician	19.20
12160 - Medical Record Clerk	20.90
12190 - Medical Record Technician	23.39
12195 - Medical Transcriptionist	19.05
12210 - Nuclear Medicine Technologist	44.37
12221 - Nursing Assistant I	12.31
12222 - Nursing Assistant II	13.85
12223 - Nursing Assistant III	15.10
12224 - Nursing Assistant IV	16.96
12235 - Optical Dispenser	17.87
12236 - Optical Technician	18.05
12250 - Pharmacy Technician	17.18
12280 - Phlebotomist	17.24
12305 - Radiologic Technologist	27.83
12311 - Registered Nurse I	25.39
12312 - Registered Nurse II	31.06

12313 - Registered Nurse II Specialist		31.06
12314 - Registered Nurse III		37.58
12315 - Registered Nurse III Anesthetist		37.58
12316 - Registered Nurse IV		45.04
12317 - Scheduler (Drug and Alcohol Testing)		25.80
12320 - Substance Abuse Treatment Counselor		26.30
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.26
13012 - Exhibits Specialist II		23.85
13013 - Exhibits Specialist III		29.18
13041 - Illustrator I		17.71
13042 - Illustrator II		21.92
13043 - Illustrator III		26.82
13047 - Librarian		24.29
13050 - Library Aide/Clerk		14.09
13054 - Library Information Technology Systems Administrator		21.92
13058 - Library Technician		16.93
13061 - Media Specialist I		15.83
13062 - Media Specialist II		17.71
13063 - Media Specialist III		19.74
13071 - Photographer I		15.88
13072 - Photographer II		17.71
13073 - Photographer III		21.92
13074 - Photographer IV		26.82
13075 - Photographer V		32.45
13090 - Technical Order Library Clerk		17.71
13110 - Video Teleconference Technician		18.57
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.48
14042 - Computer Operator II		18.44
14043 - Computer Operator III		21.03
14044 - Computer Operator IV		23.39
14045 - Computer Operator V		26.77
14071 - Computer Programmer I	(see 1)	22.41
14072 - Computer Programmer II	(see 1)	26.14
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		16.48
14160 - Personal Computer Support Technician		23.67
14170 - System Support Specialist		28.08
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.94
15020 - Aircrew Training Devices Instructor (Rated)		35.02
15030 - Air Crew Training Devices Instructor (Pilot)		41.97
15050 - Computer Based Training Specialist / Instructor		28.94
15060 - Educational Technologist		26.01

15070 - Flight Instructor (Pilot) 41.97
15080 - Graphic Artist 24.16
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.97
15086 - Maintenance Test Pilot Rotary Wing 41.97
15088 - Non-Maintenance Test/Co-Pilot 41.97
15090 - Technical Instructor 20.46
15095 - Technical Instructor/Course Developer 25.06
15110 - Test Proctor 16.52
15120 - Tutor 16.52
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.66
16030 - Counter Attendant 10.66
16040 - Dry Cleaner 12.17
16070 - Finisher Flatwork Machine 10.66
16090 - Presser Hand 10.66
16110 - Presser Machine Drycleaning 10.66
16130 - Presser Machine Shirts 10.66
16160 - Presser Machine Wearing Apparel Laundry 10.66
16190 - Sewing Machine Operator 12.71
16220 - Tailor 13.36
16250 - Washer Machine 11.16
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.30
19040 - Tool And Die Maker 27.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.49
21030 - Material Coordinator 21.06
21040 - Material Expediter 21.06
21050 - Material Handling Laborer 15.50
21071 - Order Filler 13.61
21080 - Production Line Worker (Food Processing) 14.49
21110 - Shipping Packer 16.61
21130 - Shipping/Receiving Clerk 16.61
21140 - Store Worker I 9.70
21150 - Stock Clerk 15.69
21210 - Tools And Parts Attendant 14.49
21410 - Warehouse Specialist 14.49
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.41
23019 - Aircraft Logs and Records Technician 19.62
23021 - Aircraft Mechanic I 24.73
23022 - Aircraft Mechanic II 26.41
23023 - Aircraft Mechanic III 27.84
23040 - Aircraft Mechanic Helper 16.62
23050 - Aircraft Painter 22.62
23060 - Aircraft Servicer 19.62
23070 - Aircraft Survival Flight Equipment Technician 22.62
23080 - Aircraft Worker 21.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.45

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.73
23110 - Appliance Mechanic 21.30
23120 - Bicycle Repairer 16.27
23125 - Cable Splicer 22.99
23130 - Carpenter Maintenance 20.22
23140 - Carpet Layer 19.62
23160 - Electrician Maintenance 26.04
23181 - Electronics Technician Maintenance I 25.16
23182 - Electronics Technician Maintenance II 27.32
23183 - Electronics Technician Maintenance III 29.47
23260 - Fabric Worker 17.95
23290 - Fire Alarm System Mechanic 22.99
23310 - Fire Extinguisher Repairer 16.27
23311 - Fuel Distribution System Mechanic 22.99
23312 - Fuel Distribution System Operator 16.38
23370 - General Maintenance Worker 17.35
23380 - Ground Support Equipment Mechanic 24.73
23381 - Ground Support Equipment Servicer 19.62
23382 - Ground Support Equipment Worker 21.45
23391 - Gunsmith I 16.27
23392 - Gunsmith II 19.62
23393 - Gunsmith III 22.99
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.42
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.02
23430 - Heavy Equipment Mechanic 22.99
23440 - Heavy Equipment Operator 18.48
23460 - Instrument Mechanic 27.47
23465 - Laboratory/Shelter Mechanic 21.30
23470 - Laborer 15.50
23510 - Locksmith 21.30
23530 - Machinery Maintenance Mechanic 22.99
23550 - Machinist Maintenance 22.99
23580 - Maintenance Trades Helper 14.58
23591 - Metrology Technician I 27.47
23592 - Metrology Technician II 29.34
23593 - Metrology Technician III 30.82
23640 - Millwright 22.99
23710 - Office Appliance Repairer 21.30
23760 - Painter Maintenance 18.97
23790 - Pipefitter Maintenance 27.88
23810 - Plumber Maintenance 25.84
23820 - Pneudraulic Systems Mechanic 22.99
23850 - Rigger 22.99
23870 - Scale Mechanic 19.62
23890 - Sheet-Metal Worker Maintenance 22.99
23910 - Small Engine Mechanic 19.62
23931 - Telecommunications Mechanic I 28.73

23932 - Telecommunications Mechanic II 30.69
23950 - Telephone Lineman 22.99
23960 - Welder Combination Maintenance 21.60
23965 - Well Driller 22.99
23970 - Woodcraft Worker 22.99
23980 - Woodworker 16.61
24000 - Personal Needs Occupations
24550 - Case Manager 17.71
24570 - Child Care Attendant 12.85
24580 - Child Care Center Clerk 16.04
24610 - Chore Aide 11.37
24620 - Family Readiness And Support Services Coordinator 17.71
24630 - Homemaker 17.71
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.99
25040 - Sewage Plant Operator 25.63
25070 - Stationary Engineer 22.99
25190 - Ventilation Equipment Tender 14.58
25210 - Water Treatment Plant Operator 25.63
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.86
27007 - Baggage Inspector 14.17
27008 - Corrections Officer 20.48
27010 - Court Security Officer 16.86
27030 - Detection Dog Handler 15.86
27040 - Detention Officer 20.48
27070 - Firefighter 17.07
27101 - Guard I 14.17
27102 - Guard II 15.86
27131 - Police Officer I 24.06
27132 - Police Officer II 26.73
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.91
28042 - Carnival Equipment Repairer 16.25
28043 - Carnival Worker 10.27
28210 - Gate Attendant/Gate Tender 16.62
28310 - Lifeguard 13.75
28350 - Park Attendant (Aide) 18.59
28510 - Recreation Aide/Health Facility Attendant 13.57
28515 - Recreation Specialist 23.02
28630 - Sports Official 14.80
28690 - Swimming Pool Operator 23.87
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.42
29020 - Hatch Tender 20.42
29030 - Line Handler 20.42
29041 - Stevedore I 19.04
29042 - Stevedore II 22.17
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.14
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.68
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.48
30021 - Archeological Technician I 18.05
30022 - Archeological Technician II 20.20
30023 - Archeological Technician III 25.01
30030 - Cartographic Technician 25.01
30040 - Civil Engineering Technician 24.00
30051 - Cryogenic Technician I 27.69
30052 - Cryogenic Technician II 30.59
30061 - Drafter/CAD Operator I 18.05
30062 - Drafter/CAD Operator II 20.20
30063 - Drafter/CAD Operator III 22.51
30064 - Drafter/CAD Operator IV 27.69
30081 - Engineering Technician I 16.07
30082 - Engineering Technician II 18.05
30083 - Engineering Technician III 20.20
30084 - Engineering Technician IV 25.01
30085 - Engineering Technician V 30.59
30086 - Engineering Technician VI 37.01
30090 - Environmental Technician 25.01
30095 - Evidence Control Specialist 25.01
30210 - Laboratory Technician 22.61
30221 - Latent Fingerprint Technician I 30.86
30222 - Latent Fingerprint Technician II 34.08
30240 - Mathematical Technician 25.01
30361 - Paralegal/Legal Assistant I 18.88
30362 - Paralegal/Legal Assistant II 23.39
30363 - Paralegal/Legal Assistant III 28.61
30364 - Paralegal/Legal Assistant IV 34.62
30375 - Petroleum Supply Specialist 30.59
30390 - Photo-Optics Technician 25.01
30395 - Radiation Control Technician 30.59
30461 - Technical Writer I 25.01
30462 - Technical Writer II 30.59
30463 - Technical Writer III 37.01
30491 - Unexploded Ordnance (UXO) Technician I 25.51
30492 - Unexploded Ordnance (UXO) Technician II 30.86
30493 - Unexploded Ordnance (UXO) Technician III 36.99
30494 - Unexploded (UXO) Safety Escort 25.51
30495 - Unexploded (UXO) Sweep Personnel 25.51
30501 - Weather Forecaster I 27.69
30502 - Weather Forecaster II 33.69
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.51
30621 - Weather Observer Senior (see 2) 25.01
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.86
31020 - Bus Aide 11.69
31030 - Bus Driver 18.62

31043 - Driver Courier	15.12
31260 - Parking and Lot Attendant	13.07
31290 - Shuttle Bus Driver	16.88
31310 - Taxi Driver	15.15
31361 - Truckdriver Light	16.88
31362 - Truckdriver Medium	18.62
31363 - Truckdriver Heavy	19.14
31364 - Truckdriver Tractor-Trailer	19.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.05
99030 - Cashier	12.19
99050 - Desk Clerk	12.09
99095 - Embalmer	25.51
99130 - Flight Follower	25.51
99251 - Laboratory Animal Caretaker I	16.29
99252 - Laboratory Animal Caretaker II	18.18
99260 - Marketing Analyst	29.08
99310 - Mortician	25.51
99410 - Pest Controller	21.83
99510 - Photofinishing Worker	13.56
99710 - Recycling Laborer	13.71
99711 - Recycling Specialist	17.73
99730 - Refuse Collector	11.70
99810 - Sales Clerk	14.53
99820 - School Crossing Guard	11.70
99830 - Survey Party Chief	25.59
99831 - Surveying Aide	23.28
99832 - Surveying Technician	23.47
99840 - Vending Machine Attendant	11.72
99841 - Vending Machine Repairer	14.59
99842 - Vending Machine Repairer Helper	10.52

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5451
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Mexico

Area: New Mexico Counties of Cibola Colfax McKinley Mora Rio Arriba San Miguel Taos

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.89
01012 - Accounting Clerk II		15.60
01013 - Accounting Clerk III		17.45
01020 - Administrative Assistant		26.61
01035 - Court Reporter		18.61
01041 - Customer Service Representative I		11.06
01042 - Customer Service Representative II		12.44
01043 - Customer Service Representative III		13.56
01051 - Data Entry Operator I		12.62
01052 - Data Entry Operator II		13.77
01060 - Dispatcher Motor Vehicle		17.03
01070 - Document Preparation Clerk		13.86
01090 - Duplicating Machine Operator		13.86
01111 - General Clerk I		12.46

01112 - General Clerk II	13.59
01113 - General Clerk III	15.26
01120 - Housing Referral Assistant	18.99
01141 - Messenger Courier	11.06
01191 - Order Clerk I	12.43
01192 - Order Clerk II	13.56
01261 - Personnel Assistant (Employment) I	15.82
01262 - Personnel Assistant (Employment) II	17.69
01263 - Personnel Assistant (Employment) III	19.73
01270 - Production Control Clerk	23.17
01290 - Rental Clerk	12.25
01300 - Scheduler Maintenance	15.23
01311 - Secretary I	15.23
01312 - Secretary II	17.03
01313 - Secretary III	18.99
01320 - Service Order Dispatcher	15.23
01410 - Supply Technician	26.61
01420 - Survey Worker	15.41
01460 - Switchboard Operator/Receptionist	13.73
01531 - Travel Clerk I	11.82
01532 - Travel Clerk II	12.76
01533 - Travel Clerk III	13.57
01611 - Word Processor I	13.56
01612 - Word Processor II	15.23
01613 - Word Processor III	17.03
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.06
05010 - Automotive Electrician	18.12
05040 - Automotive Glass Installer	15.82
05070 - Automotive Worker	15.82
05110 - Mobile Equipment Servicer	13.50
05130 - Motor Equipment Metal Mechanic	17.99
05160 - Motor Equipment Metal Worker	15.82
05190 - Motor Vehicle Mechanic	18.12
05220 - Motor Vehicle Mechanic Helper	13.62
05250 - Motor Vehicle Upholstery Worker	15.82
05280 - Motor Vehicle Wrecker	15.82
05310 - Painter Automotive	17.19
05340 - Radiator Repair Specialist	15.82
05370 - Tire Repairer	11.49
05400 - Transmission Repair Specialist	17.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.80
07041 - Cook I	11.92
07042 - Cook II	14.21
07070 - Dishwasher	9.46
07130 - Food Service Worker	10.58
07210 - Meat Cutter	16.48
07260 - Waiter/Waitress	9.03
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 21.45
09040 - Furniture Handler 13.20
09080 - Furniture Refinisher 21.45
09090 - Furniture Refinisher Helper 16.72
09110 - Furniture Repairer Minor 20.30
09130 - Upholsterer 21.45
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.87
11060 - Elevator Operator 10.87
11090 - Gardener 18.91
11122 - Housekeeping Aide 11.32
11150 - Janitor 11.32
11210 - Laborer Grounds Maintenance 13.39
11240 - Maid or Houseman 10.77
11260 - Pruner 11.66
11270 - Tractor Operator 17.07
11330 - Trail Maintenance Worker 13.39
11360 - Window Cleaner 12.95
12000 - Health Occupations
12010 - Ambulance Driver 16.40
12011 - Breath Alcohol Technician 19.55
12012 - Certified Occupational Therapist Assistant 26.82
12015 - Certified Physical Therapist Assistant 26.82
12020 - Dental Assistant 18.18
12025 - Dental Hygienist 39.93
12030 - EKG Technician 29.61
12035 - Electroneurodiagnostic Technologist 29.61
12040 - Emergency Medical Technician 16.40
12071 - Licensed Practical Nurse I 18.73
12072 - Licensed Practical Nurse II 20.92
12073 - Licensed Practical Nurse III 23.32
12100 - Medical Assistant 14.55
12130 - Medical Laboratory Technician 25.48
12160 - Medical Record Clerk 15.82
12190 - Medical Record Technician 17.70
12195 - Medical Transcriptionist 17.47
12210 - Nuclear Medicine Technologist 42.94
12221 - Nursing Assistant I 11.01
12222 - Nursing Assistant II 12.38
12223 - Nursing Assistant III 13.50
12224 - Nursing Assistant IV 15.16
12235 - Optical Dispenser 18.95
12236 - Optical Technician 17.47
12250 - Pharmacy Technician 17.42
12280 - Phlebotomist 17.47
12305 - Radiologic Technologist 29.61
12311 - Registered Nurse I 25.39
12312 - Registered Nurse II 31.06
12313 - Registered Nurse II Specialist 31.06
12314 - Registered Nurse III 37.58

12315 - Registered Nurse III Anesthetist		37.58
12316 - Registered Nurse IV		45.04
12317 - Scheduler (Drug and Alcohol Testing)		24.20
12320 - Substance Abuse Treatment Counselor		24.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.70
13012 - Exhibits Specialist II		24.40
13013 - Exhibits Specialist III		29.84
13041 - Illustrator I		19.48
13042 - Illustrator II		24.15
13043 - Illustrator III		27.86
13047 - Librarian		27.03
13050 - Library Aide/Clerk		11.02
13054 - Library Information Technology Systems Administrator		24.40
13058 - Library Technician		15.10
13061 - Media Specialist I		17.60
13062 - Media Specialist II		19.70
13063 - Media Specialist III		21.96
13071 - Photographer I		17.60
13072 - Photographer II		19.70
13073 - Photographer III		24.40
13074 - Photographer IV		29.40
13075 - Photographer V		35.56
13090 - Technical Order Library Clerk		16.23
13110 - Video Teleconference Technician		18.57
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.48
14042 - Computer Operator II		18.44
14043 - Computer Operator III		21.03
14044 - Computer Operator IV		23.39
14045 - Computer Operator V		26.77
14071 - Computer Programmer I	(see 1)	24.65
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		16.48
14160 - Personal Computer Support Technician		23.39
14170 - System Support Specialist		29.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.38
15020 - Aircrew Training Devices Instructor (Rated)		36.73
15030 - Air Crew Training Devices Instructor (Pilot)		44.06
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		32.05
15070 - Flight Instructor (Pilot)		44.06
15080 - Graphic Artist		27.57

15085 - Maintenance Test Pilot Fixed Jet/Prop 44.06
15086 - Maintenance Test Pilot Rotary Wing 44.06
15088 - Non-Maintenance Test/Co-Pilot 44.06
15090 - Technical Instructor 20.47
15095 - Technical Instructor/Course Developer 27.57
15110 - Test Proctor 16.51
15120 - Tutor 16.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.57
16030 - Counter Attendant 11.57
16040 - Dry Cleaner 13.22
16070 - Finisher Flatwork Machine 11.57
16090 - Presser Hand 11.57
16110 - Presser Machine Drycleaning 11.57
16130 - Presser Machine Shirts 11.57
16160 - Presser Machine Wearing Apparel Laundry 11.57
16190 - Sewing Machine Operator 13.78
16220 - Tailor 14.33
16250 - Washer Machine 12.12
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.95
19040 - Tool And Die Maker 30.43
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.19
21030 - Material Coordinator 23.17
21040 - Material Expediter 23.17
21050 - Material Handling Laborer 13.23
21071 - Order Filler 11.53
21080 - Production Line Worker (Food Processing) 17.19
21110 - Shipping Packer 16.60
21130 - Shipping/Receiving Clerk 16.60
21140 - Store Worker I 10.86
21150 - Stock Clerk 15.81
21210 - Tools And Parts Attendant 17.19
21410 - Warehouse Specialist 17.19
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.30
23019 - Aircraft Logs and Records Technician 20.37
23021 - Aircraft Mechanic I 25.73
23022 - Aircraft Mechanic II 27.30
23023 - Aircraft Mechanic III 28.86
23040 - Aircraft Mechanic Helper 16.78
23050 - Aircraft Painter 23.95
23060 - Aircraft Servicer 20.37
23070 - Aircraft Survival Flight Equipment Technician 23.95
23080 - Aircraft Worker 22.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.15
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.73

23110 - Appliance Mechanic 23.68
23120 - Bicycle Repairer 17.61
23125 - Cable Splicer 34.89
23130 - Carpenter Maintenance 18.87
23140 - Carpet Layer 22.08
23160 - Electrician Maintenance 25.23
23181 - Electronics Technician Maintenance I 25.16
23182 - Electronics Technician Maintenance II 27.32
23183 - Electronics Technician Maintenance III 29.47
23260 - Fabric Worker 20.30
23290 - Fire Alarm System Mechanic 22.70
23310 - Fire Extinguisher Repairer 18.52
23311 - Fuel Distribution System Mechanic 25.65
23312 - Fuel Distribution System Operator 19.82
23370 - General Maintenance Worker 15.51
23380 - Ground Support Equipment Mechanic 25.73
23381 - Ground Support Equipment Servicer 20.37
23382 - Ground Support Equipment Worker 22.15
23391 - Gunsmith I 18.52
23392 - Gunsmith II 22.08
23393 - Gunsmith III 25.65
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.26
23430 - Heavy Equipment Mechanic 26.56
23440 - Heavy Equipment Operator 19.40
23460 - Instrument Mechanic 27.47
23465 - Laboratory/Shelter Mechanic 23.86
23470 - Laborer 13.23
23510 - Locksmith 23.86
23530 - Machinery Maintenance Mechanic 28.43
23550 - Machinist Maintenance 28.29
23580 - Maintenance Trades Helper 12.56
23591 - Metrology Technician I 27.47
23592 - Metrology Technician II 29.34
23593 - Metrology Technician III 30.82
23640 - Millwright 25.65
23710 - Office Appliance Repairer 23.86
23760 - Painter Maintenance 15.94
23790 - Pipefitter Maintenance 24.23
23810 - Plumber Maintenance 22.66
23820 - Pneudraulic Systems Mechanic 25.65
23850 - Rigger 25.65
23870 - Scale Mechanic 22.08
23890 - Sheet-Metal Worker Maintenance 25.65
23910 - Small Engine Mechanic 22.08
23931 - Telecommunications Mechanic I 32.03
23932 - Telecommunications Mechanic II 34.22
23950 - Telephone Lineman 25.73

23960 - Welder Combination Maintenance		22.25
23965 - Well Driller		27.07
23970 - Woodcraft Worker		25.65
23980 - Woodworker		18.58
24000 - Personal Needs Occupations		
24550 - Case Manager		17.25
24570 - Child Care Attendant		10.77
24580 - Child Care Center Clerk		14.77
24610 - Chore Aide		9.65
24620 - Family Readiness And Support Services Coordinator		17.25
24630 - Homemaker		17.49
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.65
25040 - Sewage Plant Operator		18.32
25070 - Stationary Engineer		25.65
25190 - Ventilation Equipment Tender		16.72
25210 - Water Treatment Plant Operator		17.71
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.92
27007 - Baggage Inspector		12.35
27008 - Corrections Officer		17.17
27010 - Court Security Officer		18.23
27030 - Detection Dog Handler		13.82
27040 - Detention Officer		17.17
27070 - Firefighter		19.28
27101 - Guard I		12.35
27102 - Guard II		13.82
27131 - Police Officer I		21.40
27132 - Police Officer II		23.77
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.13
28042 - Carnival Equipment Repairer		16.75
28043 - Carnival Worker		10.33
28210 - Gate Attendant/Gate Tender		13.59
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		15.21
28510 - Recreation Aide/Health Facility Attendant		11.10
28515 - Recreation Specialist		18.06
28630 - Sports Official		12.11
28690 - Swimming Pool Operator		23.11
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.15
29020 - Hatch Tender		22.15
29030 - Line Handler		22.15
29041 - Stevedore I		20.37
29042 - Stevedore II		23.95
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.14
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.68

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.48
30021 - Archeological Technician I 19.13
30022 - Archeological Technician II 21.45
30023 - Archeological Technician III 26.26
30030 - Cartographic Technician 26.59
30040 - Civil Engineering Technician 24.00
30051 - Cryogenic Technician I 23.38
30052 - Cryogenic Technician II 25.82
30061 - Drafter/CAD Operator I 19.13
30062 - Drafter/CAD Operator II 21.45
30063 - Drafter/CAD Operator III 23.93
30064 - Drafter/CAD Operator IV 28.50
30081 - Engineering Technician I 16.70
30082 - Engineering Technician II 18.73
30083 - Engineering Technician III 20.96
30084 - Engineering Technician IV 25.97
30085 - Engineering Technician V 31.77
30086 - Engineering Technician VI 38.43
30090 - Environmental Technician 22.40
30095 - Evidence Control Specialist 21.11
30210 - Laboratory Technician 24.87
30221 - Latent Fingerprint Technician I 23.38
30222 - Latent Fingerprint Technician II 25.82
30240 - Mathematical Technician 26.59
30361 - Paralegal/Legal Assistant I 19.08
30362 - Paralegal/Legal Assistant II 23.64
30363 - Paralegal/Legal Assistant III 28.92
30364 - Paralegal/Legal Assistant IV 34.99
30375 - Petroleum Supply Specialist 25.82
30390 - Photo-Optics Technician 26.59
30395 - Radiation Control Technician 25.82
30461 - Technical Writer I 23.34
30462 - Technical Writer II 28.56
30463 - Technical Writer III 34.54
30491 - Unexploded Ordnance (UXO) Technician I 25.51
30492 - Unexploded Ordnance (UXO) Technician II 30.86
30493 - Unexploded Ordnance (UXO) Technician III 36.99
30494 - Unexploded (UXO) Safety Escort 25.51
30495 - Unexploded (UXO) Sweep Personnel 25.51
30501 - Weather Forecaster I 28.50
30502 - Weather Forecaster II 34.66
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.93
30621 - Weather Observer Senior (see 2) 26.59
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.86
31020 - Bus Aide 11.27
31030 - Bus Driver 17.35
31043 - Driver Courier 13.34
31260 - Parking and Lot Attendant 9.93

31290 - Shuttle Bus Driver	13.56
31310 - Taxi Driver	11.43
31361 - Truckdriver Light	13.56
31362 - Truckdriver Medium	16.66
31363 - Truckdriver Heavy	19.68
31364 - Truckdriver Tractor-Trailer	19.68
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.05
99030 - Cashier	10.06
99050 - Desk Clerk	11.39
99095 - Embalmer	25.51
99130 - Flight Follower	25.51
99251 - Laboratory Animal Caretaker I	16.29
99252 - Laboratory Animal Caretaker II	18.18
99260 - Marketing Analyst	22.26
99310 - Mortician	25.51
99410 - Pest Controller	21.53
99510 - Photofinishing Worker	13.40
99710 - Recycling Laborer	15.33
99711 - Recycling Specialist	19.46
99730 - Refuse Collector	13.30
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	12.14
99830 - Survey Party Chief	24.28
99831 - Surveying Aide	22.10
99832 - Surveying Technician	22.28
99840 - Vending Machine Attendant	12.89
99841 - Vending Machine Repairer	16.24
99842 - Vending Machine Repairer Helper	12.29

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5452
Revision No.: 12
Date Of Last Revision: 06/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Mexico

Area: New Mexico Counties of Cibola Colfax McKinley Mora Rio Arriba San Miguel Taos

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.89
01012 - Accounting Clerk II		15.60
01013 - Accounting Clerk III		17.45
01020 - Administrative Assistant		26.61
01035 - Court Reporter		18.61
01041 - Customer Service Representative I		11.06
01042 - Customer Service Representative II		12.44
01043 - Customer Service Representative III		13.56
01051 - Data Entry Operator I		12.62
01052 - Data Entry Operator II		13.77
01060 - Dispatcher Motor Vehicle		17.03

01070 - Document Preparation Clerk 13.86
01090 - Duplicating Machine Operator 13.86
01111 - General Clerk I 12.46
01112 - General Clerk II 13.59
01113 - General Clerk III 15.26
01120 - Housing Referral Assistant 18.99
01141 - Messenger Courier 11.06
01191 - Order Clerk I 12.43
01192 - Order Clerk II 13.56
01261 - Personnel Assistant (Employment) I 15.82
01262 - Personnel Assistant (Employment) II 17.69
01263 - Personnel Assistant (Employment) III 19.73
01270 - Production Control Clerk 23.17
01290 - Rental Clerk 12.25
01300 - Scheduler Maintenance 15.23
01311 - Secretary I 15.23
01312 - Secretary II 17.03
01313 - Secretary III 18.99
01320 - Service Order Dispatcher 15.23
01410 - Supply Technician 26.61
01420 - Survey Worker 15.41
01460 - Switchboard Operator/Receptionist 13.73
01531 - Travel Clerk I 11.82
01532 - Travel Clerk II 12.76
01533 - Travel Clerk III 13.57
01611 - Word Processor I 13.56
01612 - Word Processor II 15.23
01613 - Word Processor III 17.03
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.06
05010 - Automotive Electrician 18.12
05040 - Automotive Glass Installer 15.82
05070 - Automotive Worker 15.82
05110 - Mobile Equipment Servicer 13.50
05130 - Motor Equipment Metal Mechanic 17.99
05160 - Motor Equipment Metal Worker 15.82
05190 - Motor Vehicle Mechanic 18.12
05220 - Motor Vehicle Mechanic Helper 13.62
05250 - Motor Vehicle Upholstery Worker 15.82
05280 - Motor Vehicle Wrecker 15.82
05310 - Painter Automotive 17.19
05340 - Radiator Repair Specialist 15.82
05370 - Tire Repairer 11.49
05400 - Transmission Repair Specialist 17.99
07000 - Food Preparation And Service Occupations
07010 - Baker 11.80
07041 - Cook I 11.92
07042 - Cook II 14.21
07070 - Dishwasher 9.46
07130 - Food Service Worker 10.58

07210 - Meat Cutter	16.48
07260 - Waiter/Waitress	9.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.45
09040 - Furniture Handler	13.20
09080 - Furniture Refinisher	21.45
09090 - Furniture Refinisher Helper	16.72
09110 - Furniture Repairer Minor	20.30
09130 - Upholsterer	21.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.87
11060 - Elevator Operator	10.87
11090 - Gardener	18.91
11122 - Housekeeping Aide	11.32
11150 - Janitor	11.32
11210 - Laborer Grounds Maintenance	13.39
11240 - Maid or Houseman	10.77
11260 - Pruner	11.66
11270 - Tractor Operator	17.07
11330 - Trail Maintenance Worker	13.39
11360 - Window Cleaner	12.95
12000 - Health Occupations	
12010 - Ambulance Driver	16.40
12011 - Breath Alcohol Technician	19.55
12012 - Certified Occupational Therapist Assistant	26.82
12015 - Certified Physical Therapist Assistant	26.82
12020 - Dental Assistant	18.18
12025 - Dental Hygienist	39.93
12030 - EKG Technician	29.61
12035 - Electroneurodiagnostic Technologist	29.61
12040 - Emergency Medical Technician	16.40
12071 - Licensed Practical Nurse I	18.73
12072 - Licensed Practical Nurse II	20.92
12073 - Licensed Practical Nurse III	23.32
12100 - Medical Assistant	14.55
12130 - Medical Laboratory Technician	25.48
12160 - Medical Record Clerk	15.82
12190 - Medical Record Technician	17.70
12195 - Medical Transcriptionist	17.47
12210 - Nuclear Medicine Technologist	42.94
12221 - Nursing Assistant I	11.01
12222 - Nursing Assistant II	12.38
12223 - Nursing Assistant III	13.50
12224 - Nursing Assistant IV	15.16
12235 - Optical Dispenser	18.95
12236 - Optical Technician	17.47
12250 - Pharmacy Technician	17.42
12280 - Phlebotomist	17.47
12305 - Radiologic Technologist	29.61
12311 - Registered Nurse I	25.39

12312 - Registered Nurse II		31.06
12313 - Registered Nurse II Specialist		31.06
12314 - Registered Nurse III		37.58
12315 - Registered Nurse III Anesthetist		37.58
12316 - Registered Nurse IV		45.04
12317 - Scheduler (Drug and Alcohol Testing)		24.20
12320 - Substance Abuse Treatment Counselor		24.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.70
13012 - Exhibits Specialist II		24.40
13013 - Exhibits Specialist III		29.84
13041 - Illustrator I		19.48
13042 - Illustrator II		24.15
13043 - Illustrator III		27.86
13047 - Librarian		27.03
13050 - Library Aide/Clerk		11.02
13054 - Library Information Technology Systems Administrator		24.40
13058 - Library Technician		15.10
13061 - Media Specialist I		17.60
13062 - Media Specialist II		19.70
13063 - Media Specialist III		21.96
13071 - Photographer I		17.60
13072 - Photographer II		19.70
13073 - Photographer III		24.40
13074 - Photographer IV		29.40
13075 - Photographer V		35.56
13090 - Technical Order Library Clerk		16.23
13110 - Video Teleconference Technician		18.57
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.48
14042 - Computer Operator II		18.44
14043 - Computer Operator III		21.03
14044 - Computer Operator IV		23.39
14045 - Computer Operator V		26.77
14071 - Computer Programmer I	(see 1)	24.65
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		16.48
14160 - Personal Computer Support Technician		23.39
14170 - System Support Specialist		29.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.38
15020 - Aircrew Training Devices Instructor (Rated)		36.73
15030 - Air Crew Training Devices Instructor (Pilot)		44.06
15050 - Computer Based Training Specialist / Instructor		30.38

15060 - Educational Technologist 32.05
15070 - Flight Instructor (Pilot) 44.06
15080 - Graphic Artist 27.57
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.06
15086 - Maintenance Test Pilot Rotary Wing 44.06
15088 - Non-Maintenance Test/Co-Pilot 44.06
15090 - Technical Instructor 20.47
15095 - Technical Instructor/Course Developer 27.57
15110 - Test Proctor 16.51
15120 - Tutor 16.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.57
16030 - Counter Attendant 11.57
16040 - Dry Cleaner 13.22
16070 - Finisher Flatwork Machine 11.57
16090 - Presser Hand 11.57
16110 - Presser Machine Drycleaning 11.57
16130 - Presser Machine Shirts 11.57
16160 - Presser Machine Wearing Apparel Laundry 11.57
16190 - Sewing Machine Operator 13.78
16220 - Tailor 14.33
16250 - Washer Machine 12.12
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.95
19040 - Tool And Die Maker 30.43
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.19
21030 - Material Coordinator 23.17
21040 - Material Expediter 23.17
21050 - Material Handling Laborer 13.23
21071 - Order Filler 11.53
21080 - Production Line Worker (Food Processing) 17.19
21110 - Shipping Packer 16.60
21130 - Shipping/Receiving Clerk 16.60
21140 - Store Worker I 10.86
21150 - Stock Clerk 15.81
21210 - Tools And Parts Attendant 17.19
21410 - Warehouse Specialist 17.19
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.30
23019 - Aircraft Logs and Records Technician 20.37
23021 - Aircraft Mechanic I 25.73
23022 - Aircraft Mechanic II 27.30
23023 - Aircraft Mechanic III 28.86
23040 - Aircraft Mechanic Helper 16.78
23050 - Aircraft Painter 23.95
23060 - Aircraft Servicer 20.37
23070 - Aircraft Survival Flight Equipment Technician 23.95
23080 - Aircraft Worker 22.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 22.15

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 25.73
II
23110 - Appliance Mechanic 23.68
23120 - Bicycle Repairer 17.61
23125 - Cable Splicer 34.89
23130 - Carpenter Maintenance 18.87
23140 - Carpet Layer 22.08
23160 - Electrician Maintenance 25.23
23181 - Electronics Technician Maintenance I 25.16
23182 - Electronics Technician Maintenance II 27.32
23183 - Electronics Technician Maintenance III 29.47
23260 - Fabric Worker 20.30
23290 - Fire Alarm System Mechanic 22.70
23310 - Fire Extinguisher Repairer 18.52
23311 - Fuel Distribution System Mechanic 25.65
23312 - Fuel Distribution System Operator 19.82
23370 - General Maintenance Worker 15.51
23380 - Ground Support Equipment Mechanic 25.73
23381 - Ground Support Equipment Servicer 20.37
23382 - Ground Support Equipment Worker 22.15
23391 - Gunsmith I 18.52
23392 - Gunsmith II 22.08
23393 - Gunsmith III 25.65
23410 - Heating Ventilation And Air-Conditioning 21.95
Mechanic
23411 - Heating Ventilation And Air Contidioning 21.26
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 26.56
23440 - Heavy Equipment Operator 19.40
23460 - Instrument Mechanic 27.47
23465 - Laboratory/Shelter Mechanic 23.86
23470 - Laborer 13.23
23510 - Locksmith 23.86
23530 - Machinery Maintenance Mechanic 28.43
23550 - Machinist Maintenance 28.29
23580 - Maintenance Trades Helper 12.56
23591 - Metrology Technician I 27.47
23592 - Metrology Technician II 29.34
23593 - Metrology Technician III 30.82
23640 - Millwright 25.65
23710 - Office Appliance Repairer 23.86
23760 - Painter Maintenance 15.94
23790 - Pipefitter Maintenance 24.23
23810 - Plumber Maintenance 22.66
23820 - Pneudraulic Systems Mechanic 25.65
23850 - Rigger 25.65
23870 - Scale Mechanic 22.08
23890 - Sheet-Metal Worker Maintenance 25.65
23910 - Small Engine Mechanic 22.08

23931 - Telecommunications Mechanic I 32.03
23932 - Telecommunications Mechanic II 34.22
23950 - Telephone Lineman 25.73
23960 - Welder Combination Maintenance 22.25
23965 - Well Driller 27.07
23970 - Woodcraft Worker 25.65
23980 - Woodworker 18.58
24000 - Personal Needs Occupations
24550 - Case Manager 17.25
24570 - Child Care Attendant 10.77
24580 - Child Care Center Clerk 14.77
24610 - Chore Aide 9.65
24620 - Family Readiness And Support Services Coordinator 17.25
24630 - Homemaker 17.49
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.65
25040 - Sewage Plant Operator 18.32
25070 - Stationary Engineer 25.65
25190 - Ventilation Equipment Tender 16.72
25210 - Water Treatment Plant Operator 17.71
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.92
27007 - Baggage Inspector 12.35
27008 - Corrections Officer 17.17
27010 - Court Security Officer 18.23
27030 - Detection Dog Handler 13.82
27040 - Detention Officer 17.17
27070 - Firefighter 19.28
27101 - Guard I 12.35
27102 - Guard II 13.82
27131 - Police Officer I 21.40
27132 - Police Officer II 23.77
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.13
28042 - Carnival Equipment Repairer 16.75
28043 - Carnival Worker 10.33
28210 - Gate Attendant/Gate Tender 13.59
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 15.21
28510 - Recreation Aide/Health Facility Attendant 11.10
28515 - Recreation Specialist 18.06
28630 - Sports Official 12.11
28690 - Swimming Pool Operator 23.11
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.15
29020 - Hatch Tender 22.15
29030 - Line Handler 22.15
29041 - Stevedore I 20.37
29042 - Stevedore II 23.95

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.14
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.68
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.48
30021 - Archeological Technician I		19.13
30022 - Archeological Technician II		21.45
30023 - Archeological Technician III		26.26
30030 - Cartographic Technician		26.59
30040 - Civil Engineering Technician		24.00
30051 - Cryogenic Technician I		23.38
30052 - Cryogenic Technician II		25.82
30061 - Drafter/CAD Operator I		19.13
30062 - Drafter/CAD Operator II		21.45
30063 - Drafter/CAD Operator III		23.93
30064 - Drafter/CAD Operator IV		28.50
30081 - Engineering Technician I		16.70
30082 - Engineering Technician II		18.73
30083 - Engineering Technician III		20.96
30084 - Engineering Technician IV		25.97
30085 - Engineering Technician V		31.77
30086 - Engineering Technician VI		38.43
30090 - Environmental Technician		22.40
30095 - Evidence Control Specialist		21.11
30210 - Laboratory Technician		24.87
30221 - Latent Fingerprint Technician I		23.38
30222 - Latent Fingerprint Technician II		25.82
30240 - Mathematical Technician		26.59
30361 - Paralegal/Legal Assistant I		19.08
30362 - Paralegal/Legal Assistant II		23.64
30363 - Paralegal/Legal Assistant III		28.92
30364 - Paralegal/Legal Assistant IV		34.99
30375 - Petroleum Supply Specialist		25.82
30390 - Photo-Optics Technician		26.59
30395 - Radiation Control Technician		25.82
30461 - Technical Writer I		23.34
30462 - Technical Writer II		28.56
30463 - Technical Writer III		34.54
30491 - Unexploded Ordnance (UXO) Technician I		25.51
30492 - Unexploded Ordnance (UXO) Technician II		30.86
30493 - Unexploded Ordnance (UXO) Technician III		36.99
30494 - Unexploded (UXO) Safety Escort		25.51
30495 - Unexploded (UXO) Sweep Personnel		25.51
30501 - Weather Forecaster I		28.50
30502 - Weather Forecaster II		34.66
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.93
30621 - Weather Observer Senior	(see 2)	26.59

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.86
31020 - Bus Aide		11.27

31030 - Bus Driver	17.35
31043 - Driver Courier	13.34
31260 - Parking and Lot Attendant	9.93
31290 - Shuttle Bus Driver	13.56
31310 - Taxi Driver	11.43
31361 - Truckdriver Light	13.56
31362 - Truckdriver Medium	16.66
31363 - Truckdriver Heavy	19.68
31364 - Truckdriver Tractor-Trailer	19.68
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.05
99030 - Cashier	10.06
99050 - Desk Clerk	11.39
99095 - Embalmer	25.51
99130 - Flight Follower	25.51
99251 - Laboratory Animal Caretaker I	16.29
99252 - Laboratory Animal Caretaker II	18.18
99260 - Marketing Analyst	22.26
99310 - Mortician	25.51
99410 - Pest Controller	21.53
99510 - Photofinishing Worker	13.40
99710 - Recycling Laborer	15.33
99711 - Recycling Specialist	19.46
99730 - Refuse Collector	13.30
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	12.14
99830 - Survey Party Chief	24.28
99831 - Surveying Aide	22.10
99832 - Surveying Technician	22.28
99840 - Vending Machine Attendant	12.89
99841 - Vending Machine Repairer	16.24
99842 - Vending Machine Repairer Helper	12.29

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5453
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Mexico

Area: New Mexico Counties of De Baca Guadalupe Harding

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.91
01012 - Accounting Clerk II		15.62
01013 - Accounting Clerk III		17.47
01020 - Administrative Assistant		27.93
01035 - Court Reporter		18.61
01041 - Customer Service Representative I		11.50
01042 - Customer Service Representative II		12.93
01043 - Customer Service Representative III		14.10
01051 - Data Entry Operator I		12.27
01052 - Data Entry Operator II		13.44
01060 - Dispatcher Motor Vehicle		20.13
01070 - Document Preparation Clerk		13.86
01090 - Duplicating Machine Operator		13.86
01111 - General Clerk I		11.35
01112 - General Clerk II		12.39

01113 - General Clerk III 13.90
01120 - Housing Referral Assistant 19.39
01141 - Messenger Courier 10.77
01191 - Order Clerk I 12.69
01192 - Order Clerk II 13.85
01261 - Personnel Assistant (Employment) I 16.05
01262 - Personnel Assistant (Employment) II 17.96
01263 - Personnel Assistant (Employment) III 20.02
01270 - Production Control Clerk 26.13
01290 - Rental Clerk 13.48
01300 - Scheduler Maintenance 15.54
01311 - Secretary I 15.54
01312 - Secretary II 17.39
01313 - Secretary III 19.39
01320 - Service Order Dispatcher 17.99
01410 - Supply Technician 27.93
01420 - Survey Worker 15.41
01460 - Switchboard Operator/Receptionist 12.08
01531 - Travel Clerk I 11.82
01532 - Travel Clerk II 12.76
01533 - Travel Clerk III 13.57
01611 - Word Processor I 13.85
01612 - Word Processor II 15.54
01613 - Word Processor III 17.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.87
05010 - Automotive Electrician 18.12
05040 - Automotive Glass Installer 15.82
05070 - Automotive Worker 15.82
05110 - Mobile Equipment Servicer 13.50
05130 - Motor Equipment Metal Mechanic 17.99
05160 - Motor Equipment Metal Worker 15.82
05190 - Motor Vehicle Mechanic 18.12
05220 - Motor Vehicle Mechanic Helper 13.62
05250 - Motor Vehicle Upholstery Worker 15.82
05280 - Motor Vehicle Wrecker 15.82
05310 - Painter Automotive 17.19
05340 - Radiator Repair Specialist 15.82
05370 - Tire Repairer 13.88
05400 - Transmission Repair Specialist 17.99
07000 - Food Preparation And Service Occupations
07010 - Baker 12.42
07041 - Cook I 11.30
07042 - Cook II 13.41
07070 - Dishwasher 9.36
07130 - Food Service Worker 9.48
07210 - Meat Cutter 17.68
07260 - Waiter/Waitress 9.01
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.50

09040 - Furniture Handler 13.01
09080 - Furniture Refinisher 19.50
09090 - Furniture Refinisher Helper 16.40
09110 - Furniture Repairer Minor 19.64
09130 - Upholsterer 19.50
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.79
11060 - Elevator Operator 10.79
11090 - Gardener 16.56
11122 - Housekeeping Aide 11.29
11150 - Janitor 11.29
11210 - Laborer Grounds Maintenance 11.88
11240 - Maid or Houseman 10.27
11260 - Pruner 10.45
11270 - Tractor Operator 15.00
11330 - Trail Maintenance Worker 11.88
11360 - Window Cleaner 12.83
12000 - Health Occupations
12010 - Ambulance Driver 16.15
12011 - Breath Alcohol Technician 21.82
12012 - Certified Occupational Therapist Assistant 29.13
12015 - Certified Physical Therapist Assistant 23.12
12020 - Dental Assistant 16.62
12025 - Dental Hygienist 48.31
12030 - EKG Technician 33.12
12035 - Electroneurodiagnostic Technologist 33.12
12040 - Emergency Medical Technician 16.15
12071 - Licensed Practical Nurse I 19.54
12072 - Licensed Practical Nurse II 21.86
12073 - Licensed Practical Nurse III 24.36
12100 - Medical Assistant 13.76
12130 - Medical Laboratory Technician 22.85
12160 - Medical Record Clerk 14.98
12190 - Medical Record Technician 17.22
12195 - Medical Transcriptionist 19.20
12210 - Nuclear Medicine Technologist 48.02
12221 - Nursing Assistant I 11.82
12222 - Nursing Assistant II 13.29
12223 - Nursing Assistant III 14.50
12224 - Nursing Assistant IV 16.27
12235 - Optical Dispenser 15.40
12236 - Optical Technician 19.54
12250 - Pharmacy Technician 14.99
12280 - Phlebotomist 14.29
12305 - Radiologic Technologist 26.71
12311 - Registered Nurse I 25.39
12312 - Registered Nurse II 31.06
12313 - Registered Nurse II Specialist 31.06
12314 - Registered Nurse III 37.58
12315 - Registered Nurse III Anesthetist 37.58

12316 - Registered Nurse IV		45.04
12317 - Scheduler (Drug and Alcohol Testing)		25.50
12320 - Substance Abuse Treatment Counselor		24.28
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.35
13012 - Exhibits Specialist II		21.18
13013 - Exhibits Specialist III		25.33
13041 - Illustrator I		16.10
13042 - Illustrator II		19.95
13043 - Illustrator III		24.22
13047 - Librarian		22.91
13050 - Library Aide/Clerk		9.87
13054 - Library Information Technology Systems Administrator		20.67
13058 - Library Technician		13.76
13061 - Media Specialist I		15.31
13062 - Media Specialist II		17.18
13063 - Media Specialist III		19.07
13071 - Photographer I		15.88
13072 - Photographer II		17.63
13073 - Photographer III		21.70
13074 - Photographer IV		24.30
13075 - Photographer V		29.39
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.57
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.48
14042 - Computer Operator II		18.44
14043 - Computer Operator III		21.03
14044 - Computer Operator IV		23.39
14045 - Computer Operator V		26.77
14071 - Computer Programmer I	(see 1)	22.41
14072 - Computer Programmer II	(see 1)	26.14
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		16.48
14160 - Personal Computer Support Technician		23.39
14170 - System Support Specialist		30.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.42
15020 - Aircrew Training Devices Instructor (Rated)		34.38
15030 - Air Crew Training Devices Instructor (Pilot)		41.21
15050 - Computer Based Training Specialist / Instructor		28.42
15060 - Educational Technologist		34.51
15070 - Flight Instructor (Pilot)		41.21
15080 - Graphic Artist		22.41
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.31

15086 - Maintenance Test Pilot Rotary Wing 40.31
15088 - Non-Maintenance Test/Co-Pilot 40.31
15090 - Technical Instructor 22.85
15095 - Technical Instructor/Course Developer 29.49
15110 - Test Proctor 18.46
15120 - Tutor 18.46
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.00
16030 - Counter Attendant 11.00
16040 - Dry Cleaner 12.80
16070 - Finisher Flatwork Machine 11.00
16090 - Presser Hand 11.00
16110 - Presser Machine Drycleaning 11.00
16130 - Presser Machine Shirts 11.00
16160 - Presser Machine Wearing Apparel Laundry 11.00
16190 - Sewing Machine Operator 13.50
16220 - Tailor 14.19
16250 - Washer Machine 11.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.67
19040 - Tool And Die Maker 30.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.12
21030 - Material Coordinator 26.13
21040 - Material Expediter 26.13
21050 - Material Handling Laborer 13.46
21071 - Order Filler 11.76
21080 - Production Line Worker (Food Processing) 16.12
21110 - Shipping Packer 16.29
21130 - Shipping/Receiving Clerk 16.29
21140 - Store Worker I 10.18
21150 - Stock Clerk 14.77
21210 - Tools And Parts Attendant 16.12
21410 - Warehouse Specialist 16.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.46
23019 - Aircraft Logs and Records Technician 21.16
23021 - Aircraft Mechanic I 26.66
23022 - Aircraft Mechanic II 28.46
23023 - Aircraft Mechanic III 30.12
23040 - Aircraft Mechanic Helper 17.55
23050 - Aircraft Painter 24.79
23060 - Aircraft Servicer 21.16
23070 - Aircraft Survival Flight Equipment Technician 24.79
23080 - Aircraft Worker 22.99
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.99
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.66
23110 - Appliance Mechanic 23.67

23120 - Bicycle Repairer 17.61
23125 - Cable Splicer 29.85
23130 - Carpenter Maintenance 19.38
23140 - Carpet Layer 21.95
23160 - Electrician Maintenance 25.84
23181 - Electronics Technician Maintenance I 25.16
23182 - Electronics Technician Maintenance II 27.32
23183 - Electronics Technician Maintenance III 29.47
23260 - Fabric Worker 20.20
23290 - Fire Alarm System Mechanic 27.16
23310 - Fire Extinguisher Repairer 18.50
23311 - Fuel Distribution System Mechanic 33.98
23312 - Fuel Distribution System Operator 25.80
23370 - General Maintenance Worker 15.68
23380 - Ground Support Equipment Mechanic 26.66
23381 - Ground Support Equipment Servicer 21.16
23382 - Ground Support Equipment Worker 22.99
23391 - Gunsmith I 18.50
23392 - Gunsmith II 21.95
23393 - Gunsmith III 25.46
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.00
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.34
23430 - Heavy Equipment Mechanic 26.91
23440 - Heavy Equipment Operator 21.80
23460 - Instrument Mechanic 27.47
23465 - Laboratory/Shelter Mechanic 23.67
23470 - Laborer 13.46
23510 - Locksmith 23.67
23530 - Machinery Maintenance Mechanic 29.77
23550 - Machinist Maintenance 24.93
23580 - Maintenance Trades Helper 15.20
23591 - Metrology Technician I 27.47
23592 - Metrology Technician II 29.34
23593 - Metrology Technician III 31.02
23640 - Millwright 25.46
23710 - Office Appliance Repairer 23.67
23760 - Painter Maintenance 19.21
23790 - Pipefitter Maintenance 22.95
23810 - Plumber Maintenance 21.34
23820 - Pneudraulic Systems Mechanic 25.46
23850 - Rigger 25.46
23870 - Scale Mechanic 21.95
23890 - Sheet-Metal Worker Maintenance 25.58
23910 - Small Engine Mechanic 17.79
23931 - Telecommunications Mechanic I 25.14
23932 - Telecommunications Mechanic II 26.83
23950 - Telephone Lineman 25.46
23960 - Welder Combination Maintenance 25.68

23965 - Well Driller		24.92
23970 - Woodcraft Worker		25.46
23980 - Woodworker		18.50
24000 - Personal Needs Occupations		
24550 - Case Manager		17.12
24570 - Child Care Attendant		10.31
24580 - Child Care Center Clerk		14.77
24610 - Chore Aide		9.70
24620 - Family Readiness And Support Services Coordinator		17.12
24630 - Homemaker		17.49
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.46
25040 - Sewage Plant Operator		18.56
25070 - Stationary Engineer		25.46
25190 - Ventilation Equipment Tender		16.76
25210 - Water Treatment Plant Operator		18.56
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.03
27007 - Baggage Inspector		13.05
27008 - Corrections Officer		17.77
27010 - Court Security Officer		17.70
27030 - Detection Dog Handler		14.60
27040 - Detention Officer		17.77
27070 - Firefighter		17.63
27101 - Guard I		13.05
27102 - Guard II		14.60
27131 - Police Officer I		22.38
27132 - Police Officer II		24.86
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.25
28042 - Carnival Equipment Repairer		16.84
28043 - Carnival Worker		10.52
28210 - Gate Attendant/Gate Tender		13.60
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		15.22
28510 - Recreation Aide/Health Facility Attendant		11.10
28515 - Recreation Specialist		18.84
28630 - Sports Official		12.11
28690 - Swimming Pool Operator		19.99
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.68
29020 - Hatch Tender		27.68
29030 - Line Handler		27.68
29041 - Stevedore I		25.47
29042 - Stevedore II		29.85
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		17.39
30022 - Archeological Technician II		19.50
30023 - Archeological Technician III		23.87
30030 - Cartographic Technician		24.17
30040 - Civil Engineering Technician		24.00
30051 - Cryogenic Technician I		23.79
30052 - Cryogenic Technician II		26.27
30061 - Drafter/CAD Operator I		17.39
30062 - Drafter/CAD Operator II		19.50
30063 - Drafter/CAD Operator III		21.75
30064 - Drafter/CAD Operator IV		25.91
30081 - Engineering Technician I		15.46
30082 - Engineering Technician II		17.36
30083 - Engineering Technician III		19.42
30084 - Engineering Technician IV		24.05
30085 - Engineering Technician V		29.43
30086 - Engineering Technician VI		35.61
30090 - Environmental Technician		21.45
30095 - Evidence Control Specialist		21.48
30210 - Laboratory Technician		22.61
30221 - Latent Fingerprint Technician I		23.79
30222 - Latent Fingerprint Technician II		26.27
30240 - Mathematical Technician		24.17
30361 - Paralegal/Legal Assistant I		20.44
30362 - Paralegal/Legal Assistant II		25.32
30363 - Paralegal/Legal Assistant III		30.98
30364 - Paralegal/Legal Assistant IV		37.48
30375 - Petroleum Supply Specialist		26.27
30390 - Photo-Optics Technician		24.17
30395 - Radiation Control Technician		26.27
30461 - Technical Writer I		21.48
30462 - Technical Writer II		26.27
30463 - Technical Writer III		31.78
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.29
30502 - Weather Forecaster II		30.77
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.75
30621 - Weather Observer Senior	(see 2)	24.17
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		10.73
31030 - Bus Driver		17.17
31043 - Driver Courier		15.97
31260 - Parking and Lot Attendant		11.57
31290 - Shuttle Bus Driver		17.63

31310 - Taxi Driver	11.57
31361 - Truckdriver Light	17.63
31362 - Truckdriver Medium	19.26
31363 - Truckdriver Heavy	21.98
31364 - Truckdriver Tractor-Trailer	21.98
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.39
99050 - Desk Clerk	10.57
99095 - Embalmer	26.66
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.13
99252 - Laboratory Animal Caretaker II	12.42
99260 - Marketing Analyst	24.11
99310 - Mortician	26.66
99410 - Pest Controller	17.07
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.37
99711 - Recycling Specialist	25.07
99730 - Refuse Collector	17.70
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	13.68
99830 - Survey Party Chief	24.05
99831 - Surveying Aide	21.87
99832 - Surveying Technician	22.06
99840 - Vending Machine Attendant	16.48
99841 - Vending Machine Repairer	21.37
99842 - Vending Machine Repairer Helper	15.39

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5454
Revision No.: 14
Date Of Last Revision: 06/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Mexico

Area: New Mexico Counties of De Baca Guadalupe Harding

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.91
01012 - Accounting Clerk II		15.62
01013 - Accounting Clerk III		17.47
01020 - Administrative Assistant		27.93
01035 - Court Reporter		18.61
01041 - Customer Service Representative I		11.50
01042 - Customer Service Representative II		12.93
01043 - Customer Service Representative III		14.10
01051 - Data Entry Operator I		12.27
01052 - Data Entry Operator II		13.44
01060 - Dispatcher Motor Vehicle		20.13
01070 - Document Preparation Clerk		13.86

01090 - Duplicating Machine Operator 13.86
01111 - General Clerk I 11.35
01112 - General Clerk II 12.39
01113 - General Clerk III 13.90
01120 - Housing Referral Assistant 19.39
01141 - Messenger Courier 10.77
01191 - Order Clerk I 12.69
01192 - Order Clerk II 13.85
01261 - Personnel Assistant (Employment) I 16.05
01262 - Personnel Assistant (Employment) II 17.96
01263 - Personnel Assistant (Employment) III 20.02
01270 - Production Control Clerk 26.13
01290 - Rental Clerk 13.48
01300 - Scheduler Maintenance 15.54
01311 - Secretary I 15.54
01312 - Secretary II 17.39
01313 - Secretary III 19.39
01320 - Service Order Dispatcher 17.99
01410 - Supply Technician 27.93
01420 - Survey Worker 15.41
01460 - Switchboard Operator/Receptionist 12.08
01531 - Travel Clerk I 11.82
01532 - Travel Clerk II 12.76
01533 - Travel Clerk III 13.57
01611 - Word Processor I 13.85
01612 - Word Processor II 15.54
01613 - Word Processor III 17.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.87
05010 - Automotive Electrician 18.12
05040 - Automotive Glass Installer 15.82
05070 - Automotive Worker 15.82
05110 - Mobile Equipment Servicer 13.50
05130 - Motor Equipment Metal Mechanic 17.99
05160 - Motor Equipment Metal Worker 15.82
05190 - Motor Vehicle Mechanic 18.12
05220 - Motor Vehicle Mechanic Helper 13.62
05250 - Motor Vehicle Upholstery Worker 15.82
05280 - Motor Vehicle Wrecker 15.82
05310 - Painter Automotive 17.19
05340 - Radiator Repair Specialist 15.82
05370 - Tire Repairer 13.88
05400 - Transmission Repair Specialist 17.99
07000 - Food Preparation And Service Occupations
07010 - Baker 12.42
07041 - Cook I 11.30
07042 - Cook II 13.41
07070 - Dishwasher 9.36
07130 - Food Service Worker 9.48
07210 - Meat Cutter 17.68

07260 - Waiter/Waitress	9.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.50
09040 - Furniture Handler	13.01
09080 - Furniture Refinisher	19.50
09090 - Furniture Refinisher Helper	16.40
09110 - Furniture Repairer Minor	19.64
09130 - Upholsterer	19.50
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.79
11060 - Elevator Operator	10.79
11090 - Gardener	16.56
11122 - Housekeeping Aide	11.29
11150 - Janitor	11.29
11210 - Laborer Grounds Maintenance	11.88
11240 - Maid or Houseman	10.27
11260 - Pruner	10.45
11270 - Tractor Operator	15.00
11330 - Trail Maintenance Worker	11.88
11360 - Window Cleaner	12.83
12000 - Health Occupations	
12010 - Ambulance Driver	16.15
12011 - Breath Alcohol Technician	21.82
12012 - Certified Occupational Therapist Assistant	29.13
12015 - Certified Physical Therapist Assistant	23.12
12020 - Dental Assistant	16.62
12025 - Dental Hygienist	48.31
12030 - EKG Technician	33.12
12035 - Electroneurodiagnostic Technologist	33.12
12040 - Emergency Medical Technician	16.15
12071 - Licensed Practical Nurse I	19.54
12072 - Licensed Practical Nurse II	21.86
12073 - Licensed Practical Nurse III	24.36
12100 - Medical Assistant	13.76
12130 - Medical Laboratory Technician	22.85
12160 - Medical Record Clerk	14.98
12190 - Medical Record Technician	17.22
12195 - Medical Transcriptionist	19.20
12210 - Nuclear Medicine Technologist	48.02
12221 - Nursing Assistant I	11.82
12222 - Nursing Assistant II	13.29
12223 - Nursing Assistant III	14.50
12224 - Nursing Assistant IV	16.27
12235 - Optical Dispenser	15.40
12236 - Optical Technician	19.54
12250 - Pharmacy Technician	14.99
12280 - Phlebotomist	14.29
12305 - Radiologic Technologist	26.71
12311 - Registered Nurse I	25.39
12312 - Registered Nurse II	31.06

12313 - Registered Nurse II Specialist		31.06
12314 - Registered Nurse III		37.58
12315 - Registered Nurse III Anesthetist		37.58
12316 - Registered Nurse IV		45.04
12317 - Scheduler (Drug and Alcohol Testing)		25.50
12320 - Substance Abuse Treatment Counselor		24.28
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.35
13012 - Exhibits Specialist II		21.18
13013 - Exhibits Specialist III		25.33
13041 - Illustrator I		16.10
13042 - Illustrator II		19.95
13043 - Illustrator III		24.22
13047 - Librarian		22.91
13050 - Library Aide/Clerk		9.87
13054 - Library Information Technology Systems Administrator		20.67
13058 - Library Technician		13.76
13061 - Media Specialist I		15.31
13062 - Media Specialist II		17.18
13063 - Media Specialist III		19.07
13071 - Photographer I		15.88
13072 - Photographer II		17.63
13073 - Photographer III		21.70
13074 - Photographer IV		24.30
13075 - Photographer V		29.39
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.57
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.48
14042 - Computer Operator II		18.44
14043 - Computer Operator III		21.03
14044 - Computer Operator IV		23.39
14045 - Computer Operator V		26.77
14071 - Computer Programmer I	(see 1)	22.41
14072 - Computer Programmer II	(see 1)	26.14
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		16.48
14160 - Personal Computer Support Technician		23.39
14170 - System Support Specialist		30.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.42
15020 - Aircrew Training Devices Instructor (Rated)		34.38
15030 - Air Crew Training Devices Instructor (Pilot)		41.21
15050 - Computer Based Training Specialist / Instructor		28.42
15060 - Educational Technologist		34.51

15070 - Flight Instructor (Pilot) 41.21
15080 - Graphic Artist 22.41
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.31
15086 - Maintenance Test Pilot Rotary Wing 40.31
15088 - Non-Maintenance Test/Co-Pilot 40.31
15090 - Technical Instructor 22.85
15095 - Technical Instructor/Course Developer 29.49
15110 - Test Proctor 18.46
15120 - Tutor 18.46
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.00
16030 - Counter Attendant 11.00
16040 - Dry Cleaner 12.80
16070 - Finisher Flatwork Machine 11.00
16090 - Presser Hand 11.00
16110 - Presser Machine Drycleaning 11.00
16130 - Presser Machine Shirts 11.00
16160 - Presser Machine Wearing Apparel Laundry 11.00
16190 - Sewing Machine Operator 13.50
16220 - Tailor 14.19
16250 - Washer Machine 11.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.67
19040 - Tool And Die Maker 30.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.12
21030 - Material Coordinator 26.13
21040 - Material Expediter 26.13
21050 - Material Handling Laborer 13.46
21071 - Order Filler 11.76
21080 - Production Line Worker (Food Processing) 16.12
21110 - Shipping Packer 16.29
21130 - Shipping/Receiving Clerk 16.29
21140 - Store Worker I 10.18
21150 - Stock Clerk 14.77
21210 - Tools And Parts Attendant 16.12
21410 - Warehouse Specialist 16.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.46
23019 - Aircraft Logs and Records Technician 21.16
23021 - Aircraft Mechanic I 26.66
23022 - Aircraft Mechanic II 28.46
23023 - Aircraft Mechanic III 30.12
23040 - Aircraft Mechanic Helper 17.55
23050 - Aircraft Painter 24.79
23060 - Aircraft Servicer 21.16
23070 - Aircraft Survival Flight Equipment Technician 24.79
23080 - Aircraft Worker 22.99
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.99

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.66
23110 - Appliance Mechanic 23.67
23120 - Bicycle Repairer 17.61
23125 - Cable Splicer 29.85
23130 - Carpenter Maintenance 19.38
23140 - Carpet Layer 21.95
23160 - Electrician Maintenance 25.84
23181 - Electronics Technician Maintenance I 25.16
23182 - Electronics Technician Maintenance II 27.32
23183 - Electronics Technician Maintenance III 29.47
23260 - Fabric Worker 20.20
23290 - Fire Alarm System Mechanic 27.16
23310 - Fire Extinguisher Repairer 18.50
23311 - Fuel Distribution System Mechanic 33.98
23312 - Fuel Distribution System Operator 25.80
23370 - General Maintenance Worker 15.68
23380 - Ground Support Equipment Mechanic 26.66
23381 - Ground Support Equipment Servicer 21.16
23382 - Ground Support Equipment Worker 22.99
23391 - Gunsmith I 18.50
23392 - Gunsmith II 21.95
23393 - Gunsmith III 25.46
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.00
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.34
23430 - Heavy Equipment Mechanic 26.91
23440 - Heavy Equipment Operator 21.80
23460 - Instrument Mechanic 27.47
23465 - Laboratory/Shelter Mechanic 23.67
23470 - Laborer 13.46
23510 - Locksmith 23.67
23530 - Machinery Maintenance Mechanic 29.77
23550 - Machinist Maintenance 24.93
23580 - Maintenance Trades Helper 15.20
23591 - Metrology Technician I 27.47
23592 - Metrology Technician II 29.34
23593 - Metrology Technician III 31.02
23640 - Millwright 25.46
23710 - Office Appliance Repairer 23.67
23760 - Painter Maintenance 19.21
23790 - Pipefitter Maintenance 22.95
23810 - Plumber Maintenance 21.34
23820 - Pneudraulic Systems Mechanic 25.46
23850 - Rigger 25.46
23870 - Scale Mechanic 21.95
23890 - Sheet-Metal Worker Maintenance 25.58
23910 - Small Engine Mechanic 17.79
23931 - Telecommunications Mechanic I 25.14

23932 - Telecommunications Mechanic II 26.83
23950 - Telephone Lineman 25.46
23960 - Welder Combination Maintenance 25.68
23965 - Well Driller 24.92
23970 - Woodcraft Worker 25.46
23980 - Woodworker 18.50
24000 - Personal Needs Occupations
24550 - Case Manager 17.12
24570 - Child Care Attendant 10.31
24580 - Child Care Center Clerk 14.77
24610 - Chore Aide 9.70
24620 - Family Readiness And Support Services Coordinator 17.12
24630 - Homemaker 17.49
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.46
25040 - Sewage Plant Operator 18.56
25070 - Stationary Engineer 25.46
25190 - Ventilation Equipment Tender 16.76
25210 - Water Treatment Plant Operator 18.56
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.03
27007 - Baggage Inspector 13.05
27008 - Corrections Officer 17.77
27010 - Court Security Officer 17.70
27030 - Detection Dog Handler 14.60
27040 - Detention Officer 17.77
27070 - Firefighter 17.63
27101 - Guard I 13.05
27102 - Guard II 14.60
27131 - Police Officer I 22.38
27132 - Police Officer II 24.86
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.25
28042 - Carnival Equipment Repairer 16.84
28043 - Carnival Worker 10.52
28210 - Gate Attendant/Gate Tender 13.60
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 15.22
28510 - Recreation Aide/Health Facility Attendant 11.10
28515 - Recreation Specialist 18.84
28630 - Sports Official 12.11
28690 - Swimming Pool Operator 19.99
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.68
29020 - Hatch Tender 27.68
29030 - Line Handler 27.68
29041 - Stevedore I 25.47
29042 - Stevedore II 29.85
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.39
30022 - Archeological Technician II 19.50
30023 - Archeological Technician III 23.87
30030 - Cartographic Technician 24.17
30040 - Civil Engineering Technician 24.00
30051 - Cryogenic Technician I 23.79
30052 - Cryogenic Technician II 26.27
30061 - Drafter/CAD Operator I 17.39
30062 - Drafter/CAD Operator II 19.50
30063 - Drafter/CAD Operator III 21.75
30064 - Drafter/CAD Operator IV 25.91
30081 - Engineering Technician I 15.46
30082 - Engineering Technician II 17.36
30083 - Engineering Technician III 19.42
30084 - Engineering Technician IV 24.05
30085 - Engineering Technician V 29.43
30086 - Engineering Technician VI 35.61
30090 - Environmental Technician 21.45
30095 - Evidence Control Specialist 21.48
30210 - Laboratory Technician 22.61
30221 - Latent Fingerprint Technician I 23.79
30222 - Latent Fingerprint Technician II 26.27
30240 - Mathematical Technician 24.17
30361 - Paralegal/Legal Assistant I 20.44
30362 - Paralegal/Legal Assistant II 25.32
30363 - Paralegal/Legal Assistant III 30.98
30364 - Paralegal/Legal Assistant IV 37.48
30375 - Petroleum Supply Specialist 26.27
30390 - Photo-Optics Technician 24.17
30395 - Radiation Control Technician 26.27
30461 - Technical Writer I 21.48
30462 - Technical Writer II 26.27
30463 - Technical Writer III 31.78
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.29
30502 - Weather Forecaster II 30.77
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.75
30621 - Weather Observer Senior (see 2) 24.17
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 10.73
31030 - Bus Driver 17.17

31043 - Driver Courier	15.97
31260 - Parking and Lot Attendant	11.57
31290 - Shuttle Bus Driver	17.63
31310 - Taxi Driver	11.57
31361 - Truckdriver Light	17.63
31362 - Truckdriver Medium	19.26
31363 - Truckdriver Heavy	21.98
31364 - Truckdriver Tractor-Trailer	21.98
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.39
99050 - Desk Clerk	10.57
99095 - Embalmer	26.66
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.13
99252 - Laboratory Animal Caretaker II	12.42
99260 - Marketing Analyst	24.11
99310 - Mortician	26.66
99410 - Pest Controller	17.07
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.37
99711 - Recycling Specialist	25.07
99730 - Refuse Collector	17.70
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	13.68
99830 - Survey Party Chief	24.05
99831 - Surveying Aide	21.87
99832 - Surveying Technician	22.06
99840 - Vending Machine Attendant	16.48
99841 - Vending Machine Repairer	21.37
99842 - Vending Machine Repairer Helper	15.39

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5455
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Mexico

Area: New Mexico Counties of Chaves Eddy Lincoln Otero

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.91
01012 - Accounting Clerk II		15.62
01013 - Accounting Clerk III		17.47
01020 - Administrative Assistant		27.93
01035 - Court Reporter		17.39
01041 - Customer Service Representative I		11.50
01042 - Customer Service Representative II		12.93
01043 - Customer Service Representative III		14.10
01051 - Data Entry Operator I		12.27
01052 - Data Entry Operator II		13.38
01060 - Dispatcher Motor Vehicle		20.13
01070 - Document Preparation Clerk		13.85
01090 - Duplicating Machine Operator		13.85
01111 - General Clerk I		11.09
01112 - General Clerk II		12.10

01113 - General Clerk III 13.59
01120 - Housing Referral Assistant 19.39
01141 - Messenger Courier 10.77
01191 - Order Clerk I 12.69
01192 - Order Clerk II 13.85
01261 - Personnel Assistant (Employment) I 16.05
01262 - Personnel Assistant (Employment) II 17.96
01263 - Personnel Assistant (Employment) III 20.02
01270 - Production Control Clerk 24.53
01290 - Rental Clerk 13.43
01300 - Scheduler Maintenance 15.54
01311 - Secretary I 15.54
01312 - Secretary II 17.39
01313 - Secretary III 19.39
01320 - Service Order Dispatcher 17.99
01410 - Supply Technician 27.75
01420 - Survey Worker 15.07
01460 - Switchboard Operator/Receptionist 12.08
01531 - Travel Clerk I 11.16
01532 - Travel Clerk II 12.20
01533 - Travel Clerk III 13.19
01611 - Word Processor I 13.85
01612 - Word Processor II 15.54
01613 - Word Processor III 17.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.37
05010 - Automotive Electrician 16.34
05040 - Automotive Glass Installer 15.15
05070 - Automotive Worker 15.15
05110 - Mobile Equipment Servicer 12.76
05130 - Motor Equipment Metal Mechanic 17.57
05160 - Motor Equipment Metal Worker 15.15
05190 - Motor Vehicle Mechanic 17.57
05220 - Motor Vehicle Mechanic Helper 11.56
05250 - Motor Vehicle Upholstery Worker 13.94
05280 - Motor Vehicle Wrecker 15.15
05310 - Painter Automotive 16.34
05340 - Radiator Repair Specialist 15.15
05370 - Tire Repairer 13.88
05400 - Transmission Repair Specialist 17.57
07000 - Food Preparation And Service Occupations
07010 - Baker 12.42
07041 - Cook I 11.30
07042 - Cook II 13.41
07070 - Dishwasher 9.36
07130 - Food Service Worker 9.48
07210 - Meat Cutter 14.44
07260 - Waiter/Waitress 9.01
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.93

09040 - Furniture Handler 12.89
09080 - Furniture Refinisher 20.93
09090 - Furniture Refinisher Helper 16.19
09110 - Furniture Repairer Minor 19.26
09130 - Upholsterer 20.93
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.79
11060 - Elevator Operator 10.79
11090 - Gardener 16.56
11122 - Housekeeping Aide 11.29
11150 - Janitor 11.29
11210 - Laborer Grounds Maintenance 11.88
11240 - Maid or Houseman 10.27
11260 - Pruner 10.45
11270 - Tractor Operator 15.00
11330 - Trail Maintenance Worker 11.88
11360 - Window Cleaner 12.83
12000 - Health Occupations
12010 - Ambulance Driver 15.52
12011 - Breath Alcohol Technician 20.59
12012 - Certified Occupational Therapist Assistant 27.33
12015 - Certified Physical Therapist Assistant 23.20
12020 - Dental Assistant 16.62
12025 - Dental Hygienist 40.88
12030 - EKG Technician 33.12
12035 - Electroneurodiagnostic Technologist 33.12
12040 - Emergency Medical Technician 15.52
12071 - Licensed Practical Nurse I 19.54
12072 - Licensed Practical Nurse II 21.86
12073 - Licensed Practical Nurse III 24.36
12100 - Medical Assistant 13.76
12130 - Medical Laboratory Technician 22.19
12160 - Medical Record Clerk 14.65
12190 - Medical Record Technician 16.40
12195 - Medical Transcriptionist 19.04
12210 - Nuclear Medicine Technologist 48.02
12221 - Nursing Assistant I 11.82
12222 - Nursing Assistant II 13.29
12223 - Nursing Assistant III 14.50
12224 - Nursing Assistant IV 16.27
12235 - Optical Dispenser 14.92
12236 - Optical Technician 14.98
12250 - Pharmacy Technician 14.99
12280 - Phlebotomist 14.09
12305 - Radiologic Technologist 26.11
12311 - Registered Nurse I 23.99
12312 - Registered Nurse II 28.64
12313 - Registered Nurse II Specialist 28.64
12314 - Registered Nurse III 34.65
12315 - Registered Nurse III Anesthetist 34.65

12316 - Registered Nurse IV		41.55
12317 - Scheduler (Drug and Alcohol Testing)		25.86
12320 - Substance Abuse Treatment Counselor		24.28
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.15
13012 - Exhibits Specialist II		23.08
13013 - Exhibits Specialist III		27.03
13041 - Illustrator I		19.15
13042 - Illustrator II		23.08
13043 - Illustrator III		27.03
13047 - Librarian		24.46
13050 - Library Aide/Clerk		11.49
13054 - Library Information Technology Systems Administrator		22.09
13058 - Library Technician		17.24
13061 - Media Specialist I		15.83
13062 - Media Specialist II		17.83
13063 - Media Specialist III		19.88
13071 - Photographer I		14.29
13072 - Photographer II		16.45
13073 - Photographer III		20.57
13074 - Photographer IV		24.45
13075 - Photographer V		29.31
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		14.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.04
14042 - Computer Operator II		17.01
14043 - Computer Operator III		18.98
14044 - Computer Operator IV		21.09
14045 - Computer Operator V		23.34
14071 - Computer Programmer I	(see 1)	21.43
14072 - Computer Programmer II	(see 1)	26.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.04
14160 - Personal Computer Support Technician		22.41
14170 - System Support Specialist		30.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.42
15020 - Aircrew Training Devices Instructor (Rated)		34.38
15030 - Air Crew Training Devices Instructor (Pilot)		41.21
15050 - Computer Based Training Specialist / Instructor		28.42
15060 - Educational Technologist		35.31
15070 - Flight Instructor (Pilot)		41.21
15080 - Graphic Artist		19.52
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.31

15086 - Maintenance Test Pilot Rotary Wing 40.31
15088 - Non-Maintenance Test/Co-Pilot 40.31
15090 - Technical Instructor 22.85
15095 - Technical Instructor/Course Developer 27.96
15110 - Test Proctor 18.46
15120 - Tutor 18.46
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.00
16030 - Counter Attendant 11.00
16040 - Dry Cleaner 12.65
16070 - Finisher Flatwork Machine 11.00
16090 - Presser Hand 11.00
16110 - Presser Machine Drycleaning 11.00
16130 - Presser Machine Shirts 11.00
16160 - Presser Machine Wearing Apparel Laundry 11.00
16190 - Sewing Machine Operator 13.19
16220 - Tailor 13.70
16250 - Washer Machine 11.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.67
19040 - Tool And Die Maker 30.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.93
21030 - Material Coordinator 24.53
21040 - Material Expediter 24.53
21050 - Material Handling Laborer 13.39
21071 - Order Filler 11.76
21080 - Production Line Worker (Food Processing) 14.93
21110 - Shipping Packer 16.29
21130 - Shipping/Receiving Clerk 16.29
21140 - Store Worker I 10.18
21150 - Stock Clerk 14.77
21210 - Tools And Parts Attendant 14.93
21410 - Warehouse Specialist 14.93
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.46
23019 - Aircraft Logs and Records Technician 21.16
23021 - Aircraft Mechanic I 26.66
23022 - Aircraft Mechanic II 28.46
23023 - Aircraft Mechanic III 30.12
23040 - Aircraft Mechanic Helper 17.55
23050 - Aircraft Painter 24.79
23060 - Aircraft Servicer 21.16
23070 - Aircraft Survival Flight Equipment Technician 24.79
23080 - Aircraft Worker 22.99
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.99
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.66
23110 - Appliance Mechanic 23.67

23120 - Bicycle Repairer	18.25
23125 - Cable Splicer	29.85
23130 - Carpenter Maintenance	19.38
23140 - Carpet Layer	21.95
23160 - Electrician Maintenance	25.84
23181 - Electronics Technician Maintenance I	22.70
23182 - Electronics Technician Maintenance II	24.48
23183 - Electronics Technician Maintenance III	26.33
23260 - Fabric Worker	20.20
23290 - Fire Alarm System Mechanic	26.76
23310 - Fire Extinguisher Repairer	18.50
23311 - Fuel Distribution System Mechanic	31.89
23312 - Fuel Distribution System Operator	24.48
23370 - General Maintenance Worker	15.68
23380 - Ground Support Equipment Mechanic	26.66
23381 - Ground Support Equipment Servicer	21.16
23382 - Ground Support Equipment Worker	22.99
23391 - Gunsmith I	18.50
23392 - Gunsmith II	21.95
23393 - Gunsmith III	25.46
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.86
23430 - Heavy Equipment Mechanic	26.91
23440 - Heavy Equipment Operator	21.80
23460 - Instrument Mechanic	25.46
23465 - Laboratory/Shelter Mechanic	23.67
23470 - Laborer	13.39
23510 - Locksmith	23.66
23530 - Machinery Maintenance Mechanic	26.17
23550 - Machinist Maintenance	24.55
23580 - Maintenance Trades Helper	14.79
23591 - Metrology Technician I	25.46
23592 - Metrology Technician II	27.18
23593 - Metrology Technician III	28.77
23640 - Millwright	25.46
23710 - Office Appliance Repairer	23.67
23760 - Painter Maintenance	19.21
23790 - Pipefitter Maintenance	21.38
23810 - Plumber Maintenance	20.03
23820 - Pneudraulic Systems Mechanic	25.46
23850 - Rigger	25.46
23870 - Scale Mechanic	21.95
23890 - Sheet-Metal Worker Maintenance	24.64
23910 - Small Engine Mechanic	17.71
23931 - Telecommunications Mechanic I	24.39
23932 - Telecommunications Mechanic II	26.03
23950 - Telephone Lineman	23.57
23960 - Welder Combination Maintenance	25.48

23965 - Well Driller		23.57
23970 - Woodcraft Worker		25.46
23980 - Woodworker		18.50
24000 - Personal Needs Occupations		
24550 - Case Manager		17.08
24570 - Child Care Attendant		9.28
24580 - Child Care Center Clerk		11.58
24610 - Chore Aide		9.70
24620 - Family Readiness And Support Services Coordinator		17.08
24630 - Homemaker		17.08
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.46
25040 - Sewage Plant Operator		18.56
25070 - Stationary Engineer		25.46
25190 - Ventilation Equipment Tender		16.76
25210 - Water Treatment Plant Operator		18.56
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.03
27007 - Baggage Inspector		12.79
27008 - Corrections Officer		18.66
27010 - Court Security Officer		18.66
27030 - Detection Dog Handler		14.84
27040 - Detention Officer		18.66
27070 - Firefighter		19.83
27101 - Guard I		12.79
27102 - Guard II		14.84
27131 - Police Officer I		22.38
27132 - Police Officer II		24.86
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.25
28042 - Carnival Equipment Repairer		16.84
28043 - Carnival Worker		10.52
28210 - Gate Attendant/Gate Tender		13.60
28310 - Lifeguard		11.90
28350 - Park Attendant (Aide)		15.22
28510 - Recreation Aide/Health Facility Attendant		11.10
28515 - Recreation Specialist		18.00
28630 - Sports Official		12.11
28690 - Swimming Pool Operator		19.99
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.15
29020 - Hatch Tender		27.15
29030 - Line Handler		27.15
29041 - Stevedore I		24.98
29042 - Stevedore II		29.27
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		18.13
30022 - Archeological Technician II		20.27
30023 - Archeological Technician III		25.11
30030 - Cartographic Technician		25.12
30040 - Civil Engineering Technician		21.11
30051 - Cryogenic Technician I		23.79
30052 - Cryogenic Technician II		26.27
30061 - Drafter/CAD Operator I		15.50
30062 - Drafter/CAD Operator II		16.81
30063 - Drafter/CAD Operator III		19.99
30064 - Drafter/CAD Operator IV		26.25
30081 - Engineering Technician I		15.71
30082 - Engineering Technician II		17.63
30083 - Engineering Technician III		20.27
30084 - Engineering Technician IV		24.96
30085 - Engineering Technician V		29.90
30086 - Engineering Technician VI		36.17
30090 - Environmental Technician		21.45
30095 - Evidence Control Specialist		21.48
30210 - Laboratory Technician		19.91
30221 - Latent Fingerprint Technician I		23.79
30222 - Latent Fingerprint Technician II		26.27
30240 - Mathematical Technician		24.90
30361 - Paralegal/Legal Assistant I		20.44
30362 - Paralegal/Legal Assistant II		25.32
30363 - Paralegal/Legal Assistant III		30.98
30364 - Paralegal/Legal Assistant IV		37.48
30375 - Petroleum Supply Specialist		26.27
30390 - Photo-Optics Technician		22.90
30395 - Radiation Control Technician		26.27
30461 - Technical Writer I		26.05
30462 - Technical Writer II		31.87
30463 - Technical Writer III		38.56
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		23.79
30502 - Weather Forecaster II		28.93
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	19.99
30621 - Weather Observer Senior	(see 2)	21.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		10.63
31030 - Bus Driver		16.15
31043 - Driver Courier		15.07
31260 - Parking and Lot Attendant		10.69
31290 - Shuttle Bus Driver		16.49

31310 - Taxi Driver	11.57
31361 - Truckdriver Light	16.49
31362 - Truckdriver Medium	18.89
31363 - Truckdriver Heavy	21.56
31364 - Truckdriver Tractor-Trailer	21.56
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.39
99050 - Desk Clerk	10.57
99095 - Embalmer	26.66
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	10.17
99252 - Laboratory Animal Caretaker II	11.22
99260 - Marketing Analyst	24.11
99310 - Mortician	26.66
99410 - Pest Controller	16.47
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.14
99711 - Recycling Specialist	23.14
99730 - Refuse Collector	15.65
99810 - Sales Clerk	11.11
99820 - School Crossing Guard	12.47
99830 - Survey Party Chief	26.88
99831 - Surveying Aide	18.61
99832 - Surveying Technician	21.97
99840 - Vending Machine Attendant	14.47
99841 - Vending Machine Repairer	18.36
99842 - Vending Machine Repairer Helper	14.47

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5456
Revision No.: 14
Date Of Last Revision: 06/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Mexico

Area: New Mexico Counties of Chaves Eddy Lincoln Otero

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.91
01012 - Accounting Clerk II		15.62
01013 - Accounting Clerk III		17.47
01020 - Administrative Assistant		27.93
01035 - Court Reporter		17.39
01041 - Customer Service Representative I		11.50
01042 - Customer Service Representative II		12.93
01043 - Customer Service Representative III		14.10
01051 - Data Entry Operator I		12.27
01052 - Data Entry Operator II		13.38
01060 - Dispatcher Motor Vehicle		20.13
01070 - Document Preparation Clerk		13.85

01090 - Duplicating Machine Operator	13.85
01111 - General Clerk I	11.09
01112 - General Clerk II	12.10
01113 - General Clerk III	13.59
01120 - Housing Referral Assistant	19.39
01141 - Messenger Courier	10.77
01191 - Order Clerk I	12.69
01192 - Order Clerk II	13.85
01261 - Personnel Assistant (Employment) I	16.05
01262 - Personnel Assistant (Employment) II	17.96
01263 - Personnel Assistant (Employment) III	20.02
01270 - Production Control Clerk	24.53
01290 - Rental Clerk	13.43
01300 - Scheduler Maintenance	15.54
01311 - Secretary I	15.54
01312 - Secretary II	17.39
01313 - Secretary III	19.39
01320 - Service Order Dispatcher	17.99
01410 - Supply Technician	27.75
01420 - Survey Worker	15.07
01460 - Switchboard Operator/Receptionist	12.08
01531 - Travel Clerk I	11.16
01532 - Travel Clerk II	12.20
01533 - Travel Clerk III	13.19
01611 - Word Processor I	13.85
01612 - Word Processor II	15.54
01613 - Word Processor III	17.39
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.37
05010 - Automotive Electrician	16.34
05040 - Automotive Glass Installer	15.15
05070 - Automotive Worker	15.15
05110 - Mobile Equipment Servicer	12.76
05130 - Motor Equipment Metal Mechanic	17.57
05160 - Motor Equipment Metal Worker	15.15
05190 - Motor Vehicle Mechanic	17.57
05220 - Motor Vehicle Mechanic Helper	11.56
05250 - Motor Vehicle Upholstery Worker	13.94
05280 - Motor Vehicle Wrecker	15.15
05310 - Painter Automotive	16.34
05340 - Radiator Repair Specialist	15.15
05370 - Tire Repairer	13.88
05400 - Transmission Repair Specialist	17.57
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.42
07041 - Cook I	11.30
07042 - Cook II	13.41
07070 - Dishwasher	9.36
07130 - Food Service Worker	9.48
07210 - Meat Cutter	14.44

07260 - Waiter/Waitress	9.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.93
09040 - Furniture Handler	12.89
09080 - Furniture Refinisher	20.93
09090 - Furniture Refinisher Helper	16.19
09110 - Furniture Repairer Minor	19.26
09130 - Upholsterer	20.93
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.79
11060 - Elevator Operator	10.79
11090 - Gardener	16.56
11122 - Housekeeping Aide	11.29
11150 - Janitor	11.29
11210 - Laborer Grounds Maintenance	11.88
11240 - Maid or Houseman	10.27
11260 - Pruner	10.45
11270 - Tractor Operator	15.00
11330 - Trail Maintenance Worker	11.88
11360 - Window Cleaner	12.83
12000 - Health Occupations	
12010 - Ambulance Driver	15.52
12011 - Breath Alcohol Technician	20.59
12012 - Certified Occupational Therapist Assistant	27.33
12015 - Certified Physical Therapist Assistant	23.20
12020 - Dental Assistant	16.62
12025 - Dental Hygienist	40.88
12030 - EKG Technician	33.12
12035 - Electroneurodiagnostic Technologist	33.12
12040 - Emergency Medical Technician	15.52
12071 - Licensed Practical Nurse I	19.54
12072 - Licensed Practical Nurse II	21.86
12073 - Licensed Practical Nurse III	24.36
12100 - Medical Assistant	13.76
12130 - Medical Laboratory Technician	22.19
12160 - Medical Record Clerk	14.65
12190 - Medical Record Technician	16.40
12195 - Medical Transcriptionist	19.04
12210 - Nuclear Medicine Technologist	48.02
12221 - Nursing Assistant I	11.82
12222 - Nursing Assistant II	13.29
12223 - Nursing Assistant III	14.50
12224 - Nursing Assistant IV	16.27
12235 - Optical Dispenser	14.92
12236 - Optical Technician	14.98
12250 - Pharmacy Technician	14.99
12280 - Phlebotomist	14.09
12305 - Radiologic Technologist	26.11
12311 - Registered Nurse I	23.99
12312 - Registered Nurse II	28.64

12313 - Registered Nurse II Specialist		28.64
12314 - Registered Nurse III		34.65
12315 - Registered Nurse III Anesthetist		34.65
12316 - Registered Nurse IV		41.55
12317 - Scheduler (Drug and Alcohol Testing)		25.86
12320 - Substance Abuse Treatment Counselor		24.28
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.15
13012 - Exhibits Specialist II		23.08
13013 - Exhibits Specialist III		27.03
13041 - Illustrator I		19.15
13042 - Illustrator II		23.08
13043 - Illustrator III		27.03
13047 - Librarian		24.46
13050 - Library Aide/Clerk		11.49
13054 - Library Information Technology Systems Administrator		22.09
13058 - Library Technician		17.24
13061 - Media Specialist I		15.83
13062 - Media Specialist II		17.83
13063 - Media Specialist III		19.88
13071 - Photographer I		14.29
13072 - Photographer II		16.45
13073 - Photographer III		20.57
13074 - Photographer IV		24.45
13075 - Photographer V		29.31
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		14.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.04
14042 - Computer Operator II		17.01
14043 - Computer Operator III		18.98
14044 - Computer Operator IV		21.09
14045 - Computer Operator V		23.34
14071 - Computer Programmer I	(see 1)	21.43
14072 - Computer Programmer II	(see 1)	26.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.04
14160 - Personal Computer Support Technician		22.41
14170 - System Support Specialist		30.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.42
15020 - Aircrew Training Devices Instructor (Rated)		34.38
15030 - Air Crew Training Devices Instructor (Pilot)		41.21
15050 - Computer Based Training Specialist / Instructor		28.42
15060 - Educational Technologist		35.31

15070 - Flight Instructor (Pilot) 41.21
15080 - Graphic Artist 19.52
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.31
15086 - Maintenance Test Pilot Rotary Wing 40.31
15088 - Non-Maintenance Test/Co-Pilot 40.31
15090 - Technical Instructor 22.85
15095 - Technical Instructor/Course Developer 27.96
15110 - Test Proctor 18.46
15120 - Tutor 18.46
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.00
16030 - Counter Attendant 11.00
16040 - Dry Cleaner 12.65
16070 - Finisher Flatwork Machine 11.00
16090 - Presser Hand 11.00
16110 - Presser Machine Drycleaning 11.00
16130 - Presser Machine Shirts 11.00
16160 - Presser Machine Wearing Apparel Laundry 11.00
16190 - Sewing Machine Operator 13.19
16220 - Tailor 13.70
16250 - Washer Machine 11.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.67
19040 - Tool And Die Maker 30.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.93
21030 - Material Coordinator 24.53
21040 - Material Expediter 24.53
21050 - Material Handling Laborer 13.39
21071 - Order Filler 11.76
21080 - Production Line Worker (Food Processing) 14.93
21110 - Shipping Packer 16.29
21130 - Shipping/Receiving Clerk 16.29
21140 - Store Worker I 10.18
21150 - Stock Clerk 14.77
21210 - Tools And Parts Attendant 14.93
21410 - Warehouse Specialist 14.93
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.46
23019 - Aircraft Logs and Records Technician 21.16
23021 - Aircraft Mechanic I 26.66
23022 - Aircraft Mechanic II 28.46
23023 - Aircraft Mechanic III 30.12
23040 - Aircraft Mechanic Helper 17.55
23050 - Aircraft Painter 24.79
23060 - Aircraft Servicer 21.16
23070 - Aircraft Survival Flight Equipment Technician 24.79
23080 - Aircraft Worker 22.99
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.99

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.66
23110 - Appliance Mechanic 23.67
23120 - Bicycle Repairer 18.25
23125 - Cable Splicer 29.85
23130 - Carpenter Maintenance 19.38
23140 - Carpet Layer 21.95
23160 - Electrician Maintenance 25.84
23181 - Electronics Technician Maintenance I 22.70
23182 - Electronics Technician Maintenance II 24.48
23183 - Electronics Technician Maintenance III 26.33
23260 - Fabric Worker 20.20
23290 - Fire Alarm System Mechanic 26.76
23310 - Fire Extinguisher Repairer 18.50
23311 - Fuel Distribution System Mechanic 31.89
23312 - Fuel Distribution System Operator 24.48
23370 - General Maintenance Worker 15.68
23380 - Ground Support Equipment Mechanic 26.66
23381 - Ground Support Equipment Servicer 21.16
23382 - Ground Support Equipment Worker 22.99
23391 - Gunsmith I 18.50
23392 - Gunsmith II 21.95
23393 - Gunsmith III 25.46
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.86
23430 - Heavy Equipment Mechanic 26.91
23440 - Heavy Equipment Operator 21.80
23460 - Instrument Mechanic 25.46
23465 - Laboratory/Shelter Mechanic 23.67
23470 - Laborer 13.39
23510 - Locksmith 23.66
23530 - Machinery Maintenance Mechanic 26.17
23550 - Machinist Maintenance 24.55
23580 - Maintenance Trades Helper 14.79
23591 - Metrology Technician I 25.46
23592 - Metrology Technician II 27.18
23593 - Metrology Technician III 28.77
23640 - Millwright 25.46
23710 - Office Appliance Repairer 23.67
23760 - Painter Maintenance 19.21
23790 - Pipefitter Maintenance 21.38
23810 - Plumber Maintenance 20.03
23820 - Pneudraulic Systems Mechanic 25.46
23850 - Rigger 25.46
23870 - Scale Mechanic 21.95
23890 - Sheet-Metal Worker Maintenance 24.64
23910 - Small Engine Mechanic 17.71
23931 - Telecommunications Mechanic I 24.39

23932 - Telecommunications Mechanic II	26.03
23950 - Telephone Lineman	23.57
23960 - Welder Combination Maintenance	25.48
23965 - Well Driller	23.57
23970 - Woodcraft Worker	25.46
23980 - Woodworker	18.50
24000 - Personal Needs Occupations	
24550 - Case Manager	17.08
24570 - Child Care Attendant	9.28
24580 - Child Care Center Clerk	11.58
24610 - Chore Aide	9.70
24620 - Family Readiness And Support Services Coordinator	17.08
24630 - Homemaker	17.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.46
25040 - Sewage Plant Operator	18.56
25070 - Stationary Engineer	25.46
25190 - Ventilation Equipment Tender	16.76
25210 - Water Treatment Plant Operator	18.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.03
27007 - Baggage Inspector	12.79
27008 - Corrections Officer	18.66
27010 - Court Security Officer	18.66
27030 - Detection Dog Handler	14.84
27040 - Detention Officer	18.66
27070 - Firefighter	19.83
27101 - Guard I	12.79
27102 - Guard II	14.84
27131 - Police Officer I	22.38
27132 - Police Officer II	24.86
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.25
28042 - Carnival Equipment Repairer	16.84
28043 - Carnival Worker	10.52
28210 - Gate Attendant/Gate Tender	13.60
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.22
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	18.00
28630 - Sports Official	12.11
28690 - Swimming Pool Operator	19.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.15
29020 - Hatch Tender	27.15
29030 - Line Handler	27.15
29041 - Stevedore I	24.98
29042 - Stevedore II	29.27
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.13
30022 - Archeological Technician II 20.27
30023 - Archeological Technician III 25.11
30030 - Cartographic Technician 25.12
30040 - Civil Engineering Technician 21.11
30051 - Cryogenic Technician I 23.79
30052 - Cryogenic Technician II 26.27
30061 - Drafter/CAD Operator I 15.50
30062 - Drafter/CAD Operator II 16.81
30063 - Drafter/CAD Operator III 19.99
30064 - Drafter/CAD Operator IV 26.25
30081 - Engineering Technician I 15.71
30082 - Engineering Technician II 17.63
30083 - Engineering Technician III 20.27
30084 - Engineering Technician IV 24.96
30085 - Engineering Technician V 29.90
30086 - Engineering Technician VI 36.17
30090 - Environmental Technician 21.45
30095 - Evidence Control Specialist 21.48
30210 - Laboratory Technician 19.91
30221 - Latent Fingerprint Technician I 23.79
30222 - Latent Fingerprint Technician II 26.27
30240 - Mathematical Technician 24.90
30361 - Paralegal/Legal Assistant I 20.44
30362 - Paralegal/Legal Assistant II 25.32
30363 - Paralegal/Legal Assistant III 30.98
30364 - Paralegal/Legal Assistant IV 37.48
30375 - Petroleum Supply Specialist 26.27
30390 - Photo-Optics Technician 22.90
30395 - Radiation Control Technician 26.27
30461 - Technical Writer I 26.05
30462 - Technical Writer II 31.87
30463 - Technical Writer III 38.56
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 23.79
30502 - Weather Forecaster II 28.93
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 19.99
30621 - Weather Observer Senior (see 2) 21.48
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 10.63
31030 - Bus Driver 16.15

31043 - Driver Courier	15.07
31260 - Parking and Lot Attendant	10.69
31290 - Shuttle Bus Driver	16.49
31310 - Taxi Driver	11.57
31361 - Truckdriver Light	16.49
31362 - Truckdriver Medium	18.89
31363 - Truckdriver Heavy	21.56
31364 - Truckdriver Tractor-Trailer	21.56
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.39
99050 - Desk Clerk	10.57
99095 - Embalmer	26.66
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	10.17
99252 - Laboratory Animal Caretaker II	11.22
99260 - Marketing Analyst	24.11
99310 - Mortician	26.66
99410 - Pest Controller	16.47
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.14
99711 - Recycling Specialist	23.14
99730 - Refuse Collector	15.65
99810 - Sales Clerk	11.11
99820 - School Crossing Guard	12.47
99830 - Survey Party Chief	26.88
99831 - Surveying Aide	18.61
99832 - Surveying Technician	21.97
99840 - Vending Machine Attendant	14.47
99841 - Vending Machine Repairer	18.36
99842 - Vending Machine Repairer Helper	14.47

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5457
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Mexico

Area: New Mexico Counties of Curry Lea Quay Roosevelt Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.91
01012 - Accounting Clerk II		15.62
01013 - Accounting Clerk III		17.47
01020 - Administrative Assistant		27.93
01035 - Court Reporter		17.39
01041 - Customer Service Representative I		11.50
01042 - Customer Service Representative II		12.93
01043 - Customer Service Representative III		14.10
01051 - Data Entry Operator I		12.27
01052 - Data Entry Operator II		13.38
01060 - Dispatcher Motor Vehicle		20.13
01070 - Document Preparation Clerk		13.85
01090 - Duplicating Machine Operator		13.85
01111 - General Clerk I		11.75
01112 - General Clerk II		16.25

01113 - General Clerk III 16.70
01120 - Housing Referral Assistant 19.39
01141 - Messenger Courier 10.77
01191 - Order Clerk I 12.69
01192 - Order Clerk II 13.85
01261 - Personnel Assistant (Employment) I 16.05
01262 - Personnel Assistant (Employment) II 17.96
01263 - Personnel Assistant (Employment) III 20.02
01270 - Production Control Clerk 25.86
01290 - Rental Clerk 13.67
01300 - Scheduler Maintenance 15.54
01311 - Secretary I 15.54
01312 - Secretary II 17.77
01313 - Secretary III 19.39
01320 - Service Order Dispatcher 17.99
01410 - Supply Technician 27.93
01420 - Survey Worker 16.36
01460 - Switchboard Operator/Receptionist 12.08
01531 - Travel Clerk I 11.15
01532 - Travel Clerk II 12.06
01533 - Travel Clerk III 13.19
01611 - Word Processor I 13.85
01612 - Word Processor II 15.54
01613 - Word Processor III 17.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.66
05010 - Automotive Electrician 19.89
05040 - Automotive Glass Installer 18.62
05070 - Automotive Worker 18.62
05110 - Mobile Equipment Servicer 16.12
05130 - Motor Equipment Metal Mechanic 21.12
05160 - Motor Equipment Metal Worker 18.62
05190 - Motor Vehicle Mechanic 21.40
05220 - Motor Vehicle Mechanic Helper 14.89
05250 - Motor Vehicle Upholstery Worker 17.39
05280 - Motor Vehicle Wrecker 18.62
05310 - Painter Automotive 19.89
05340 - Radiator Repair Specialist 18.62
05370 - Tire Repairer 13.88
05400 - Transmission Repair Specialist 21.12
07000 - Food Preparation And Service Occupations
07010 - Baker 12.42
07041 - Cook I 11.30
07042 - Cook II 13.41
07070 - Dishwasher 9.36
07130 - Food Service Worker 9.48
07210 - Meat Cutter 14.44
07260 - Waiter/Waitress 9.01
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.01

09040 - Furniture Handler 13.01
09080 - Furniture Refinisher 23.01
09090 - Furniture Refinisher Helper 16.40
09110 - Furniture Repairer Minor 19.77
09130 - Upholsterer 23.01
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.79
11060 - Elevator Operator 10.79
11090 - Gardener 16.56
11122 - Housekeeping Aide 11.51
11150 - Janitor 11.51
11210 - Laborer Grounds Maintenance 11.88
11240 - Maid or Houseman 10.27
11260 - Pruner 10.45
11270 - Tractor Operator 15.00
11330 - Trail Maintenance Worker 11.88
11360 - Window Cleaner 12.83
12000 - Health Occupations
12010 - Ambulance Driver 16.15
12011 - Breath Alcohol Technician 20.59
12012 - Certified Occupational Therapist Assistant 29.08
12015 - Certified Physical Therapist Assistant 24.27
12020 - Dental Assistant 16.62
12025 - Dental Hygienist 41.58
12030 - EKG Technician 33.12
12035 - Electroneurodiagnostic Technologist 33.12
12040 - Emergency Medical Technician 16.15
12071 - Licensed Practical Nurse I 19.54
12072 - Licensed Practical Nurse II 21.86
12073 - Licensed Practical Nurse III 24.36
12100 - Medical Assistant 13.76
12130 - Medical Laboratory Technician 22.85
12160 - Medical Record Clerk 14.65
12190 - Medical Record Technician 16.40
12195 - Medical Transcriptionist 18.85
12210 - Nuclear Medicine Technologist 45.24
12221 - Nursing Assistant I 11.82
12222 - Nursing Assistant II 13.29
12223 - Nursing Assistant III 14.50
12224 - Nursing Assistant IV 16.27
12235 - Optical Dispenser 15.40
12236 - Optical Technician 18.40
12250 - Pharmacy Technician 14.99
12280 - Phlebotomist 14.09
12305 - Radiologic Technologist 26.11
12311 - Registered Nurse I 24.19
12312 - Registered Nurse II 29.61
12313 - Registered Nurse II Specialist 29.61
12314 - Registered Nurse III 35.83
12315 - Registered Nurse III Anesthetist 35.83

12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		25.50
12320 - Substance Abuse Treatment Counselor		24.28
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.34
13012 - Exhibits Specialist II		20.25
13013 - Exhibits Specialist III		24.77
13041 - Illustrator I		16.34
13042 - Illustrator II		20.25
13043 - Illustrator III		24.77
13047 - Librarian		22.42
13050 - Library Aide/Clerk		10.33
13054 - Library Information Technology Systems Administrator		20.25
13058 - Library Technician		14.76
13061 - Media Specialist I		14.62
13062 - Media Specialist II		16.34
13063 - Media Specialist III		18.23
13071 - Photographer I		14.29
13072 - Photographer II		15.99
13073 - Photographer III		19.80
13074 - Photographer IV		24.22
13075 - Photographer V		29.31
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		14.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.38
14042 - Computer Operator II		17.20
14043 - Computer Operator III		21.43
14044 - Computer Operator IV		23.79
14045 - Computer Operator V		26.36
14071 - Computer Programmer I	(see 1)	22.18
14072 - Computer Programmer II	(see 1)	27.50
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.38
14160 - Personal Computer Support Technician		23.79
14170 - System Support Specialist		30.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.98
15020 - Aircrew Training Devices Instructor (Rated)		34.92
15030 - Air Crew Training Devices Instructor (Pilot)		41.21
15050 - Computer Based Training Specialist / Instructor		27.98
15060 - Educational Technologist		35.19
15070 - Flight Instructor (Pilot)		41.21
15080 - Graphic Artist		19.64
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.31

15086 - Maintenance Test Pilot Rotary Wing 40.31
15088 - Non-Maintenance Test/Co-Pilot 40.31
15090 - Technical Instructor 22.85
15095 - Technical Instructor/Course Developer 27.96
15110 - Test Proctor 19.55
15120 - Tutor 19.55
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.00
16030 - Counter Attendant 11.00
16040 - Dry Cleaner 12.65
16070 - Finisher Flatwork Machine 11.00
16090 - Presser Hand 11.00
16110 - Presser Machine Drycleaning 11.00
16130 - Presser Machine Shirts 11.00
16160 - Presser Machine Wearing Apparel Laundry 11.00
16190 - Sewing Machine Operator 13.19
16220 - Tailor 13.70
16250 - Washer Machine 11.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.67
19040 - Tool And Die Maker 30.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.12
21030 - Material Coordinator 25.86
21040 - Material Expediter 25.86
21050 - Material Handling Laborer 13.46
21071 - Order Filler 11.76
21080 - Production Line Worker (Food Processing) 16.12
21110 - Shipping Packer 16.29
21130 - Shipping/Receiving Clerk 16.29
21140 - Store Worker I 10.18
21150 - Stock Clerk 14.77
21210 - Tools And Parts Attendant 16.12
21410 - Warehouse Specialist 16.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.46
23019 - Aircraft Logs and Records Technician 21.16
23021 - Aircraft Mechanic I 26.66
23022 - Aircraft Mechanic II 28.46
23023 - Aircraft Mechanic III 30.12
23040 - Aircraft Mechanic Helper 17.55
23050 - Aircraft Painter 24.79
23060 - Aircraft Servicer 21.16
23070 - Aircraft Survival Flight Equipment Technician 24.79
23080 - Aircraft Worker 22.99
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.99
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.66
23110 - Appliance Mechanic 23.67

23120 - Bicycle Repairer 18.50
23125 - Cable Splicer 30.17
23130 - Carpenter Maintenance 19.38
23140 - Carpet Layer 21.95
23160 - Electrician Maintenance 25.84
23181 - Electronics Technician Maintenance I 22.70
23182 - Electronics Technician Maintenance II 24.48
23183 - Electronics Technician Maintenance III 26.33
23260 - Fabric Worker 20.20
23290 - Fire Alarm System Mechanic 27.16
23310 - Fire Extinguisher Repairer 18.50
23311 - Fuel Distribution System Mechanic 29.33
23312 - Fuel Distribution System Operator 24.24
23370 - General Maintenance Worker 15.84
23380 - Ground Support Equipment Mechanic 26.66
23381 - Ground Support Equipment Servicer 21.16
23382 - Ground Support Equipment Worker 22.99
23391 - Gunsmith I 18.50
23392 - Gunsmith II 21.95
23393 - Gunsmith III 25.46
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.00
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.34
23430 - Heavy Equipment Mechanic 26.91
23440 - Heavy Equipment Operator 21.80
23460 - Instrument Mechanic 25.46
23465 - Laboratory/Shelter Mechanic 23.67
23470 - Laborer 13.46
23510 - Locksmith 23.67
23530 - Machinery Maintenance Mechanic 26.30
23550 - Machinist Maintenance 24.93
23580 - Maintenance Trades Helper 16.08
23591 - Metrology Technician I 25.46
23592 - Metrology Technician II 27.18
23593 - Metrology Technician III 28.77
23640 - Millwright 25.46
23710 - Office Appliance Repairer 23.67
23760 - Painter Maintenance 19.21
23790 - Pipefitter Maintenance 21.54
23810 - Plumber Maintenance 20.56
23820 - Pneudraulic Systems Mechanic 25.46
23850 - Rigger 25.46
23870 - Scale Mechanic 21.95
23890 - Sheet-Metal Worker Maintenance 25.61
23910 - Small Engine Mechanic 17.79
23931 - Telecommunications Mechanic I 24.39
23932 - Telecommunications Mechanic II 26.03
23950 - Telephone Lineman 25.46
23960 - Welder Combination Maintenance 25.68

23965 - Well Driller	24.92
23970 - Woodcraft Worker	25.46
23980 - Woodworker	18.50
24000 - Personal Needs Occupations	
24550 - Case Manager	15.81
24570 - Child Care Attendant	9.28
24580 - Child Care Center Clerk	12.97
24610 - Chore Aide	9.70
24620 - Family Readiness And Support Services Coordinator	15.81
24630 - Homemaker	15.93
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.46
25040 - Sewage Plant Operator	18.56
25070 - Stationary Engineer	25.46
25190 - Ventilation Equipment Tender	16.76
25210 - Water Treatment Plant Operator	18.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.03
27007 - Baggage Inspector	13.05
27008 - Corrections Officer	17.77
27010 - Court Security Officer	19.36
27030 - Detection Dog Handler	15.74
27040 - Detention Officer	17.77
27070 - Firefighter	20.08
27101 - Guard I	13.05
27102 - Guard II	15.74
27131 - Police Officer I	23.04
27132 - Police Officer II	25.57
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.65
28042 - Carnival Equipment Repairer	14.93
28043 - Carnival Worker	10.52
28210 - Gate Attendant/Gate Tender	13.60
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.22
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	18.00
28630 - Sports Official	12.11
28690 - Swimming Pool Operator	18.91
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.15
29020 - Hatch Tender	27.15
29030 - Line Handler	27.15
29041 - Stevedore I	25.00
29042 - Stevedore II	29.27
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		16.30
30022 - Archeological Technician II		18.22
30023 - Archeological Technician III		22.58
30030 - Cartographic Technician		22.58
30040 - Civil Engineering Technician		21.39
30051 - Cryogenic Technician I		23.79
30052 - Cryogenic Technician II		26.27
30061 - Drafter/CAD Operator I		16.30
30062 - Drafter/CAD Operator II		18.22
30063 - Drafter/CAD Operator III		20.71
30064 - Drafter/CAD Operator IV		25.13
30081 - Engineering Technician I		15.46
30082 - Engineering Technician II		17.36
30083 - Engineering Technician III		19.42
30084 - Engineering Technician IV		24.05
30085 - Engineering Technician V		29.43
30086 - Engineering Technician VI		35.61
30090 - Environmental Technician		21.53
30095 - Evidence Control Specialist		21.48
30210 - Laboratory Technician		20.09
30221 - Latent Fingerprint Technician I		23.79
30222 - Latent Fingerprint Technician II		26.27
30240 - Mathematical Technician		22.58
30361 - Paralegal/Legal Assistant I		20.44
30362 - Paralegal/Legal Assistant II		25.32
30363 - Paralegal/Legal Assistant III		30.98
30364 - Paralegal/Legal Assistant IV		37.48
30375 - Petroleum Supply Specialist		26.27
30390 - Photo-Optics Technician		22.58
30395 - Radiation Control Technician		26.27
30461 - Technical Writer I		21.64
30462 - Technical Writer II		26.45
30463 - Technical Writer III		32.01
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		23.79
30502 - Weather Forecaster II		28.93
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.71
30621 - Weather Observer Senior	(see 2)	22.58
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.01
31030 - Bus Driver		17.05
31043 - Driver Courier		15.85
31260 - Parking and Lot Attendant		11.56
31290 - Shuttle Bus Driver		17.16

31310 - Taxi Driver	11.57
31361 - Truckdriver Light	17.16
31362 - Truckdriver Medium	19.26
31363 - Truckdriver Heavy	21.67
31364 - Truckdriver Tractor-Trailer	21.67
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.39
99050 - Desk Clerk	11.45
99095 - Embalmer	26.66
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	10.35
99252 - Laboratory Animal Caretaker II	11.21
99260 - Marketing Analyst	24.11
99310 - Mortician	26.66
99410 - Pest Controller	16.47
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.51
99711 - Recycling Specialist	25.90
99730 - Refuse Collector	18.04
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	12.47
99830 - Survey Party Chief	23.02
99831 - Surveying Aide	16.01
99832 - Surveying Technician	21.97
99840 - Vending Machine Attendant	16.48
99841 - Vending Machine Repairer	21.03
99842 - Vending Machine Repairer Helper	16.48

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5458
Revision No.: 14
Date Of Last Revision: 06/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Mexico

Area: New Mexico Counties of Curry Lea Quay Roosevelt Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.91
01012 - Accounting Clerk II		15.62
01013 - Accounting Clerk III		17.47
01020 - Administrative Assistant		27.93
01035 - Court Reporter		17.39
01041 - Customer Service Representative I		11.50
01042 - Customer Service Representative II		12.93
01043 - Customer Service Representative III		14.10
01051 - Data Entry Operator I		12.27
01052 - Data Entry Operator II		13.38
01060 - Dispatcher Motor Vehicle		20.13
01070 - Document Preparation Clerk		13.85

01090 - Duplicating Machine Operator 13.85
01111 - General Clerk I 11.75
01112 - General Clerk II 16.25
01113 - General Clerk III 16.70
01120 - Housing Referral Assistant 19.39
01141 - Messenger Courier 10.77
01191 - Order Clerk I 12.69
01192 - Order Clerk II 13.85
01261 - Personnel Assistant (Employment) I 16.05
01262 - Personnel Assistant (Employment) II 17.96
01263 - Personnel Assistant (Employment) III 20.02
01270 - Production Control Clerk 25.86
01290 - Rental Clerk 13.67
01300 - Scheduler Maintenance 15.54
01311 - Secretary I 15.54
01312 - Secretary II 17.77
01313 - Secretary III 19.39
01320 - Service Order Dispatcher 17.99
01410 - Supply Technician 27.93
01420 - Survey Worker 16.36
01460 - Switchboard Operator/Receptionist 12.08
01531 - Travel Clerk I 11.15
01532 - Travel Clerk II 12.06
01533 - Travel Clerk III 13.19
01611 - Word Processor I 13.85
01612 - Word Processor II 15.54
01613 - Word Processor III 17.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.66
05010 - Automotive Electrician 19.89
05040 - Automotive Glass Installer 18.62
05070 - Automotive Worker 18.62
05110 - Mobile Equipment Servicer 16.12
05130 - Motor Equipment Metal Mechanic 21.12
05160 - Motor Equipment Metal Worker 18.62
05190 - Motor Vehicle Mechanic 21.40
05220 - Motor Vehicle Mechanic Helper 14.89
05250 - Motor Vehicle Upholstery Worker 17.39
05280 - Motor Vehicle Wrecker 18.62
05310 - Painter Automotive 19.89
05340 - Radiator Repair Specialist 18.62
05370 - Tire Repairer 13.88
05400 - Transmission Repair Specialist 21.12
07000 - Food Preparation And Service Occupations
07010 - Baker 12.42
07041 - Cook I 11.30
07042 - Cook II 13.41
07070 - Dishwasher 9.36
07130 - Food Service Worker 9.48
07210 - Meat Cutter 14.44

07260 - Waiter/Waitress	9.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.01
09040 - Furniture Handler	13.01
09080 - Furniture Refinisher	23.01
09090 - Furniture Refinisher Helper	16.40
09110 - Furniture Repairer Minor	19.77
09130 - Upholsterer	23.01
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.79
11060 - Elevator Operator	10.79
11090 - Gardener	16.56
11122 - Housekeeping Aide	11.51
11150 - Janitor	11.51
11210 - Laborer Grounds Maintenance	11.88
11240 - Maid or Houseman	10.27
11260 - Pruner	10.45
11270 - Tractor Operator	15.00
11330 - Trail Maintenance Worker	11.88
11360 - Window Cleaner	12.83
12000 - Health Occupations	
12010 - Ambulance Driver	16.15
12011 - Breath Alcohol Technician	20.59
12012 - Certified Occupational Therapist Assistant	29.08
12015 - Certified Physical Therapist Assistant	24.27
12020 - Dental Assistant	16.62
12025 - Dental Hygienist	41.58
12030 - EKG Technician	33.12
12035 - Electroneurodiagnostic Technologist	33.12
12040 - Emergency Medical Technician	16.15
12071 - Licensed Practical Nurse I	19.54
12072 - Licensed Practical Nurse II	21.86
12073 - Licensed Practical Nurse III	24.36
12100 - Medical Assistant	13.76
12130 - Medical Laboratory Technician	22.85
12160 - Medical Record Clerk	14.65
12190 - Medical Record Technician	16.40
12195 - Medical Transcriptionist	18.85
12210 - Nuclear Medicine Technologist	45.24
12221 - Nursing Assistant I	11.82
12222 - Nursing Assistant II	13.29
12223 - Nursing Assistant III	14.50
12224 - Nursing Assistant IV	16.27
12235 - Optical Dispenser	15.40
12236 - Optical Technician	18.40
12250 - Pharmacy Technician	14.99
12280 - Phlebotomist	14.09
12305 - Radiologic Technologist	26.11
12311 - Registered Nurse I	24.19
12312 - Registered Nurse II	29.61

12313 - Registered Nurse II Specialist		29.61
12314 - Registered Nurse III		35.83
12315 - Registered Nurse III Anesthetist		35.83
12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		25.50
12320 - Substance Abuse Treatment Counselor		24.28
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.34
13012 - Exhibits Specialist II		20.25
13013 - Exhibits Specialist III		24.77
13041 - Illustrator I		16.34
13042 - Illustrator II		20.25
13043 - Illustrator III		24.77
13047 - Librarian		22.42
13050 - Library Aide/Clerk		10.33
13054 - Library Information Technology Systems Administrator		20.25
13058 - Library Technician		14.76
13061 - Media Specialist I		14.62
13062 - Media Specialist II		16.34
13063 - Media Specialist III		18.23
13071 - Photographer I		14.29
13072 - Photographer II		15.99
13073 - Photographer III		19.80
13074 - Photographer IV		24.22
13075 - Photographer V		29.31
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		14.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.38
14042 - Computer Operator II		17.20
14043 - Computer Operator III		21.43
14044 - Computer Operator IV		23.79
14045 - Computer Operator V		26.36
14071 - Computer Programmer I	(see 1)	22.18
14072 - Computer Programmer II	(see 1)	27.50
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.38
14160 - Personal Computer Support Technician		23.79
14170 - System Support Specialist		30.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.98
15020 - Aircrew Training Devices Instructor (Rated)		34.92
15030 - Air Crew Training Devices Instructor (Pilot)		41.21
15050 - Computer Based Training Specialist / Instructor		27.98
15060 - Educational Technologist		35.19

15070 - Flight Instructor (Pilot) 41.21
15080 - Graphic Artist 19.64
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.31
15086 - Maintenance Test Pilot Rotary Wing 40.31
15088 - Non-Maintenance Test/Co-Pilot 40.31
15090 - Technical Instructor 22.85
15095 - Technical Instructor/Course Developer 27.96
15110 - Test Proctor 19.55
15120 - Tutor 19.55
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.00
16030 - Counter Attendant 11.00
16040 - Dry Cleaner 12.65
16070 - Finisher Flatwork Machine 11.00
16090 - Presser Hand 11.00
16110 - Presser Machine Drycleaning 11.00
16130 - Presser Machine Shirts 11.00
16160 - Presser Machine Wearing Apparel Laundry 11.00
16190 - Sewing Machine Operator 13.19
16220 - Tailor 13.70
16250 - Washer Machine 11.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.67
19040 - Tool And Die Maker 30.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.12
21030 - Material Coordinator 25.86
21040 - Material Expediter 25.86
21050 - Material Handling Laborer 13.46
21071 - Order Filler 11.76
21080 - Production Line Worker (Food Processing) 16.12
21110 - Shipping Packer 16.29
21130 - Shipping/Receiving Clerk 16.29
21140 - Store Worker I 10.18
21150 - Stock Clerk 14.77
21210 - Tools And Parts Attendant 16.12
21410 - Warehouse Specialist 16.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.46
23019 - Aircraft Logs and Records Technician 21.16
23021 - Aircraft Mechanic I 26.66
23022 - Aircraft Mechanic II 28.46
23023 - Aircraft Mechanic III 30.12
23040 - Aircraft Mechanic Helper 17.55
23050 - Aircraft Painter 24.79
23060 - Aircraft Servicer 21.16
23070 - Aircraft Survival Flight Equipment Technician 24.79
23080 - Aircraft Worker 22.99
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.99

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.66
23110 - Appliance Mechanic 23.67
23120 - Bicycle Repairer 18.50
23125 - Cable Splicer 30.17
23130 - Carpenter Maintenance 19.38
23140 - Carpet Layer 21.95
23160 - Electrician Maintenance 25.84
23181 - Electronics Technician Maintenance I 22.70
23182 - Electronics Technician Maintenance II 24.48
23183 - Electronics Technician Maintenance III 26.33
23260 - Fabric Worker 20.20
23290 - Fire Alarm System Mechanic 27.16
23310 - Fire Extinguisher Repairer 18.50
23311 - Fuel Distribution System Mechanic 29.33
23312 - Fuel Distribution System Operator 24.24
23370 - General Maintenance Worker 15.84
23380 - Ground Support Equipment Mechanic 26.66
23381 - Ground Support Equipment Servicer 21.16
23382 - Ground Support Equipment Worker 22.99
23391 - Gunsmith I 18.50
23392 - Gunsmith II 21.95
23393 - Gunsmith III 25.46
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.00
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.34
23430 - Heavy Equipment Mechanic 26.91
23440 - Heavy Equipment Operator 21.80
23460 - Instrument Mechanic 25.46
23465 - Laboratory/Shelter Mechanic 23.67
23470 - Laborer 13.46
23510 - Locksmith 23.67
23530 - Machinery Maintenance Mechanic 26.30
23550 - Machinist Maintenance 24.93
23580 - Maintenance Trades Helper 16.08
23591 - Metrology Technician I 25.46
23592 - Metrology Technician II 27.18
23593 - Metrology Technician III 28.77
23640 - Millwright 25.46
23710 - Office Appliance Repairer 23.67
23760 - Painter Maintenance 19.21
23790 - Pipefitter Maintenance 21.54
23810 - Plumber Maintenance 20.56
23820 - Pneudraulic Systems Mechanic 25.46
23850 - Rigger 25.46
23870 - Scale Mechanic 21.95
23890 - Sheet-Metal Worker Maintenance 25.61
23910 - Small Engine Mechanic 17.79
23931 - Telecommunications Mechanic I 24.39

23932 - Telecommunications Mechanic II 26.03
23950 - Telephone Lineman 25.46
23960 - Welder Combination Maintenance 25.68
23965 - Well Driller 24.92
23970 - Woodcraft Worker 25.46
23980 - Woodworker 18.50
24000 - Personal Needs Occupations
24550 - Case Manager 15.81
24570 - Child Care Attendant 9.28
24580 - Child Care Center Clerk 12.97
24610 - Chore Aide 9.70
24620 - Family Readiness And Support Services Coordinator 15.81
24630 - Homemaker 15.93
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.46
25040 - Sewage Plant Operator 18.56
25070 - Stationary Engineer 25.46
25190 - Ventilation Equipment Tender 16.76
25210 - Water Treatment Plant Operator 18.56
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.03
27007 - Baggage Inspector 13.05
27008 - Corrections Officer 17.77
27010 - Court Security Officer 19.36
27030 - Detection Dog Handler 15.74
27040 - Detention Officer 17.77
27070 - Firefighter 20.08
27101 - Guard I 13.05
27102 - Guard II 15.74
27131 - Police Officer I 23.04
27132 - Police Officer II 25.57
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.65
28042 - Carnival Equipment Repairer 14.93
28043 - Carnival Worker 10.52
28210 - Gate Attendant/Gate Tender 13.60
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 15.22
28510 - Recreation Aide/Health Facility Attendant 11.10
28515 - Recreation Specialist 18.00
28630 - Sports Official 12.11
28690 - Swimming Pool Operator 18.91
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.15
29020 - Hatch Tender 27.15
29030 - Line Handler 27.15
29041 - Stevedore I 25.00
29042 - Stevedore II 29.27
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.30
30022 - Archeological Technician II 18.22
30023 - Archeological Technician III 22.58
30030 - Cartographic Technician 22.58
30040 - Civil Engineering Technician 21.39
30051 - Cryogenic Technician I 23.79
30052 - Cryogenic Technician II 26.27
30061 - Drafter/CAD Operator I 16.30
30062 - Drafter/CAD Operator II 18.22
30063 - Drafter/CAD Operator III 20.71
30064 - Drafter/CAD Operator IV 25.13
30081 - Engineering Technician I 15.46
30082 - Engineering Technician II 17.36
30083 - Engineering Technician III 19.42
30084 - Engineering Technician IV 24.05
30085 - Engineering Technician V 29.43
30086 - Engineering Technician VI 35.61
30090 - Environmental Technician 21.53
30095 - Evidence Control Specialist 21.48
30210 - Laboratory Technician 20.09
30221 - Latent Fingerprint Technician I 23.79
30222 - Latent Fingerprint Technician II 26.27
30240 - Mathematical Technician 22.58
30361 - Paralegal/Legal Assistant I 20.44
30362 - Paralegal/Legal Assistant II 25.32
30363 - Paralegal/Legal Assistant III 30.98
30364 - Paralegal/Legal Assistant IV 37.48
30375 - Petroleum Supply Specialist 26.27
30390 - Photo-Optics Technician 22.58
30395 - Radiation Control Technician 26.27
30461 - Technical Writer I 21.64
30462 - Technical Writer II 26.45
30463 - Technical Writer III 32.01
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 23.79
30502 - Weather Forecaster II 28.93
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.71
30621 - Weather Observer Senior (see 2) 22.58
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.01
31030 - Bus Driver 17.05

31043 - Driver Courier	15.85
31260 - Parking and Lot Attendant	11.56
31290 - Shuttle Bus Driver	17.16
31310 - Taxi Driver	11.57
31361 - Truckdriver Light	17.16
31362 - Truckdriver Medium	19.26
31363 - Truckdriver Heavy	21.67
31364 - Truckdriver Tractor-Trailer	21.67
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.39
99050 - Desk Clerk	11.45
99095 - Embalmer	26.66
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	10.35
99252 - Laboratory Animal Caretaker II	11.21
99260 - Marketing Analyst	24.11
99310 - Mortician	26.66
99410 - Pest Controller	16.47
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.51
99711 - Recycling Specialist	25.90
99730 - Refuse Collector	18.04
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	12.47
99830 - Survey Party Chief	23.02
99831 - Surveying Aide	16.01
99832 - Surveying Technician	21.97
99840 - Vending Machine Attendant	16.48
99841 - Vending Machine Repairer	21.03
99842 - Vending Machine Repairer Helper	16.48

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5459
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Mexico

Area: New Mexico County of Catron

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.89
01012 - Accounting Clerk II		15.60
01013 - Accounting Clerk III		17.45
01020 - Administrative Assistant		26.61
01035 - Court Reporter		18.61
01041 - Customer Service Representative I		11.06
01042 - Customer Service Representative II		12.44
01043 - Customer Service Representative III		13.56
01051 - Data Entry Operator I		12.18
01052 - Data Entry Operator II		13.56
01060 - Dispatcher Motor Vehicle		16.68
01070 - Document Preparation Clerk		13.86
01090 - Duplicating Machine Operator		13.86
01111 - General Clerk I		12.12
01112 - General Clerk II		13.23

01113 - General Clerk III	14.86
01120 - Housing Referral Assistant	18.60
01141 - Messenger Courier	10.98
01191 - Order Clerk I	12.43
01192 - Order Clerk II	13.56
01261 - Personnel Assistant (Employment) I	15.73
01262 - Personnel Assistant (Employment) II	17.60
01263 - Personnel Assistant (Employment) III	19.62
01270 - Production Control Clerk	23.17
01290 - Rental Clerk	13.27
01300 - Scheduler Maintenance	14.91
01311 - Secretary I	14.91
01312 - Secretary II	16.68
01313 - Secretary III	18.60
01320 - Service Order Dispatcher	14.91
01410 - Supply Technician	26.61
01420 - Survey Worker	14.01
01460 - Switchboard Operator/Receptionist	13.81
01531 - Travel Clerk I	11.82
01532 - Travel Clerk II	12.76
01533 - Travel Clerk III	13.57
01611 - Word Processor I	13.28
01612 - Word Processor II	14.91
01613 - Word Processor III	16.68
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.93
05010 - Automotive Electrician	19.34
05040 - Automotive Glass Installer	17.40
05070 - Automotive Worker	17.40
05110 - Mobile Equipment Servicer	14.85
05130 - Motor Equipment Metal Mechanic	19.79
05160 - Motor Equipment Metal Worker	17.40
05190 - Motor Vehicle Mechanic	19.93
05220 - Motor Vehicle Mechanic Helper	13.62
05250 - Motor Vehicle Upholstery Worker	16.38
05280 - Motor Vehicle Wrecker	17.40
05310 - Painter Automotive	18.91
05340 - Radiator Repair Specialist	17.40
05370 - Tire Repairer	12.40
05400 - Transmission Repair Specialist	19.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.36
07041 - Cook I	11.30
07042 - Cook II	13.47
07070 - Dishwasher	9.46
07130 - Food Service Worker	10.58
07210 - Meat Cutter	16.48
07260 - Waiter/Waitress	9.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.45

09040 - Furniture Handler 13.10
09080 - Furniture Refinisher 21.45
09090 - Furniture Refinisher Helper 16.72
09110 - Furniture Repairer Minor 20.30
09130 - Upholsterer 21.45
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.87
11060 - Elevator Operator 10.87
11090 - Gardener 18.23
11122 - Housekeeping Aide 11.32
11150 - Janitor 11.32
11210 - Laborer Grounds Maintenance 12.74
11240 - Maid or Houseman 10.77
11260 - Pruner 10.92
11270 - Tractor Operator 16.36
11330 - Trail Maintenance Worker 12.74
11360 - Window Cleaner 12.95
12000 - Health Occupations
12010 - Ambulance Driver 15.94
12011 - Breath Alcohol Technician 22.83
12012 - Certified Occupational Therapist Assistant 31.33
12015 - Certified Physical Therapist Assistant 27.97
12020 - Dental Assistant 18.18
12025 - Dental Hygienist 39.93
12030 - EKG Technician 34.59
12035 - Electroneurodiagnostic Technologist 34.59
12040 - Emergency Medical Technician 15.94
12071 - Licensed Practical Nurse I 20.41
12072 - Licensed Practical Nurse II 22.83
12073 - Licensed Practical Nurse III 25.46
12100 - Medical Assistant 14.55
12130 - Medical Laboratory Technician 24.49
12160 - Medical Record Clerk 14.98
12190 - Medical Record Technician 16.97
12195 - Medical Transcriptionist 19.20
12210 - Nuclear Medicine Technologist 47.95
12221 - Nursing Assistant I 11.01
12222 - Nursing Assistant II 12.38
12223 - Nursing Assistant III 13.50
12224 - Nursing Assistant IV 15.16
12235 - Optical Dispenser 19.02
12236 - Optical Technician 19.34
12250 - Pharmacy Technician 17.13
12280 - Phlebotomist 17.47
12305 - Radiologic Technologist 29.61
12311 - Registered Nurse I 25.39
12312 - Registered Nurse II 31.06
12313 - Registered Nurse II Specialist 31.06
12314 - Registered Nurse III 37.58
12315 - Registered Nurse III Anesthetist 37.58

12316 - Registered Nurse IV		45.04
12317 - Scheduler (Drug and Alcohol Testing)		27.03
12320 - Substance Abuse Treatment Counselor		25.49
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.09
13012 - Exhibits Specialist II		23.30
13013 - Exhibits Specialist III		27.86
13041 - Illustrator I		17.71
13042 - Illustrator II		21.95
13043 - Illustrator III		25.33
13047 - Librarian		25.20
13050 - Library Aide/Clerk		10.02
13054 - Library Information Technology Systems Administrator		22.74
13058 - Library Technician		15.10
13061 - Media Specialist I		16.84
13062 - Media Specialist II		18.90
13063 - Media Specialist III		20.98
13071 - Photographer I		17.47
13072 - Photographer II		19.39
13073 - Photographer III		23.87
13074 - Photographer IV		26.73
13075 - Photographer V		32.33
13090 - Technical Order Library Clerk		16.00
13110 - Video Teleconference Technician		18.57
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.48
14042 - Computer Operator II		18.44
14043 - Computer Operator III		21.03
14044 - Computer Operator IV		23.39
14045 - Computer Operator V		26.77
14071 - Computer Programmer I	(see 1)	24.65
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		16.48
14160 - Personal Computer Support Technician		23.39
14170 - System Support Specialist		26.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.38
15020 - Aircrew Training Devices Instructor (Rated)		36.73
15030 - Air Crew Training Devices Instructor (Pilot)		44.06
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		28.80
15070 - Flight Instructor (Pilot)		44.06
15080 - Graphic Artist		27.57
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.06

15086 - Maintenance Test Pilot Rotary Wing 44.06
15088 - Non-Maintenance Test/Co-Pilot 44.06
15090 - Technical Instructor 20.47
15095 - Technical Instructor/Course Developer 27.57
15110 - Test Proctor 16.51
15120 - Tutor 16.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.57
16030 - Counter Attendant 11.57
16040 - Dry Cleaner 13.22
16070 - Finisher Flatwork Machine 11.57
16090 - Presser Hand 11.57
16110 - Presser Machine Drycleaning 11.57
16130 - Presser Machine Shirts 11.57
16160 - Presser Machine Wearing Apparel Laundry 11.57
16190 - Sewing Machine Operator 13.78
16220 - Tailor 14.33
16250 - Washer Machine 12.12
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.86
19040 - Tool And Die Maker 30.43
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.19
21030 - Material Coordinator 23.17
21040 - Material Expediter 23.17
21050 - Material Handling Laborer 13.19
21071 - Order Filler 11.53
21080 - Production Line Worker (Food Processing) 17.19
21110 - Shipping Packer 16.28
21130 - Shipping/Receiving Clerk 16.28
21140 - Store Worker I 10.86
21150 - Stock Clerk 15.81
21210 - Tools And Parts Attendant 17.19
21410 - Warehouse Specialist 17.19
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.27
23019 - Aircraft Logs and Records Technician 20.30
23021 - Aircraft Mechanic I 25.65
23022 - Aircraft Mechanic II 27.27
23023 - Aircraft Mechanic III 28.86
23040 - Aircraft Mechanic Helper 16.72
23050 - Aircraft Painter 23.86
23060 - Aircraft Servicer 20.30
23070 - Aircraft Survival Flight Equipment Technician 23.86
23080 - Aircraft Worker 22.08
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.08
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.65
23110 - Appliance Mechanic 23.68

23120 - Bicycle Repairer 17.61
23125 - Cable Splicer 34.64
23130 - Carpenter Maintenance 18.90
23140 - Carpet Layer 22.08
23160 - Electrician Maintenance 24.93
23181 - Electronics Technician Maintenance I 25.16
23182 - Electronics Technician Maintenance II 27.32
23183 - Electronics Technician Maintenance III 29.47
23260 - Fabric Worker 20.30
23290 - Fire Alarm System Mechanic 22.10
23310 - Fire Extinguisher Repairer 18.52
23311 - Fuel Distribution System Mechanic 25.65
23312 - Fuel Distribution System Operator 18.52
23370 - General Maintenance Worker 15.51
23380 - Ground Support Equipment Mechanic 25.65
23381 - Ground Support Equipment Servicer 20.30
23382 - Ground Support Equipment Worker 22.08
23391 - Gunsmith I 18.52
23392 - Gunsmith II 22.08
23393 - Gunsmith III 25.65
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.31
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.39
23430 - Heavy Equipment Mechanic 23.71
23440 - Heavy Equipment Operator 18.98
23460 - Instrument Mechanic 27.47
23465 - Laboratory/Shelter Mechanic 23.86
23470 - Laborer 13.19
23510 - Locksmith 23.86
23530 - Machinery Maintenance Mechanic 28.43
23550 - Machinist Maintenance 25.72
23580 - Maintenance Trades Helper 13.58
23591 - Metrology Technician I 27.47
23592 - Metrology Technician II 29.34
23593 - Metrology Technician III 30.82
23640 - Millwright 25.65
23710 - Office Appliance Repairer 23.86
23760 - Painter Maintenance 20.48
23790 - Pipefitter Maintenance 24.23
23810 - Plumber Maintenance 22.66
23820 - Pneudraulic Systems Mechanic 25.65
23850 - Rigger 25.65
23870 - Scale Mechanic 22.08
23890 - Sheet-Metal Worker Maintenance 25.65
23910 - Small Engine Mechanic 22.08
23931 - Telecommunications Mechanic I 29.12
23932 - Telecommunications Mechanic II 31.11
23950 - Telephone Lineman 25.65
23960 - Welder Combination Maintenance 23.14

23965 - Well Driller		26.32
23970 - Woodcraft Worker		25.65
23980 - Woodworker		18.52
24000 - Personal Needs Occupations		
24550 - Case Manager		17.13
24570 - Child Care Attendant		11.24
24580 - Child Care Center Clerk		14.77
24610 - Chore Aide		9.65
24620 - Family Readiness And Support Services Coordinator		17.13
24630 - Homemaker		17.49
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.65
25040 - Sewage Plant Operator		18.84
25070 - Stationary Engineer		25.65
25190 - Ventilation Equipment Tender		16.72
25210 - Water Treatment Plant Operator		18.84
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.92
27007 - Baggage Inspector		13.59
27008 - Corrections Officer		17.17
27010 - Court Security Officer		18.23
27030 - Detection Dog Handler		15.20
27040 - Detention Officer		17.17
27070 - Firefighter		19.28
27101 - Guard I		13.59
27102 - Guard II		15.20
27131 - Police Officer I		21.40
27132 - Police Officer II		23.77
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.91
28042 - Carnival Equipment Repairer		16.32
28043 - Carnival Worker		10.27
28210 - Gate Attendant/Gate Tender		13.75
28310 - Lifeguard		12.25
28350 - Park Attendant (Aide)		15.38
28510 - Recreation Aide/Health Facility Attendant		11.22
28515 - Recreation Specialist		19.05
28630 - Sports Official		12.25
28690 - Swimming Pool Operator		23.11
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.08
29020 - Hatch Tender		22.08
29030 - Line Handler		22.08
29041 - Stevedore I		20.30
29042 - Stevedore II		23.86
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.14
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.68
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.48

30021 - Archeological Technician I		19.13
30022 - Archeological Technician II		21.45
30023 - Archeological Technician III		26.26
30030 - Cartographic Technician		26.59
30040 - Civil Engineering Technician		24.00
30051 - Cryogenic Technician I		25.27
30052 - Cryogenic Technician II		27.91
30061 - Drafter/CAD Operator I		19.13
30062 - Drafter/CAD Operator II		21.45
30063 - Drafter/CAD Operator III		23.93
30064 - Drafter/CAD Operator IV		28.50
30081 - Engineering Technician I		16.70
30082 - Engineering Technician II		18.73
30083 - Engineering Technician III		20.96
30084 - Engineering Technician IV		25.97
30085 - Engineering Technician V		31.77
30086 - Engineering Technician VI		38.43
30090 - Environmental Technician		22.81
30095 - Evidence Control Specialist		22.81
30210 - Laboratory Technician		24.87
30221 - Latent Fingerprint Technician I		25.27
30222 - Latent Fingerprint Technician II		27.91
30240 - Mathematical Technician		26.59
30361 - Paralegal/Legal Assistant I		18.64
30362 - Paralegal/Legal Assistant II		23.08
30363 - Paralegal/Legal Assistant III		28.24
30364 - Paralegal/Legal Assistant IV		34.16
30375 - Petroleum Supply Specialist		27.91
30390 - Photo-Optics Technician		26.59
30395 - Radiation Control Technician		27.91
30461 - Technical Writer I		23.34
30462 - Technical Writer II		28.56
30463 - Technical Writer III		34.54
30491 - Unexploded Ordnance (UXO) Technician I		25.51
30492 - Unexploded Ordnance (UXO) Technician II		30.86
30493 - Unexploded Ordnance (UXO) Technician III		36.99
30494 - Unexploded (UXO) Safety Escort		25.51
30495 - Unexploded (UXO) Sweep Personnel		25.51
30501 - Weather Forecaster I		28.50
30502 - Weather Forecaster II		34.67
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.93
30621 - Weather Observer Senior	(see 2)	26.59
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.86
31020 - Bus Aide		10.77
31030 - Bus Driver		17.17
31043 - Driver Courier		13.83
31260 - Parking and Lot Attendant		9.93
31290 - Shuttle Bus Driver		14.92

31310 - Taxi Driver	11.58
31361 - Truckdriver Light	14.92
31362 - Truckdriver Medium	16.94
31363 - Truckdriver Heavy	19.04
31364 - Truckdriver Tractor-Trailer	19.04
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.05
99030 - Cashier	10.06
99050 - Desk Clerk	11.39
99095 - Embalmer	25.51
99130 - Flight Follower	25.51
99251 - Laboratory Animal Caretaker I	16.29
99252 - Laboratory Animal Caretaker II	18.18
99260 - Marketing Analyst	23.85
99310 - Mortician	25.51
99410 - Pest Controller	21.53
99510 - Photofinishing Worker	13.40
99710 - Recycling Laborer	14.27
99711 - Recycling Specialist	18.21
99730 - Refuse Collector	12.47
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	12.14
99830 - Survey Party Chief	23.57
99831 - Surveying Aide	21.44
99832 - Surveying Technician	21.63
99840 - Vending Machine Attendant	15.60
99841 - Vending Machine Repairer	19.43
99842 - Vending Machine Repairer Helper	13.99

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5460
Revision No.: 14
Date Of Last Revision: 06/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Mexico

Area: New Mexico County of Catron

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.89
01012 - Accounting Clerk II		15.60
01013 - Accounting Clerk III		17.45
01020 - Administrative Assistant		26.61
01035 - Court Reporter		18.61
01041 - Customer Service Representative I		11.06
01042 - Customer Service Representative II		12.44
01043 - Customer Service Representative III		13.56
01051 - Data Entry Operator I		12.18
01052 - Data Entry Operator II		13.56
01060 - Dispatcher Motor Vehicle		16.68
01070 - Document Preparation Clerk		13.86

01090 - Duplicating Machine Operator 13.86
01111 - General Clerk I 12.12
01112 - General Clerk II 13.23
01113 - General Clerk III 14.86
01120 - Housing Referral Assistant 18.60
01141 - Messenger Courier 10.98
01191 - Order Clerk I 12.43
01192 - Order Clerk II 13.56
01261 - Personnel Assistant (Employment) I 15.73
01262 - Personnel Assistant (Employment) II 17.60
01263 - Personnel Assistant (Employment) III 19.62
01270 - Production Control Clerk 23.17
01290 - Rental Clerk 13.27
01300 - Scheduler Maintenance 14.91
01311 - Secretary I 14.91
01312 - Secretary II 16.68
01313 - Secretary III 18.60
01320 - Service Order Dispatcher 14.91
01410 - Supply Technician 26.61
01420 - Survey Worker 14.01
01460 - Switchboard Operator/Receptionist 13.81
01531 - Travel Clerk I 11.82
01532 - Travel Clerk II 12.76
01533 - Travel Clerk III 13.57
01611 - Word Processor I 13.28
01612 - Word Processor II 14.91
01613 - Word Processor III 16.68
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.93
05010 - Automotive Electrician 19.34
05040 - Automotive Glass Installer 17.40
05070 - Automotive Worker 17.40
05110 - Mobile Equipment Servicer 14.85
05130 - Motor Equipment Metal Mechanic 19.79
05160 - Motor Equipment Metal Worker 17.40
05190 - Motor Vehicle Mechanic 19.93
05220 - Motor Vehicle Mechanic Helper 13.62
05250 - Motor Vehicle Upholstery Worker 16.38
05280 - Motor Vehicle Wrecker 17.40
05310 - Painter Automotive 18.91
05340 - Radiator Repair Specialist 17.40
05370 - Tire Repairer 12.40
05400 - Transmission Repair Specialist 19.79
07000 - Food Preparation And Service Occupations
07010 - Baker 12.36
07041 - Cook I 11.30
07042 - Cook II 13.47
07070 - Dishwasher 9.46
07130 - Food Service Worker 10.58
07210 - Meat Cutter 16.48

07260 - Waiter/Waitress	9.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.45
09040 - Furniture Handler	13.10
09080 - Furniture Refinisher	21.45
09090 - Furniture Refinisher Helper	16.72
09110 - Furniture Repairer Minor	20.30
09130 - Upholsterer	21.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.87
11060 - Elevator Operator	10.87
11090 - Gardener	18.23
11122 - Housekeeping Aide	11.32
11150 - Janitor	11.32
11210 - Laborer Grounds Maintenance	12.74
11240 - Maid or Houseman	10.77
11260 - Pruner	10.92
11270 - Tractor Operator	16.36
11330 - Trail Maintenance Worker	12.74
11360 - Window Cleaner	12.95
12000 - Health Occupations	
12010 - Ambulance Driver	15.94
12011 - Breath Alcohol Technician	22.83
12012 - Certified Occupational Therapist Assistant	31.33
12015 - Certified Physical Therapist Assistant	27.97
12020 - Dental Assistant	18.18
12025 - Dental Hygienist	39.93
12030 - EKG Technician	34.59
12035 - Electroneurodiagnostic Technologist	34.59
12040 - Emergency Medical Technician	15.94
12071 - Licensed Practical Nurse I	20.41
12072 - Licensed Practical Nurse II	22.83
12073 - Licensed Practical Nurse III	25.46
12100 - Medical Assistant	14.55
12130 - Medical Laboratory Technician	24.49
12160 - Medical Record Clerk	14.98
12190 - Medical Record Technician	16.97
12195 - Medical Transcriptionist	19.20
12210 - Nuclear Medicine Technologist	47.95
12221 - Nursing Assistant I	11.01
12222 - Nursing Assistant II	12.38
12223 - Nursing Assistant III	13.50
12224 - Nursing Assistant IV	15.16
12235 - Optical Dispenser	19.02
12236 - Optical Technician	19.34
12250 - Pharmacy Technician	17.13
12280 - Phlebotomist	17.47
12305 - Radiologic Technologist	29.61
12311 - Registered Nurse I	25.39
12312 - Registered Nurse II	31.06

12313 - Registered Nurse II Specialist		31.06
12314 - Registered Nurse III		37.58
12315 - Registered Nurse III Anesthetist		37.58
12316 - Registered Nurse IV		45.04
12317 - Scheduler (Drug and Alcohol Testing)		27.03
12320 - Substance Abuse Treatment Counselor		25.49
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.09
13012 - Exhibits Specialist II		23.30
13013 - Exhibits Specialist III		27.86
13041 - Illustrator I		17.71
13042 - Illustrator II		21.95
13043 - Illustrator III		25.33
13047 - Librarian		25.20
13050 - Library Aide/Clerk		10.02
13054 - Library Information Technology Systems Administrator		22.74
13058 - Library Technician		15.10
13061 - Media Specialist I		16.84
13062 - Media Specialist II		18.90
13063 - Media Specialist III		20.98
13071 - Photographer I		17.47
13072 - Photographer II		19.39
13073 - Photographer III		23.87
13074 - Photographer IV		26.73
13075 - Photographer V		32.33
13090 - Technical Order Library Clerk		16.00
13110 - Video Teleconference Technician		18.57
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.48
14042 - Computer Operator II		18.44
14043 - Computer Operator III		21.03
14044 - Computer Operator IV		23.39
14045 - Computer Operator V		26.77
14071 - Computer Programmer I	(see 1)	24.65
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		16.48
14160 - Personal Computer Support Technician		23.39
14170 - System Support Specialist		26.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.38
15020 - Aircrew Training Devices Instructor (Rated)		36.73
15030 - Air Crew Training Devices Instructor (Pilot)		44.06
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		28.80

15070 - Flight Instructor (Pilot) 44.06
15080 - Graphic Artist 27.57
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.06
15086 - Maintenance Test Pilot Rotary Wing 44.06
15088 - Non-Maintenance Test/Co-Pilot 44.06
15090 - Technical Instructor 20.47
15095 - Technical Instructor/Course Developer 27.57
15110 - Test Proctor 16.51
15120 - Tutor 16.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.57
16030 - Counter Attendant 11.57
16040 - Dry Cleaner 13.22
16070 - Finisher Flatwork Machine 11.57
16090 - Presser Hand 11.57
16110 - Presser Machine Drycleaning 11.57
16130 - Presser Machine Shirts 11.57
16160 - Presser Machine Wearing Apparel Laundry 11.57
16190 - Sewing Machine Operator 13.78
16220 - Tailor 14.33
16250 - Washer Machine 12.12
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.86
19040 - Tool And Die Maker 30.43
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.19
21030 - Material Coordinator 23.17
21040 - Material Expediter 23.17
21050 - Material Handling Laborer 13.19
21071 - Order Filler 11.53
21080 - Production Line Worker (Food Processing) 17.19
21110 - Shipping Packer 16.28
21130 - Shipping/Receiving Clerk 16.28
21140 - Store Worker I 10.86
21150 - Stock Clerk 15.81
21210 - Tools And Parts Attendant 17.19
21410 - Warehouse Specialist 17.19
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.27
23019 - Aircraft Logs and Records Technician 20.30
23021 - Aircraft Mechanic I 25.65
23022 - Aircraft Mechanic II 27.27
23023 - Aircraft Mechanic III 28.86
23040 - Aircraft Mechanic Helper 16.72
23050 - Aircraft Painter 23.86
23060 - Aircraft Servicer 20.30
23070 - Aircraft Survival Flight Equipment Technician 23.86
23080 - Aircraft Worker 22.08
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.08

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.65
23110 - Appliance Mechanic 23.68
23120 - Bicycle Repairer 17.61
23125 - Cable Splicer 34.64
23130 - Carpenter Maintenance 18.90
23140 - Carpet Layer 22.08
23160 - Electrician Maintenance 24.93
23181 - Electronics Technician Maintenance I 25.16
23182 - Electronics Technician Maintenance II 27.32
23183 - Electronics Technician Maintenance III 29.47
23260 - Fabric Worker 20.30
23290 - Fire Alarm System Mechanic 22.10
23310 - Fire Extinguisher Repairer 18.52
23311 - Fuel Distribution System Mechanic 25.65
23312 - Fuel Distribution System Operator 18.52
23370 - General Maintenance Worker 15.51
23380 - Ground Support Equipment Mechanic 25.65
23381 - Ground Support Equipment Servicer 20.30
23382 - Ground Support Equipment Worker 22.08
23391 - Gunsmith I 18.52
23392 - Gunsmith II 22.08
23393 - Gunsmith III 25.65
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.31
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.39
23430 - Heavy Equipment Mechanic 23.71
23440 - Heavy Equipment Operator 18.98
23460 - Instrument Mechanic 27.47
23465 - Laboratory/Shelter Mechanic 23.86
23470 - Laborer 13.19
23510 - Locksmith 23.86
23530 - Machinery Maintenance Mechanic 28.43
23550 - Machinist Maintenance 25.72
23580 - Maintenance Trades Helper 13.58
23591 - Metrology Technician I 27.47
23592 - Metrology Technician II 29.34
23593 - Metrology Technician III 30.82
23640 - Millwright 25.65
23710 - Office Appliance Repairer 23.86
23760 - Painter Maintenance 20.48
23790 - Pipefitter Maintenance 24.23
23810 - Plumber Maintenance 22.66
23820 - Pneudraulic Systems Mechanic 25.65
23850 - Rigger 25.65
23870 - Scale Mechanic 22.08
23890 - Sheet-Metal Worker Maintenance 25.65
23910 - Small Engine Mechanic 22.08
23931 - Telecommunications Mechanic I 29.12

23932 - Telecommunications Mechanic II	31.11
23950 - Telephone Lineman	25.65
23960 - Welder Combination Maintenance	23.14
23965 - Well Driller	26.32
23970 - Woodcraft Worker	25.65
23980 - Woodworker	18.52
24000 - Personal Needs Occupations	
24550 - Case Manager	17.13
24570 - Child Care Attendant	11.24
24580 - Child Care Center Clerk	14.77
24610 - Chore Aide	9.65
24620 - Family Readiness And Support Services Coordinator	17.13
24630 - Homemaker	17.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.65
25040 - Sewage Plant Operator	18.84
25070 - Stationary Engineer	25.65
25190 - Ventilation Equipment Tender	16.72
25210 - Water Treatment Plant Operator	18.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.92
27007 - Baggage Inspector	13.59
27008 - Corrections Officer	17.17
27010 - Court Security Officer	18.23
27030 - Detection Dog Handler	15.20
27040 - Detention Officer	17.17
27070 - Firefighter	19.28
27101 - Guard I	13.59
27102 - Guard II	15.20
27131 - Police Officer I	21.40
27132 - Police Officer II	23.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.91
28042 - Carnival Equipment Repairer	16.32
28043 - Carnival Worker	10.27
28210 - Gate Attendant/Gate Tender	13.75
28310 - Lifeguard	12.25
28350 - Park Attendant (Aide)	15.38
28510 - Recreation Aide/Health Facility Attendant	11.22
28515 - Recreation Specialist	19.05
28630 - Sports Official	12.25
28690 - Swimming Pool Operator	23.11
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.08
29020 - Hatch Tender	22.08
29030 - Line Handler	22.08
29041 - Stevedore I	20.30
29042 - Stevedore II	23.86
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.14
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.68
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.48
30021 - Archeological Technician I 19.13
30022 - Archeological Technician II 21.45
30023 - Archeological Technician III 26.26
30030 - Cartographic Technician 26.59
30040 - Civil Engineering Technician 24.00
30051 - Cryogenic Technician I 25.27
30052 - Cryogenic Technician II 27.91
30061 - Drafter/CAD Operator I 19.13
30062 - Drafter/CAD Operator II 21.45
30063 - Drafter/CAD Operator III 23.93
30064 - Drafter/CAD Operator IV 28.50
30081 - Engineering Technician I 16.70
30082 - Engineering Technician II 18.73
30083 - Engineering Technician III 20.96
30084 - Engineering Technician IV 25.97
30085 - Engineering Technician V 31.77
30086 - Engineering Technician VI 38.43
30090 - Environmental Technician 22.81
30095 - Evidence Control Specialist 22.81
30210 - Laboratory Technician 24.87
30221 - Latent Fingerprint Technician I 25.27
30222 - Latent Fingerprint Technician II 27.91
30240 - Mathematical Technician 26.59
30361 - Paralegal/Legal Assistant I 18.64
30362 - Paralegal/Legal Assistant II 23.08
30363 - Paralegal/Legal Assistant III 28.24
30364 - Paralegal/Legal Assistant IV 34.16
30375 - Petroleum Supply Specialist 27.91
30390 - Photo-Optics Technician 26.59
30395 - Radiation Control Technician 27.91
30461 - Technical Writer I 23.34
30462 - Technical Writer II 28.56
30463 - Technical Writer III 34.54
30491 - Unexploded Ordnance (UXO) Technician I 25.51
30492 - Unexploded Ordnance (UXO) Technician II 30.86
30493 - Unexploded Ordnance (UXO) Technician III 36.99
30494 - Unexploded (UXO) Safety Escort 25.51
30495 - Unexploded (UXO) Sweep Personnel 25.51
30501 - Weather Forecaster I 28.50
30502 - Weather Forecaster II 34.67
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.93
30621 - Weather Observer Senior (see 2) 26.59
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.86
31020 - Bus Aide 10.77
31030 - Bus Driver 17.17

31043 - Driver Courier	13.83
31260 - Parking and Lot Attendant	9.93
31290 - Shuttle Bus Driver	14.92
31310 - Taxi Driver	11.58
31361 - Truckdriver Light	14.92
31362 - Truckdriver Medium	16.94
31363 - Truckdriver Heavy	19.04
31364 - Truckdriver Tractor-Trailer	19.04
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.05
99030 - Cashier	10.06
99050 - Desk Clerk	11.39
99095 - Embalmer	25.51
99130 - Flight Follower	25.51
99251 - Laboratory Animal Caretaker I	16.29
99252 - Laboratory Animal Caretaker II	18.18
99260 - Marketing Analyst	23.85
99310 - Mortician	25.51
99410 - Pest Controller	21.53
99510 - Photofinishing Worker	13.40
99710 - Recycling Laborer	14.27
99711 - Recycling Specialist	18.21
99730 - Refuse Collector	12.47
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	12.14
99830 - Survey Party Chief	23.57
99831 - Surveying Aide	21.44
99832 - Surveying Technician	21.63
99840 - Vending Machine Attendant	15.60
99841 - Vending Machine Repairer	19.43
99842 - Vending Machine Repairer Helper	13.99

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5461
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Mexico

Area: New Mexico Counties of Grant Hidalgo Luna Sierra

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.70
01012 - Accounting Clerk II		15.38
01013 - Accounting Clerk III		17.21
01020 - Administrative Assistant		27.93
01035 - Court Reporter		17.39
01041 - Customer Service Representative I		11.50
01042 - Customer Service Representative II		12.93
01043 - Customer Service Representative III		14.10
01051 - Data Entry Operator I		11.49
01052 - Data Entry Operator II		12.54
01060 - Dispatcher Motor Vehicle		18.30
01070 - Document Preparation Clerk		13.85
01090 - Duplicating Machine Operator		13.85
01111 - General Clerk I		10.17
01112 - General Clerk II		11.09

01113 - General Clerk III 12.45
01120 - Housing Referral Assistant 19.39
01141 - Messenger Courier 10.77
01191 - Order Clerk I 12.69
01192 - Order Clerk II 13.85
01261 - Personnel Assistant (Employment) I 16.05
01262 - Personnel Assistant (Employment) II 17.96
01263 - Personnel Assistant (Employment) III 20.02
01270 - Production Control Clerk 20.20
01290 - Rental Clerk 13.43
01300 - Scheduler Maintenance 15.54
01311 - Secretary I 15.54
01312 - Secretary II 17.39
01313 - Secretary III 19.39
01320 - Service Order Dispatcher 16.36
01410 - Supply Technician 27.75
01420 - Survey Worker 13.89
01460 - Switchboard Operator/Receptionist 12.61
01531 - Travel Clerk I 11.16
01532 - Travel Clerk II 12.20
01533 - Travel Clerk III 13.00
01611 - Word Processor I 13.85
01612 - Word Processor II 15.54
01613 - Word Processor III 17.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.71
05010 - Automotive Electrician 18.28
05040 - Automotive Glass Installer 16.91
05070 - Automotive Worker 16.91
05110 - Mobile Equipment Servicer 14.08
05130 - Motor Equipment Metal Mechanic 19.71
05160 - Motor Equipment Metal Worker 16.91
05190 - Motor Vehicle Mechanic 19.71
05220 - Motor Vehicle Mechanic Helper 12.65
05250 - Motor Vehicle Upholstery Worker 15.49
05280 - Motor Vehicle Wrecker 16.91
05310 - Painter Automotive 18.28
05340 - Radiator Repair Specialist 16.91
05370 - Tire Repairer 13.88
05400 - Transmission Repair Specialist 19.71
07000 - Food Preparation And Service Occupations
07010 - Baker 12.42
07041 - Cook I 11.30
07042 - Cook II 13.41
07070 - Dishwasher 9.36
07130 - Food Service Worker 10.46
07210 - Meat Cutter 13.02
07260 - Waiter/Waitress 9.01
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.93

09040 - Furniture Handler 12.13
09080 - Furniture Refinisher 20.93
09090 - Furniture Refinisher Helper 15.60
09110 - Furniture Repairer Minor 19.10
09130 - Upholsterer 20.93
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.79
11060 - Elevator Operator 10.79
11090 - Gardener 16.56
11122 - Housekeeping Aide 11.29
11150 - Janitor 11.29
11210 - Laborer Grounds Maintenance 11.88
11240 - Maid or Houseman 9.96
11260 - Pruner 10.45
11270 - Tractor Operator 15.00
11330 - Trail Maintenance Worker 11.88
11360 - Window Cleaner 12.83
12000 - Health Occupations
12010 - Ambulance Driver 15.40
12011 - Breath Alcohol Technician 21.86
12012 - Certified Occupational Therapist Assistant 29.56
12015 - Certified Physical Therapist Assistant 28.07
12020 - Dental Assistant 16.62
12025 - Dental Hygienist 40.88
12030 - EKG Technician 33.84
12035 - Electroneurodiagnostic Technologist 33.84
12040 - Emergency Medical Technician 15.40
12071 - Licensed Practical Nurse I 20.41
12072 - Licensed Practical Nurse II 22.83
12073 - Licensed Practical Nurse III 25.46
12100 - Medical Assistant 13.76
12130 - Medical Laboratory Technician 22.19
12160 - Medical Record Clerk 14.65
12190 - Medical Record Technician 16.40
12195 - Medical Transcriptionist 19.54
12210 - Nuclear Medicine Technologist 48.02
12221 - Nursing Assistant I 11.82
12222 - Nursing Assistant II 13.29
12223 - Nursing Assistant III 14.50
12224 - Nursing Assistant IV 16.27
12235 - Optical Dispenser 14.92
12236 - Optical Technician 14.98
12250 - Pharmacy Technician 15.57
12280 - Phlebotomist 14.94
12305 - Radiologic Technologist 27.25
12311 - Registered Nurse I 23.99
12312 - Registered Nurse II 28.64
12313 - Registered Nurse II Specialist 28.64
12314 - Registered Nurse III 34.65
12315 - Registered Nurse III Anesthetist 34.65

12316 - Registered Nurse IV		41.55
12317 - Scheduler (Drug and Alcohol Testing)		28.29
12320 - Substance Abuse Treatment Counselor		25.49
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.15
13012 - Exhibits Specialist II		23.08
13013 - Exhibits Specialist III		27.03
13041 - Illustrator I		19.15
13042 - Illustrator II		23.08
13043 - Illustrator III		27.03
13047 - Librarian		24.46
13050 - Library Aide/Clerk		11.49
13054 - Library Information Technology Systems Administrator		22.09
13058 - Library Technician		17.24
13061 - Media Specialist I		15.83
13062 - Media Specialist II		17.83
13063 - Media Specialist III		19.88
13071 - Photographer I		14.30
13072 - Photographer II		16.45
13073 - Photographer III		20.57
13074 - Photographer IV		24.45
13075 - Photographer V		29.33
13090 - Technical Order Library Clerk		16.00
13110 - Video Teleconference Technician		14.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.04
14042 - Computer Operator II		17.01
14043 - Computer Operator III		18.98
14044 - Computer Operator IV		21.09
14045 - Computer Operator V		23.34
14071 - Computer Programmer I	(see 1)	21.43
14072 - Computer Programmer II	(see 1)	26.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.04
14160 - Personal Computer Support Technician		22.41
14170 - System Support Specialist		25.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.80
15020 - Aircrew Training Devices Instructor (Rated)		33.63
15030 - Air Crew Training Devices Instructor (Pilot)		40.31
15050 - Computer Based Training Specialist / Instructor		27.80
15060 - Educational Technologist		32.13
15070 - Flight Instructor (Pilot)		40.31
15080 - Graphic Artist		22.09
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.31

15086 - Maintenance Test Pilot Rotary Wing 40.31
15088 - Non-Maintenance Test/Co-Pilot 40.31
15090 - Technical Instructor 21.86
15095 - Technical Instructor/Course Developer 26.73
15110 - Test Proctor 17.64
15120 - Tutor 17.64
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.57
16030 - Counter Attendant 11.57
16040 - Dry Cleaner 13.22
16070 - Finisher Flatwork Machine 11.57
16090 - Presser Hand 11.57
16110 - Presser Machine Drycleaning 11.57
16130 - Presser Machine Shirts 11.57
16160 - Presser Machine Wearing Apparel Laundry 11.57
16190 - Sewing Machine Operator 13.78
16220 - Tailor 14.33
16250 - Washer Machine 12.12
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.67
19040 - Tool And Die Maker 30.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.20
21030 - Material Coordinator 20.20
21040 - Material Expediter 20.20
21050 - Material Handling Laborer 12.66
21071 - Order Filler 11.76
21080 - Production Line Worker (Food Processing) 13.20
21110 - Shipping Packer 16.29
21130 - Shipping/Receiving Clerk 16.29
21140 - Store Worker I 10.18
21150 - Stock Clerk 14.77
21210 - Tools And Parts Attendant 13.20
21410 - Warehouse Specialist 13.20
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.46
23019 - Aircraft Logs and Records Technician 21.16
23021 - Aircraft Mechanic I 26.66
23022 - Aircraft Mechanic II 28.46
23023 - Aircraft Mechanic III 30.12
23040 - Aircraft Mechanic Helper 17.55
23050 - Aircraft Painter 24.79
23060 - Aircraft Servicer 21.16
23070 - Aircraft Survival Flight Equipment Technician 24.79
23080 - Aircraft Worker 22.99
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.99
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.66
23110 - Appliance Mechanic 23.67

23120 - Bicycle Repairer 18.25
23125 - Cable Splicer 29.85
23130 - Carpenter Maintenance 18.90
23140 - Carpet Layer 21.95
23160 - Electrician Maintenance 25.73
23181 - Electronics Technician Maintenance I 22.70
23182 - Electronics Technician Maintenance II 24.48
23183 - Electronics Technician Maintenance III 26.33
23260 - Fabric Worker 20.20
23290 - Fire Alarm System Mechanic 26.74
23310 - Fire Extinguisher Repairer 18.50
23311 - Fuel Distribution System Mechanic 26.74
23312 - Fuel Distribution System Operator 20.23
23370 - General Maintenance Worker 15.68
23380 - Ground Support Equipment Mechanic 26.66
23381 - Ground Support Equipment Servicer 21.16
23382 - Ground Support Equipment Worker 22.99
23391 - Gunsmith I 18.50
23392 - Gunsmith II 21.95
23393 - Gunsmith III 25.46
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.45
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.61
23430 - Heavy Equipment Mechanic 23.69
23440 - Heavy Equipment Operator 21.80
23460 - Instrument Mechanic 25.46
23465 - Laboratory/Shelter Mechanic 23.67
23470 - Laborer 12.66
23510 - Locksmith 23.67
23530 - Machinery Maintenance Mechanic 25.73
23550 - Machinist Maintenance 24.55
23580 - Maintenance Trades Helper 13.64
23591 - Metrology Technician I 25.46
23592 - Metrology Technician II 27.18
23593 - Metrology Technician III 28.77
23640 - Millwright 25.46
23710 - Office Appliance Repairer 23.67
23760 - Painter Maintenance 19.81
23790 - Pipefitter Maintenance 22.10
23810 - Plumber Maintenance 20.48
23820 - Pneudraulic Systems Mechanic 25.46
23850 - Rigger 25.46
23870 - Scale Mechanic 21.95
23890 - Sheet-Metal Worker Maintenance 24.64
23910 - Small Engine Mechanic 18.94
23931 - Telecommunications Mechanic I 24.19
23932 - Telecommunications Mechanic II 25.86
23950 - Telephone Lineman 25.46
23960 - Welder Combination Maintenance 25.48

23965 - Well Driller		22.58
23970 - Woodcraft Worker		25.46
23980 - Woodworker		18.50
24000 - Personal Needs Occupations		
24550 - Case Manager		17.08
24570 - Child Care Attendant		9.47
24580 - Child Care Center Clerk		11.81
24610 - Chore Aide		9.70
24620 - Family Readiness And Support Services Coordinator		17.08
24630 - Homemaker		17.08
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.46
25040 - Sewage Plant Operator		18.84
25070 - Stationary Engineer		25.46
25190 - Ventilation Equipment Tender		16.76
25210 - Water Treatment Plant Operator		18.84
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.32
27007 - Baggage Inspector		13.52
27008 - Corrections Officer		18.66
27010 - Court Security Officer		18.66
27030 - Detection Dog Handler		16.32
27040 - Detention Officer		18.66
27070 - Firefighter		19.83
27101 - Guard I		13.52
27102 - Guard II		16.32
27131 - Police Officer I		22.38
27132 - Police Officer II		24.86
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.52
28042 - Carnival Equipment Repairer		14.93
28043 - Carnival Worker		9.42
28210 - Gate Attendant/Gate Tender		13.75
28310 - Lifeguard		12.25
28350 - Park Attendant (Aide)		15.38
28510 - Recreation Aide/Health Facility Attendant		11.22
28515 - Recreation Specialist		18.00
28630 - Sports Official		12.25
28690 - Swimming Pool Operator		21.37
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.91
29020 - Hatch Tender		22.91
29030 - Line Handler		22.91
29041 - Stevedore I		21.01
29042 - Stevedore II		25.27
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		18.13
30022 - Archeological Technician II		20.27
30023 - Archeological Technician III		25.11
30030 - Cartographic Technician		25.12
30040 - Civil Engineering Technician		21.11
30051 - Cryogenic Technician I		23.79
30052 - Cryogenic Technician II		26.27
30061 - Drafter/CAD Operator I		15.50
30062 - Drafter/CAD Operator II		16.81
30063 - Drafter/CAD Operator III		19.99
30064 - Drafter/CAD Operator IV		26.25
30081 - Engineering Technician I		15.71
30082 - Engineering Technician II		17.63
30083 - Engineering Technician III		20.27
30084 - Engineering Technician IV		24.96
30085 - Engineering Technician V		29.90
30086 - Engineering Technician VI		36.17
30090 - Environmental Technician		20.74
30095 - Evidence Control Specialist		21.48
30210 - Laboratory Technician		19.91
30221 - Latent Fingerprint Technician I		23.79
30222 - Latent Fingerprint Technician II		26.27
30240 - Mathematical Technician		24.90
30361 - Paralegal/Legal Assistant I		19.73
30362 - Paralegal/Legal Assistant II		24.44
30363 - Paralegal/Legal Assistant III		29.90
30364 - Paralegal/Legal Assistant IV		36.17
30375 - Petroleum Supply Specialist		26.27
30390 - Photo-Optics Technician		22.90
30395 - Radiation Control Technician		26.27
30461 - Technical Writer I		26.05
30462 - Technical Writer II		31.87
30463 - Technical Writer III		38.56
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		23.79
30502 - Weather Forecaster II		28.93
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	19.99
30621 - Weather Observer Senior	(see 2)	21.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		10.77
31030 - Bus Driver		16.94
31043 - Driver Courier		14.63
31260 - Parking and Lot Attendant		10.69
31290 - Shuttle Bus Driver		16.15

31310 - Taxi Driver	11.57
31361 - Truckdriver Light	16.15
31362 - Truckdriver Medium	17.64
31363 - Truckdriver Heavy	20.10
31364 - Truckdriver Tractor-Trailer	20.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.39
99050 - Desk Clerk	10.57
99095 - Embalmer	26.66
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.91
99252 - Laboratory Animal Caretaker II	14.32
99260 - Marketing Analyst	23.85
99310 - Mortician	26.66
99410 - Pest Controller	19.58
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.02
99711 - Recycling Specialist	19.28
99730 - Refuse Collector	12.91
99810 - Sales Clerk	11.11
99820 - School Crossing Guard	12.47
99830 - Survey Party Chief	23.68
99831 - Surveying Aide	16.40
99832 - Surveying Technician	19.36
99840 - Vending Machine Attendant	14.47
99841 - Vending Machine Repairer	18.36
99842 - Vending Machine Repairer Helper	14.47

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5462
Revision No.: 14
Date Of Last Revision: 06/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Mexico

Area: New Mexico Counties of Grant Hidalgo Luna Sierra

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.70
01012 - Accounting Clerk II		15.38
01013 - Accounting Clerk III		17.21
01020 - Administrative Assistant		27.93
01035 - Court Reporter		17.39
01041 - Customer Service Representative I		11.50
01042 - Customer Service Representative II		12.93
01043 - Customer Service Representative III		14.10
01051 - Data Entry Operator I		11.49
01052 - Data Entry Operator II		12.54
01060 - Dispatcher Motor Vehicle		18.30
01070 - Document Preparation Clerk		13.85

01090 - Duplicating Machine Operator 13.85
01111 - General Clerk I 10.17
01112 - General Clerk II 11.09
01113 - General Clerk III 12.45
01120 - Housing Referral Assistant 19.39
01141 - Messenger Courier 10.77
01191 - Order Clerk I 12.69
01192 - Order Clerk II 13.85
01261 - Personnel Assistant (Employment) I 16.05
01262 - Personnel Assistant (Employment) II 17.96
01263 - Personnel Assistant (Employment) III 20.02
01270 - Production Control Clerk 20.20
01290 - Rental Clerk 13.43
01300 - Scheduler Maintenance 15.54
01311 - Secretary I 15.54
01312 - Secretary II 17.39
01313 - Secretary III 19.39
01320 - Service Order Dispatcher 16.36
01410 - Supply Technician 27.75
01420 - Survey Worker 13.89
01460 - Switchboard Operator/Receptionist 12.61
01531 - Travel Clerk I 11.16
01532 - Travel Clerk II 12.20
01533 - Travel Clerk III 13.00
01611 - Word Processor I 13.85
01612 - Word Processor II 15.54
01613 - Word Processor III 17.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.71
05010 - Automotive Electrician 18.28
05040 - Automotive Glass Installer 16.91
05070 - Automotive Worker 16.91
05110 - Mobile Equipment Servicer 14.08
05130 - Motor Equipment Metal Mechanic 19.71
05160 - Motor Equipment Metal Worker 16.91
05190 - Motor Vehicle Mechanic 19.71
05220 - Motor Vehicle Mechanic Helper 12.65
05250 - Motor Vehicle Upholstery Worker 15.49
05280 - Motor Vehicle Wrecker 16.91
05310 - Painter Automotive 18.28
05340 - Radiator Repair Specialist 16.91
05370 - Tire Repairer 13.88
05400 - Transmission Repair Specialist 19.71
07000 - Food Preparation And Service Occupations
07010 - Baker 12.42
07041 - Cook I 11.30
07042 - Cook II 13.41
07070 - Dishwasher 9.36
07130 - Food Service Worker 10.46
07210 - Meat Cutter 13.02

07260 - Waiter/Waitress	9.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.93
09040 - Furniture Handler	12.13
09080 - Furniture Refinisher	20.93
09090 - Furniture Refinisher Helper	15.60
09110 - Furniture Repairer Minor	19.10
09130 - Upholsterer	20.93
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.79
11060 - Elevator Operator	10.79
11090 - Gardener	16.56
11122 - Housekeeping Aide	11.29
11150 - Janitor	11.29
11210 - Laborer Grounds Maintenance	11.88
11240 - Maid or Houseman	9.96
11260 - Pruner	10.45
11270 - Tractor Operator	15.00
11330 - Trail Maintenance Worker	11.88
11360 - Window Cleaner	12.83
12000 - Health Occupations	
12010 - Ambulance Driver	15.40
12011 - Breath Alcohol Technician	21.86
12012 - Certified Occupational Therapist Assistant	29.56
12015 - Certified Physical Therapist Assistant	28.07
12020 - Dental Assistant	16.62
12025 - Dental Hygienist	40.88
12030 - EKG Technician	33.84
12035 - Electroneurodiagnostic Technologist	33.84
12040 - Emergency Medical Technician	15.40
12071 - Licensed Practical Nurse I	20.41
12072 - Licensed Practical Nurse II	22.83
12073 - Licensed Practical Nurse III	25.46
12100 - Medical Assistant	13.76
12130 - Medical Laboratory Technician	22.19
12160 - Medical Record Clerk	14.65
12190 - Medical Record Technician	16.40
12195 - Medical Transcriptionist	19.54
12210 - Nuclear Medicine Technologist	48.02
12221 - Nursing Assistant I	11.82
12222 - Nursing Assistant II	13.29
12223 - Nursing Assistant III	14.50
12224 - Nursing Assistant IV	16.27
12235 - Optical Dispenser	14.92
12236 - Optical Technician	14.98
12250 - Pharmacy Technician	15.57
12280 - Phlebotomist	14.94
12305 - Radiologic Technologist	27.25
12311 - Registered Nurse I	23.99
12312 - Registered Nurse II	28.64

12313 - Registered Nurse II Specialist		28.64
12314 - Registered Nurse III		34.65
12315 - Registered Nurse III Anesthetist		34.65
12316 - Registered Nurse IV		41.55
12317 - Scheduler (Drug and Alcohol Testing)		28.29
12320 - Substance Abuse Treatment Counselor		25.49
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.15
13012 - Exhibits Specialist II		23.08
13013 - Exhibits Specialist III		27.03
13041 - Illustrator I		19.15
13042 - Illustrator II		23.08
13043 - Illustrator III		27.03
13047 - Librarian		24.46
13050 - Library Aide/Clerk		11.49
13054 - Library Information Technology Systems Administrator		22.09
13058 - Library Technician		17.24
13061 - Media Specialist I		15.83
13062 - Media Specialist II		17.83
13063 - Media Specialist III		19.88
13071 - Photographer I		14.30
13072 - Photographer II		16.45
13073 - Photographer III		20.57
13074 - Photographer IV		24.45
13075 - Photographer V		29.33
13090 - Technical Order Library Clerk		16.00
13110 - Video Teleconference Technician		14.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.04
14042 - Computer Operator II		17.01
14043 - Computer Operator III		18.98
14044 - Computer Operator IV		21.09
14045 - Computer Operator V		23.34
14071 - Computer Programmer I	(see 1)	21.43
14072 - Computer Programmer II	(see 1)	26.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.04
14160 - Personal Computer Support Technician		22.41
14170 - System Support Specialist		25.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.80
15020 - Aircrew Training Devices Instructor (Rated)		33.63
15030 - Air Crew Training Devices Instructor (Pilot)		40.31
15050 - Computer Based Training Specialist / Instructor		27.80
15060 - Educational Technologist		32.13

15070 - Flight Instructor (Pilot) 40.31
15080 - Graphic Artist 22.09
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.31
15086 - Maintenance Test Pilot Rotary Wing 40.31
15088 - Non-Maintenance Test/Co-Pilot 40.31
15090 - Technical Instructor 21.86
15095 - Technical Instructor/Course Developer 26.73
15110 - Test Proctor 17.64
15120 - Tutor 17.64
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.57
16030 - Counter Attendant 11.57
16040 - Dry Cleaner 13.22
16070 - Finisher Flatwork Machine 11.57
16090 - Presser Hand 11.57
16110 - Presser Machine Drycleaning 11.57
16130 - Presser Machine Shirts 11.57
16160 - Presser Machine Wearing Apparel Laundry 11.57
16190 - Sewing Machine Operator 13.78
16220 - Tailor 14.33
16250 - Washer Machine 12.12
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.67
19040 - Tool And Die Maker 30.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.20
21030 - Material Coordinator 20.20
21040 - Material Expediter 20.20
21050 - Material Handling Laborer 12.66
21071 - Order Filler 11.76
21080 - Production Line Worker (Food Processing) 13.20
21110 - Shipping Packer 16.29
21130 - Shipping/Receiving Clerk 16.29
21140 - Store Worker I 10.18
21150 - Stock Clerk 14.77
21210 - Tools And Parts Attendant 13.20
21410 - Warehouse Specialist 13.20
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.46
23019 - Aircraft Logs and Records Technician 21.16
23021 - Aircraft Mechanic I 26.66
23022 - Aircraft Mechanic II 28.46
23023 - Aircraft Mechanic III 30.12
23040 - Aircraft Mechanic Helper 17.55
23050 - Aircraft Painter 24.79
23060 - Aircraft Servicer 21.16
23070 - Aircraft Survival Flight Equipment Technician 24.79
23080 - Aircraft Worker 22.99
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.99

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.66
23110 - Appliance Mechanic 23.67
23120 - Bicycle Repairer 18.25
23125 - Cable Splicer 29.85
23130 - Carpenter Maintenance 18.90
23140 - Carpet Layer 21.95
23160 - Electrician Maintenance 25.73
23181 - Electronics Technician Maintenance I 22.70
23182 - Electronics Technician Maintenance II 24.48
23183 - Electronics Technician Maintenance III 26.33
23260 - Fabric Worker 20.20
23290 - Fire Alarm System Mechanic 26.74
23310 - Fire Extinguisher Repairer 18.50
23311 - Fuel Distribution System Mechanic 26.74
23312 - Fuel Distribution System Operator 20.23
23370 - General Maintenance Worker 15.68
23380 - Ground Support Equipment Mechanic 26.66
23381 - Ground Support Equipment Servicer 21.16
23382 - Ground Support Equipment Worker 22.99
23391 - Gunsmith I 18.50
23392 - Gunsmith II 21.95
23393 - Gunsmith III 25.46
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.45
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.61
23430 - Heavy Equipment Mechanic 23.69
23440 - Heavy Equipment Operator 21.80
23460 - Instrument Mechanic 25.46
23465 - Laboratory/Shelter Mechanic 23.67
23470 - Laborer 12.66
23510 - Locksmith 23.67
23530 - Machinery Maintenance Mechanic 25.73
23550 - Machinist Maintenance 24.55
23580 - Maintenance Trades Helper 13.64
23591 - Metrology Technician I 25.46
23592 - Metrology Technician II 27.18
23593 - Metrology Technician III 28.77
23640 - Millwright 25.46
23710 - Office Appliance Repairer 23.67
23760 - Painter Maintenance 19.81
23790 - Pipefitter Maintenance 22.10
23810 - Plumber Maintenance 20.48
23820 - Pneudraulic Systems Mechanic 25.46
23850 - Rigger 25.46
23870 - Scale Mechanic 21.95
23890 - Sheet-Metal Worker Maintenance 24.64
23910 - Small Engine Mechanic 18.94
23931 - Telecommunications Mechanic I 24.19

23932 - Telecommunications Mechanic II 25.86
23950 - Telephone Lineman 25.46
23960 - Welder Combination Maintenance 25.48
23965 - Well Driller 22.58
23970 - Woodcraft Worker 25.46
23980 - Woodworker 18.50
24000 - Personal Needs Occupations
24550 - Case Manager 17.08
24570 - Child Care Attendant 9.47
24580 - Child Care Center Clerk 11.81
24610 - Chore Aide 9.70
24620 - Family Readiness And Support Services Coordinator 17.08
24630 - Homemaker 17.08
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.46
25040 - Sewage Plant Operator 18.84
25070 - Stationary Engineer 25.46
25190 - Ventilation Equipment Tender 16.76
25210 - Water Treatment Plant Operator 18.84
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.32
27007 - Baggage Inspector 13.52
27008 - Corrections Officer 18.66
27010 - Court Security Officer 18.66
27030 - Detection Dog Handler 16.32
27040 - Detention Officer 18.66
27070 - Firefighter 19.83
27101 - Guard I 13.52
27102 - Guard II 16.32
27131 - Police Officer I 22.38
27132 - Police Officer II 24.86
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.52
28042 - Carnival Equipment Repairer 14.93
28043 - Carnival Worker 9.42
28210 - Gate Attendant/Gate Tender 13.75
28310 - Lifeguard 12.25
28350 - Park Attendant (Aide) 15.38
28510 - Recreation Aide/Health Facility Attendant 11.22
28515 - Recreation Specialist 18.00
28630 - Sports Official 12.25
28690 - Swimming Pool Operator 21.37
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.91
29020 - Hatch Tender 22.91
29030 - Line Handler 22.91
29041 - Stevedore I 21.01
29042 - Stevedore II 25.27
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.13
30022 - Archeological Technician II 20.27
30023 - Archeological Technician III 25.11
30030 - Cartographic Technician 25.12
30040 - Civil Engineering Technician 21.11
30051 - Cryogenic Technician I 23.79
30052 - Cryogenic Technician II 26.27
30061 - Drafter/CAD Operator I 15.50
30062 - Drafter/CAD Operator II 16.81
30063 - Drafter/CAD Operator III 19.99
30064 - Drafter/CAD Operator IV 26.25
30081 - Engineering Technician I 15.71
30082 - Engineering Technician II 17.63
30083 - Engineering Technician III 20.27
30084 - Engineering Technician IV 24.96
30085 - Engineering Technician V 29.90
30086 - Engineering Technician VI 36.17
30090 - Environmental Technician 20.74
30095 - Evidence Control Specialist 21.48
30210 - Laboratory Technician 19.91
30221 - Latent Fingerprint Technician I 23.79
30222 - Latent Fingerprint Technician II 26.27
30240 - Mathematical Technician 24.90
30361 - Paralegal/Legal Assistant I 19.73
30362 - Paralegal/Legal Assistant II 24.44
30363 - Paralegal/Legal Assistant III 29.90
30364 - Paralegal/Legal Assistant IV 36.17
30375 - Petroleum Supply Specialist 26.27
30390 - Photo-Optics Technician 22.90
30395 - Radiation Control Technician 26.27
30461 - Technical Writer I 26.05
30462 - Technical Writer II 31.87
30463 - Technical Writer III 38.56
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 23.79
30502 - Weather Forecaster II 28.93
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 19.99
30621 - Weather Observer Senior (see 2) 21.48
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 10.77
31030 - Bus Driver 16.94

31043 - Driver Courier	14.63
31260 - Parking and Lot Attendant	10.69
31290 - Shuttle Bus Driver	16.15
31310 - Taxi Driver	11.57
31361 - Truckdriver Light	16.15
31362 - Truckdriver Medium	17.64
31363 - Truckdriver Heavy	20.10
31364 - Truckdriver Tractor-Trailer	20.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.39
99050 - Desk Clerk	10.57
99095 - Embalmer	26.66
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.91
99252 - Laboratory Animal Caretaker II	14.32
99260 - Marketing Analyst	23.85
99310 - Mortician	26.66
99410 - Pest Controller	19.58
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.02
99711 - Recycling Specialist	19.28
99730 - Refuse Collector	12.91
99810 - Sales Clerk	11.11
99820 - School Crossing Guard	12.47
99830 - Survey Party Chief	23.68
99831 - Surveying Aide	16.40
99832 - Surveying Technician	19.36
99840 - Vending Machine Attendant	14.47
99841 - Vending Machine Repairer	18.36
99842 - Vending Machine Repairer Helper	14.47

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5463
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Mexico

Area: New Mexico County of Los Alamos

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.12
01012 - Accounting Clerk II		19.23
01013 - Accounting Clerk III		21.52
01020 - Administrative Assistant		26.61
01035 - Court Reporter		20.47
01041 - Customer Service Representative I		14.00
01042 - Customer Service Representative II		15.75
01043 - Customer Service Representative III		17.17
01051 - Data Entry Operator I		14.45
01052 - Data Entry Operator II		15.76
01060 - Dispatcher Motor Vehicle		19.80
01070 - Document Preparation Clerk		15.76
01090 - Duplicating Machine Operator		15.76
01111 - General Clerk I		12.12
01112 - General Clerk II		13.23

01113 - General Clerk III 14.86
01120 - Housing Referral Assistant 22.07
01141 - Messenger Courier 12.85
01191 - Order Clerk I 14.45
01192 - Order Clerk II 15.76
01261 - Personnel Assistant (Employment) I 17.69
01262 - Personnel Assistant (Employment) II 19.80
01263 - Personnel Assistant (Employment) III 22.07
01270 - Production Control Clerk 25.49
01290 - Rental Clerk 14.92
01300 - Scheduler Maintenance 17.69
01311 - Secretary I 17.69
01312 - Secretary II 19.80
01313 - Secretary III 22.07
01320 - Service Order Dispatcher 17.69
01410 - Supply Technician 26.61
01420 - Survey Worker 18.65
01460 - Switchboard Operator/Receptionist 13.81
01531 - Travel Clerk I 11.82
01532 - Travel Clerk II 12.76
01533 - Travel Clerk III 13.57
01611 - Word Processor I 15.76
01612 - Word Processor II 17.69
01613 - Word Processor III 19.80
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.12
05010 - Automotive Electrician 18.12
05040 - Automotive Glass Installer 15.82
05070 - Automotive Worker 15.82
05110 - Mobile Equipment Servicer 13.50
05130 - Motor Equipment Metal Mechanic 18.12
05160 - Motor Equipment Metal Worker 15.82
05190 - Motor Vehicle Mechanic 18.12
05220 - Motor Vehicle Mechanic Helper 13.62
05250 - Motor Vehicle Upholstery Worker 15.82
05280 - Motor Vehicle Wrecker 15.82
05310 - Painter Automotive 17.19
05340 - Radiator Repair Specialist 15.82
05370 - Tire Repairer 11.49
05400 - Transmission Repair Specialist 18.12
07000 - Food Preparation And Service Occupations
07010 - Baker 14.04
07041 - Cook I 11.79
07042 - Cook II 14.08
07070 - Dishwasher 9.46
07130 - Food Service Worker 10.99
07210 - Meat Cutter 17.68
07260 - Waiter/Waitress 9.03
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.60

09040 - Furniture Handler 14.78
09080 - Furniture Refinisher 23.60
09090 - Furniture Refinisher Helper 16.72
09110 - Furniture Repairer Minor 20.30
09130 - Upholsterer 23.60
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.14
11060 - Elevator Operator 11.14
11090 - Gardener 19.02
11122 - Housekeeping Aide 12.95
11150 - Janitor 12.95
11210 - Laborer Grounds Maintenance 12.82
11240 - Maid or Houseman 10.77
11260 - Pruner 11.66
11270 - Tractor Operator 17.45
11330 - Trail Maintenance Worker 12.82
11360 - Window Cleaner 15.16
12000 - Health Occupations
12010 - Ambulance Driver 15.94
12011 - Breath Alcohol Technician 19.84
12012 - Certified Occupational Therapist Assistant 26.82
12015 - Certified Physical Therapist Assistant 25.72
12020 - Dental Assistant 18.18
12025 - Dental Hygienist 41.27
12030 - EKG Technician 29.61
12035 - Electroneurodiagnostic Technologist 29.61
12040 - Emergency Medical Technician 15.94
12071 - Licensed Practical Nurse I 18.73
12072 - Licensed Practical Nurse II 20.92
12073 - Licensed Practical Nurse III 23.32
12100 - Medical Assistant 14.55
12130 - Medical Laboratory Technician 22.31
12160 - Medical Record Clerk 14.98
12190 - Medical Record Technician 16.97
12195 - Medical Transcriptionist 17.45
12210 - Nuclear Medicine Technologist 42.94
12221 - Nursing Assistant I 11.09
12222 - Nursing Assistant II 12.47
12223 - Nursing Assistant III 13.60
12224 - Nursing Assistant IV 15.27
12235 - Optical Dispenser 17.04
12236 - Optical Technician 17.47
12250 - Pharmacy Technician 17.05
12280 - Phlebotomist 17.29
12305 - Radiologic Technologist 29.61
12311 - Registered Nurse I 25.39
12312 - Registered Nurse II 31.06
12313 - Registered Nurse II Specialist 31.06
12314 - Registered Nurse III 37.58
12315 - Registered Nurse III Anesthetist 37.58

12316 - Registered Nurse IV		45.04
12317 - Scheduler (Drug and Alcohol Testing)		24.20
12320 - Substance Abuse Treatment Counselor		23.10
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.63
13012 - Exhibits Specialist II		25.56
13013 - Exhibits Specialist III		30.65
13041 - Illustrator I		19.48
13042 - Illustrator II		24.15
13043 - Illustrator III		27.86
13047 - Librarian		27.72
13050 - Library Aide/Clerk		10.02
13054 - Library Information Technology Systems Administrator		25.01
13058 - Library Technician		18.27
13061 - Media Specialist I		18.45
13062 - Media Specialist II		20.63
13063 - Media Specialist III		23.01
13071 - Photographer I		18.45
13072 - Photographer II		20.63
13073 - Photographer III		25.56
13074 - Photographer IV		29.40
13075 - Photographer V		35.56
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.48
14042 - Computer Operator II		18.44
14043 - Computer Operator III		21.03
14044 - Computer Operator IV		23.39
14045 - Computer Operator V		26.77
14071 - Computer Programmer I	(see 1)	24.65
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		16.48
14160 - Personal Computer Support Technician		23.39
14170 - System Support Specialist		28.29
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.82
15020 - Aircrew Training Devices Instructor (Rated)		39.70
15030 - Air Crew Training Devices Instructor (Pilot)		47.59
15050 - Computer Based Training Specialist / Instructor		32.82
15060 - Educational Technologist		32.05
15070 - Flight Instructor (Pilot)		47.59
15080 - Graphic Artist		32.19
15085 - Maintenance Test Pilot Fixed Jet/Prop		47.59

15086 - Maintenance Test Pilot Rotary Wing 47.59
15088 - Non-Maintenance Test/Co-Pilot 47.59
15090 - Technical Instructor 25.01
15095 - Technical Instructor/Course Developer 33.36
15110 - Test Proctor 20.19
15120 - Tutor 20.19
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.57
16030 - Counter Attendant 11.57
16040 - Dry Cleaner 13.22
16070 - Finisher Flatwork Machine 11.57
16090 - Presser Hand 11.57
16110 - Presser Machine Drycleaning 11.57
16130 - Presser Machine Shirts 11.57
16160 - Presser Machine Wearing Apparel Laundry 11.57
16190 - Sewing Machine Operator 13.78
16220 - Tailor 14.33
16250 - Washer Machine 12.12
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.98
19040 - Tool And Die Maker 32.07
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.19
21030 - Material Coordinator 23.17
21040 - Material Expediter 23.17
21050 - Material Handling Laborer 13.19
21071 - Order Filler 11.66
21080 - Production Line Worker (Food Processing) 17.19
21110 - Shipping Packer 15.90
21130 - Shipping/Receiving Clerk 15.90
21140 - Store Worker I 10.86
21150 - Stock Clerk 15.81
21210 - Tools And Parts Attendant 17.19
21410 - Warehouse Specialist 17.19
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.94
23019 - Aircraft Logs and Records Technician 22.74
23021 - Aircraft Mechanic I 28.03
23022 - Aircraft Mechanic II 29.94
23023 - Aircraft Mechanic III 31.56
23040 - Aircraft Mechanic Helper 19.11
23050 - Aircraft Painter 25.98
23060 - Aircraft Servicer 22.74
23070 - Aircraft Survival Flight Equipment Technician 25.98
23080 - Aircraft Worker 24.33
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.33
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.03
23110 - Appliance Mechanic 23.68

23120 - Bicycle Repairer	17.61
23125 - Cable Splicer	33.91
23130 - Carpenter Maintenance	22.23
23140 - Carpet Layer	22.85
23160 - Electrician Maintenance	28.64
23181 - Electronics Technician Maintenance I	27.68
23182 - Electronics Technician Maintenance II	30.05
23183 - Electronics Technician Maintenance III	32.42
23260 - Fabric Worker	20.90
23290 - Fire Alarm System Mechanic	24.97
23310 - Fire Extinguisher Repairer	18.94
23311 - Fuel Distribution System Mechanic	28.03
23312 - Fuel Distribution System Operator	19.84
23370 - General Maintenance Worker	20.10
23380 - Ground Support Equipment Mechanic	28.03
23381 - Ground Support Equipment Servicer	22.74
23382 - Ground Support Equipment Worker	24.33
23391 - Gunsmith I	18.94
23392 - Gunsmith II	22.85
23393 - Gunsmith III	26.76
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.65
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.39
23430 - Heavy Equipment Mechanic	26.56
23440 - Heavy Equipment Operator	21.71
23460 - Instrument Mechanic	30.22
23465 - Laboratory/Shelter Mechanic	24.81
23470 - Laborer	13.23
23510 - Locksmith	24.81
23530 - Machinery Maintenance Mechanic	29.64
23550 - Machinist Maintenance	30.83
23580 - Maintenance Trades Helper	16.72
23591 - Metrology Technician I	30.22
23592 - Metrology Technician II	32.27
23593 - Metrology Technician III	33.91
23640 - Millwright	26.76
23710 - Office Appliance Repairer	25.56
23760 - Painter Maintenance	21.21
23790 - Pipefitter Maintenance	25.12
23810 - Plumber Maintenance	23.28
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	26.76
23870 - Scale Mechanic	22.85
23890 - Sheet-Metal Worker Maintenance	25.65
23910 - Small Engine Mechanic	22.08
23931 - Telecommunications Mechanic I	29.12
23932 - Telecommunications Mechanic II	31.11
23950 - Telephone Lineman	28.03
23960 - Welder Combination Maintenance	24.48

23965 - Well Driller		28.95
23970 - Woodcraft Worker		26.76
23980 - Woodworker		20.10
24000 - Personal Needs Occupations		
24550 - Case Manager		16.32
24570 - Child Care Attendant		10.77
24580 - Child Care Center Clerk		14.77
24610 - Chore Aide		9.65
24620 - Family Readiness And Support Services Coordinator		16.32
24630 - Homemaker		17.49
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		26.32
25040 - Sewage Plant Operator		24.39
25070 - Stationary Engineer		26.32
25190 - Ventilation Equipment Tender		16.72
25210 - Water Treatment Plant Operator		23.13
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.72
27007 - Baggage Inspector		14.95
27008 - Corrections Officer		17.17
27010 - Court Security Officer		18.23
27030 - Detection Dog Handler		16.72
27040 - Detention Officer		17.17
27070 - Firefighter		19.28
27101 - Guard I		14.95
27102 - Guard II		16.72
27131 - Police Officer I		21.40
27132 - Police Officer II		23.77
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.91
28042 - Carnival Equipment Repairer		16.25
28043 - Carnival Worker		10.27
28210 - Gate Attendant/Gate Tender		13.76
28310 - Lifeguard		12.78
28350 - Park Attendant (Aide)		15.40
28510 - Recreation Aide/Health Facility Attendant		11.72
28515 - Recreation Specialist		19.06
28630 - Sports Official		12.25
28690 - Swimming Pool Operator		23.11
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.71
29020 - Hatch Tender		24.71
29030 - Line Handler		24.71
29041 - Stevedore I		23.03
29042 - Stevedore II		26.83
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.14
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.68
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.48

30021 - Archeological Technician I 21.52
30022 - Archeological Technician II 24.07
30023 - Archeological Technician III 29.82
30030 - Cartographic Technician 29.82
30040 - Civil Engineering Technician 28.70
30051 - Cryogenic Technician I 33.03
30052 - Cryogenic Technician II 36.48
30061 - Drafter/CAD Operator I 21.52
30062 - Drafter/CAD Operator II 24.07
30063 - Drafter/CAD Operator III 26.84
30064 - Drafter/CAD Operator IV 33.03
30081 - Engineering Technician I 19.17
30082 - Engineering Technician II 21.52
30083 - Engineering Technician III 24.07
30084 - Engineering Technician IV 29.82
30085 - Engineering Technician V 36.48
30086 - Engineering Technician VI 44.14
30090 - Environmental Technician 29.81
30095 - Evidence Control Specialist 29.82
30210 - Laboratory Technician 26.84
30221 - Latent Fingerprint Technician I 33.03
30222 - Latent Fingerprint Technician II 36.48
30240 - Mathematical Technician 29.82
30361 - Paralegal/Legal Assistant I 18.64
30362 - Paralegal/Legal Assistant II 23.08
30363 - Paralegal/Legal Assistant III 28.24
30364 - Paralegal/Legal Assistant IV 34.16
30375 - Petroleum Supply Specialist 36.48
30390 - Photo-Optics Technician 29.82
30395 - Radiation Control Technician 36.48
30461 - Technical Writer I 28.24
30462 - Technical Writer II 34.58
30463 - Technical Writer III 41.80
30491 - Unexploded Ordnance (UXO) Technician I 25.51
30492 - Unexploded Ordnance (UXO) Technician II 30.86
30493 - Unexploded Ordnance (UXO) Technician III 36.99
30494 - Unexploded (UXO) Safety Escort 25.51
30495 - Unexploded (UXO) Sweep Personnel 25.51
30501 - Weather Forecaster I 33.03
30502 - Weather Forecaster II 40.18
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 26.84
30621 - Weather Observer Senior (see 2) 29.82
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.86
31020 - Bus Aide 10.73
31030 - Bus Driver 17.17
31043 - Driver Courier 13.34
31260 - Parking and Lot Attendant 9.93
31290 - Shuttle Bus Driver 13.56

31310 - Taxi Driver	11.19
31361 - Truckdriver Light	13.56
31362 - Truckdriver Medium	16.66
31363 - Truckdriver Heavy	19.04
31364 - Truckdriver Tractor-Trailer	19.04
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.05
99030 - Cashier	10.79
99050 - Desk Clerk	12.17
99095 - Embalmer	25.51
99130 - Flight Follower	25.51
99251 - Laboratory Animal Caretaker I	16.29
99252 - Laboratory Animal Caretaker II	18.18
99260 - Marketing Analyst	23.47
99310 - Mortician	25.51
99410 - Pest Controller	21.53
99510 - Photofinishing Worker	13.40
99710 - Recycling Laborer	14.27
99711 - Recycling Specialist	18.21
99730 - Refuse Collector	12.47
99810 - Sales Clerk	12.33
99820 - School Crossing Guard	12.14
99830 - Survey Party Chief	23.57
99831 - Surveying Aide	21.44
99832 - Surveying Technician	21.63
99840 - Vending Machine Attendant	15.60
99841 - Vending Machine Repairer	19.43
99842 - Vending Machine Repairer Helper	13.99

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5464
Revision No.: 12
Date Of Last Revision: 06/06/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Mexico

Area: New Mexico County of Los Alamos

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.12
01012 - Accounting Clerk II		19.23
01013 - Accounting Clerk III		21.52
01020 - Administrative Assistant		26.61
01035 - Court Reporter		20.47
01041 - Customer Service Representative I		14.00
01042 - Customer Service Representative II		15.75
01043 - Customer Service Representative III		17.17
01051 - Data Entry Operator I		14.45
01052 - Data Entry Operator II		15.76
01060 - Dispatcher Motor Vehicle		19.80
01070 - Document Preparation Clerk		15.76

01090 - Duplicating Machine Operator 15.76
01111 - General Clerk I 12.12
01112 - General Clerk II 13.23
01113 - General Clerk III 14.86
01120 - Housing Referral Assistant 22.07
01141 - Messenger Courier 12.85
01191 - Order Clerk I 14.45
01192 - Order Clerk II 15.76
01261 - Personnel Assistant (Employment) I 17.69
01262 - Personnel Assistant (Employment) II 19.80
01263 - Personnel Assistant (Employment) III 22.07
01270 - Production Control Clerk 25.49
01290 - Rental Clerk 14.92
01300 - Scheduler Maintenance 17.69
01311 - Secretary I 17.69
01312 - Secretary II 19.80
01313 - Secretary III 22.07
01320 - Service Order Dispatcher 17.69
01410 - Supply Technician 26.61
01420 - Survey Worker 18.65
01460 - Switchboard Operator/Receptionist 13.81
01531 - Travel Clerk I 11.82
01532 - Travel Clerk II 12.76
01533 - Travel Clerk III 13.57
01611 - Word Processor I 15.76
01612 - Word Processor II 17.69
01613 - Word Processor III 19.80
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.12
05010 - Automotive Electrician 18.12
05040 - Automotive Glass Installer 15.82
05070 - Automotive Worker 15.82
05110 - Mobile Equipment Servicer 13.50
05130 - Motor Equipment Metal Mechanic 18.12
05160 - Motor Equipment Metal Worker 15.82
05190 - Motor Vehicle Mechanic 18.12
05220 - Motor Vehicle Mechanic Helper 13.62
05250 - Motor Vehicle Upholstery Worker 15.82
05280 - Motor Vehicle Wrecker 15.82
05310 - Painter Automotive 17.19
05340 - Radiator Repair Specialist 15.82
05370 - Tire Repairer 11.49
05400 - Transmission Repair Specialist 18.12
07000 - Food Preparation And Service Occupations
07010 - Baker 14.04
07041 - Cook I 11.79
07042 - Cook II 14.08
07070 - Dishwasher 9.46
07130 - Food Service Worker 10.99
07210 - Meat Cutter 17.68

07260 - Waiter/Waitress 9.03
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.60
09040 - Furniture Handler 14.78
09080 - Furniture Refinisher 23.60
09090 - Furniture Refinisher Helper 16.72
09110 - Furniture Repairer Minor 20.30
09130 - Upholsterer 23.60
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.14
11060 - Elevator Operator 11.14
11090 - Gardener 19.02
11122 - Housekeeping Aide 12.95
11150 - Janitor 12.95
11210 - Laborer Grounds Maintenance 12.82
11240 - Maid or Houseman 10.77
11260 - Pruner 11.66
11270 - Tractor Operator 17.45
11330 - Trail Maintenance Worker 12.82
11360 - Window Cleaner 15.16
12000 - Health Occupations
12010 - Ambulance Driver 15.94
12011 - Breath Alcohol Technician 19.84
12012 - Certified Occupational Therapist Assistant 26.82
12015 - Certified Physical Therapist Assistant 25.72
12020 - Dental Assistant 18.18
12025 - Dental Hygienist 41.27
12030 - EKG Technician 29.61
12035 - Electroneurodiagnostic Technologist 29.61
12040 - Emergency Medical Technician 15.94
12071 - Licensed Practical Nurse I 18.73
12072 - Licensed Practical Nurse II 20.92
12073 - Licensed Practical Nurse III 23.32
12100 - Medical Assistant 14.55
12130 - Medical Laboratory Technician 22.31
12160 - Medical Record Clerk 14.98
12190 - Medical Record Technician 16.97
12195 - Medical Transcriptionist 17.45
12210 - Nuclear Medicine Technologist 42.94
12221 - Nursing Assistant I 11.09
12222 - Nursing Assistant II 12.47
12223 - Nursing Assistant III 13.60
12224 - Nursing Assistant IV 15.27
12235 - Optical Dispenser 17.04
12236 - Optical Technician 17.47
12250 - Pharmacy Technician 17.05
12280 - Phlebotomist 17.29
12305 - Radiologic Technologist 29.61
12311 - Registered Nurse I 25.39
12312 - Registered Nurse II 31.06

12313 - Registered Nurse II Specialist		31.06
12314 - Registered Nurse III		37.58
12315 - Registered Nurse III Anesthetist		37.58
12316 - Registered Nurse IV		45.04
12317 - Scheduler (Drug and Alcohol Testing)		24.20
12320 - Substance Abuse Treatment Counselor		23.10
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.63
13012 - Exhibits Specialist II		25.56
13013 - Exhibits Specialist III		30.65
13041 - Illustrator I		19.48
13042 - Illustrator II		24.15
13043 - Illustrator III		27.86
13047 - Librarian		27.72
13050 - Library Aide/Clerk		10.02
13054 - Library Information Technology Systems Administrator		25.01
13058 - Library Technician		18.27
13061 - Media Specialist I		18.45
13062 - Media Specialist II		20.63
13063 - Media Specialist III		23.01
13071 - Photographer I		18.45
13072 - Photographer II		20.63
13073 - Photographer III		25.56
13074 - Photographer IV		29.40
13075 - Photographer V		35.56
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.48
14042 - Computer Operator II		18.44
14043 - Computer Operator III		21.03
14044 - Computer Operator IV		23.39
14045 - Computer Operator V		26.77
14071 - Computer Programmer I	(see 1)	24.65
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		16.48
14160 - Personal Computer Support Technician		23.39
14170 - System Support Specialist		28.29
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.82
15020 - Aircrew Training Devices Instructor (Rated)		39.70
15030 - Air Crew Training Devices Instructor (Pilot)		47.59
15050 - Computer Based Training Specialist / Instructor		32.82
15060 - Educational Technologist		32.05

15070 - Flight Instructor (Pilot) 47.59
15080 - Graphic Artist 32.19
15085 - Maintenance Test Pilot Fixed Jet/Prop 47.59
15086 - Maintenance Test Pilot Rotary Wing 47.59
15088 - Non-Maintenance Test/Co-Pilot 47.59
15090 - Technical Instructor 25.01
15095 - Technical Instructor/Course Developer 33.36
15110 - Test Proctor 20.19
15120 - Tutor 20.19
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.57
16030 - Counter Attendant 11.57
16040 - Dry Cleaner 13.22
16070 - Finisher Flatwork Machine 11.57
16090 - Presser Hand 11.57
16110 - Presser Machine Drycleaning 11.57
16130 - Presser Machine Shirts 11.57
16160 - Presser Machine Wearing Apparel Laundry 11.57
16190 - Sewing Machine Operator 13.78
16220 - Tailor 14.33
16250 - Washer Machine 12.12
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.98
19040 - Tool And Die Maker 32.07
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.19
21030 - Material Coordinator 23.17
21040 - Material Expediter 23.17
21050 - Material Handling Laborer 13.19
21071 - Order Filler 11.66
21080 - Production Line Worker (Food Processing) 17.19
21110 - Shipping Packer 15.90
21130 - Shipping/Receiving Clerk 15.90
21140 - Store Worker I 10.86
21150 - Stock Clerk 15.81
21210 - Tools And Parts Attendant 17.19
21410 - Warehouse Specialist 17.19
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.94
23019 - Aircraft Logs and Records Technician 22.74
23021 - Aircraft Mechanic I 28.03
23022 - Aircraft Mechanic II 29.94
23023 - Aircraft Mechanic III 31.56
23040 - Aircraft Mechanic Helper 19.11
23050 - Aircraft Painter 25.98
23060 - Aircraft Servicer 22.74
23070 - Aircraft Survival Flight Equipment Technician 25.98
23080 - Aircraft Worker 24.33
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.33

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.03
23110 - Appliance Mechanic 23.68
23120 - Bicycle Repairer 17.61
23125 - Cable Splicer 33.91
23130 - Carpenter Maintenance 22.23
23140 - Carpet Layer 22.85
23160 - Electrician Maintenance 28.64
23181 - Electronics Technician Maintenance I 27.68
23182 - Electronics Technician Maintenance II 30.05
23183 - Electronics Technician Maintenance III 32.42
23260 - Fabric Worker 20.90
23290 - Fire Alarm System Mechanic 24.97
23310 - Fire Extinguisher Repairer 18.94
23311 - Fuel Distribution System Mechanic 28.03
23312 - Fuel Distribution System Operator 19.84
23370 - General Maintenance Worker 20.10
23380 - Ground Support Equipment Mechanic 28.03
23381 - Ground Support Equipment Servicer 22.74
23382 - Ground Support Equipment Worker 24.33
23391 - Gunsmith I 18.94
23392 - Gunsmith II 22.85
23393 - Gunsmith III 26.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.65
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.39
23430 - Heavy Equipment Mechanic 26.56
23440 - Heavy Equipment Operator 21.71
23460 - Instrument Mechanic 30.22
23465 - Laboratory/Shelter Mechanic 24.81
23470 - Laborer 13.23
23510 - Locksmith 24.81
23530 - Machinery Maintenance Mechanic 29.64
23550 - Machinist Maintenance 30.83
23580 - Maintenance Trades Helper 16.72
23591 - Metrology Technician I 30.22
23592 - Metrology Technician II 32.27
23593 - Metrology Technician III 33.91
23640 - Millwright 26.76
23710 - Office Appliance Repairer 25.56
23760 - Painter Maintenance 21.21
23790 - Pipefitter Maintenance 25.12
23810 - Plumber Maintenance 23.28
23820 - Pneudraulic Systems Mechanic 26.76
23850 - Rigger 26.76
23870 - Scale Mechanic 22.85
23890 - Sheet-Metal Worker Maintenance 25.65
23910 - Small Engine Mechanic 22.08
23931 - Telecommunications Mechanic I 29.12

23932 - Telecommunications Mechanic II 31.11
23950 - Telephone Lineman 28.03
23960 - Welder Combination Maintenance 24.48
23965 - Well Driller 28.95
23970 - Woodcraft Worker 26.76
23980 - Woodworker 20.10
24000 - Personal Needs Occupations
24550 - Case Manager 16.32
24570 - Child Care Attendant 10.77
24580 - Child Care Center Clerk 14.77
24610 - Chore Aide 9.65
24620 - Family Readiness And Support Services Coordinator 16.32
24630 - Homemaker 17.49
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.32
25040 - Sewage Plant Operator 24.39
25070 - Stationary Engineer 26.32
25190 - Ventilation Equipment Tender 16.72
25210 - Water Treatment Plant Operator 23.13
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.72
27007 - Baggage Inspector 14.95
27008 - Corrections Officer 17.17
27010 - Court Security Officer 18.23
27030 - Detection Dog Handler 16.72
27040 - Detention Officer 17.17
27070 - Firefighter 19.28
27101 - Guard I 14.95
27102 - Guard II 16.72
27131 - Police Officer I 21.40
27132 - Police Officer II 23.77
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.91
28042 - Carnival Equipment Repairer 16.25
28043 - Carnival Worker 10.27
28210 - Gate Attendant/Gate Tender 13.76
28310 - Lifeguard 12.78
28350 - Park Attendant (Aide) 15.40
28510 - Recreation Aide/Health Facility Attendant 11.72
28515 - Recreation Specialist 19.06
28630 - Sports Official 12.25
28690 - Swimming Pool Operator 23.11
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.71
29020 - Hatch Tender 24.71
29030 - Line Handler 24.71
29041 - Stevedore I 23.03
29042 - Stevedore II 26.83
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.14
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.68
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.48
30021 - Archeological Technician I 21.52
30022 - Archeological Technician II 24.07
30023 - Archeological Technician III 29.82
30030 - Cartographic Technician 29.82
30040 - Civil Engineering Technician 28.70
30051 - Cryogenic Technician I 33.03
30052 - Cryogenic Technician II 36.48
30061 - Drafter/CAD Operator I 21.52
30062 - Drafter/CAD Operator II 24.07
30063 - Drafter/CAD Operator III 26.84
30064 - Drafter/CAD Operator IV 33.03
30081 - Engineering Technician I 19.17
30082 - Engineering Technician II 21.52
30083 - Engineering Technician III 24.07
30084 - Engineering Technician IV 29.82
30085 - Engineering Technician V 36.48
30086 - Engineering Technician VI 44.14
30090 - Environmental Technician 29.81
30095 - Evidence Control Specialist 29.82
30210 - Laboratory Technician 26.84
30221 - Latent Fingerprint Technician I 33.03
30222 - Latent Fingerprint Technician II 36.48
30240 - Mathematical Technician 29.82
30361 - Paralegal/Legal Assistant I 18.64
30362 - Paralegal/Legal Assistant II 23.08
30363 - Paralegal/Legal Assistant III 28.24
30364 - Paralegal/Legal Assistant IV 34.16
30375 - Petroleum Supply Specialist 36.48
30390 - Photo-Optics Technician 29.82
30395 - Radiation Control Technician 36.48
30461 - Technical Writer I 28.24
30462 - Technical Writer II 34.58
30463 - Technical Writer III 41.80
30491 - Unexploded Ordnance (UXO) Technician I 25.51
30492 - Unexploded Ordnance (UXO) Technician II 30.86
30493 - Unexploded Ordnance (UXO) Technician III 36.99
30494 - Unexploded (UXO) Safety Escort 25.51
30495 - Unexploded (UXO) Sweep Personnel 25.51
30501 - Weather Forecaster I 33.03
30502 - Weather Forecaster II 40.18
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 26.84
30621 - Weather Observer Senior (see 2) 29.82
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.86
31020 - Bus Aide 10.73
31030 - Bus Driver 17.17

31043 - Driver Courier	13.34
31260 - Parking and Lot Attendant	9.93
31290 - Shuttle Bus Driver	13.56
31310 - Taxi Driver	11.19
31361 - Truckdriver Light	13.56
31362 - Truckdriver Medium	16.66
31363 - Truckdriver Heavy	19.04
31364 - Truckdriver Tractor-Trailer	19.04
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.05
99030 - Cashier	10.79
99050 - Desk Clerk	12.17
99095 - Embalmer	25.51
99130 - Flight Follower	25.51
99251 - Laboratory Animal Caretaker I	16.29
99252 - Laboratory Animal Caretaker II	18.18
99260 - Marketing Analyst	23.47
99310 - Mortician	25.51
99410 - Pest Controller	21.53
99510 - Photofinishing Worker	13.40
99710 - Recycling Laborer	14.27
99711 - Recycling Specialist	18.21
99730 - Refuse Collector	12.47
99810 - Sales Clerk	12.33
99820 - School Crossing Guard	12.14
99830 - Survey Party Chief	23.57
99831 - Surveying Aide	21.44
99832 - Surveying Technician	21.63
99840 - Vending Machine Attendant	15.60
99841 - Vending Machine Repairer	19.43
99842 - Vending Machine Repairer Helper	13.99

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5465
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona County of Coconino

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.85
01012 - Accounting Clerk II		16.68
01013 - Accounting Clerk III		18.65
01020 - Administrative Assistant		25.36
01035 - Court Reporter		18.40
01041 - Customer Service Representative I		13.09
01042 - Customer Service Representative II		14.71
01043 - Customer Service Representative III		16.05
01051 - Data Entry Operator I		12.87
01052 - Data Entry Operator II		14.04
01060 - Dispatcher Motor Vehicle		20.70
01070 - Document Preparation Clerk		14.36
01090 - Duplicating Machine Operator		14.36
01111 - General Clerk I		14.68
01112 - General Clerk II		16.02

01113 - General Clerk III 17.98
01120 - Housing Referral Assistant 20.78
01141 - Messenger Courier 12.95
01191 - Order Clerk I 13.17
01192 - Order Clerk II 14.86
01261 - Personnel Assistant (Employment) I 15.92
01262 - Personnel Assistant (Employment) II 17.81
01263 - Personnel Assistant (Employment) III 19.86
01270 - Production Control Clerk 22.29
01290 - Rental Clerk 14.97
01300 - Scheduler Maintenance 16.66
01311 - Secretary I 16.66
01312 - Secretary II 18.64
01313 - Secretary III 20.78
01320 - Service Order Dispatcher 18.50
01410 - Supply Technician 25.36
01420 - Survey Worker 18.29
01460 - Switchboard Operator/Receptionist 13.91
01531 - Travel Clerk I 13.81
01532 - Travel Clerk II 15.06
01533 - Travel Clerk III 16.24
01611 - Word Processor I 14.36
01612 - Word Processor II 16.12
01613 - Word Processor III 18.04
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.02
05010 - Automotive Electrician 20.30
05040 - Automotive Glass Installer 19.42
05070 - Automotive Worker 19.42
05110 - Mobile Equipment Servicer 16.62
05130 - Motor Equipment Metal Mechanic 22.69
05160 - Motor Equipment Metal Worker 19.62
05190 - Motor Vehicle Mechanic 21.59
05220 - Motor Vehicle Mechanic Helper 15.12
05250 - Motor Vehicle Upholstery Worker 18.14
05280 - Motor Vehicle Wrecker 19.62
05310 - Painter Automotive 22.12
05340 - Radiator Repair Specialist 19.58
05370 - Tire Repairer 14.21
05400 - Transmission Repair Specialist 21.59
07000 - Food Preparation And Service Occupations
07010 - Baker 12.98
07041 - Cook I 15.43
07042 - Cook II 18.01
07070 - Dishwasher 11.62
07130 - Food Service Worker 12.33
07210 - Meat Cutter 17.57
07260 - Waiter/Waitress 11.56
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.17

09040 - Furniture Handler 14.92
09080 - Furniture Refinisher 24.17
09090 - Furniture Refinisher Helper 17.81
09110 - Furniture Repairer Minor 21.37
09130 - Upholsterer 24.17
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.52
11060 - Elevator Operator 12.52
11090 - Gardener 19.18
11122 - Housekeeping Aide 12.98
11150 - Janitor 12.98
11210 - Laborer Grounds Maintenance 14.10
11240 - Maid or Houseman 12.01
11260 - Pruner 12.56
11270 - Tractor Operator 17.56
11330 - Trail Maintenance Worker 14.10
11360 - Window Cleaner 14.54
12000 - Health Occupations
12010 - Ambulance Driver 19.48
12011 - Breath Alcohol Technician 22.93
12012 - Certified Occupational Therapist Assistant 32.75
12015 - Certified Physical Therapist Assistant 27.72
12020 - Dental Assistant 16.63
12025 - Dental Hygienist 43.09
12030 - EKG Technician 33.96
12035 - Electroneurodiagnostic Technologist 33.96
12040 - Emergency Medical Technician 19.48
12071 - Licensed Practical Nurse I 21.47
12072 - Licensed Practical Nurse II 24.02
12073 - Licensed Practical Nurse III 26.77
12100 - Medical Assistant 17.19
12130 - Medical Laboratory Technician 21.23
12160 - Medical Record Clerk 18.42
12190 - Medical Record Technician 20.61
12195 - Medical Transcriptionist 20.59
12210 - Nuclear Medicine Technologist 50.38
12221 - Nursing Assistant I 11.51
12222 - Nursing Assistant II 12.94
12223 - Nursing Assistant III 14.12
12224 - Nursing Assistant IV 15.85
12235 - Optical Dispenser 22.93
12236 - Optical Technician 20.49
12250 - Pharmacy Technician 18.22
12280 - Phlebotomist 15.23
12305 - Radiologic Technologist 34.74
12311 - Registered Nurse I 27.69
12312 - Registered Nurse II 33.88
12313 - Registered Nurse II Specialist 33.88
12314 - Registered Nurse III 40.99
12315 - Registered Nurse III Anesthetist 40.99

12316 - Registered Nurse IV		49.13
12317 - Scheduler (Drug and Alcohol Testing)		28.40
12320 - Substance Abuse Treatment Counselor		21.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.94
13012 - Exhibits Specialist II		24.69
13013 - Exhibits Specialist III		30.21
13041 - Illustrator I		20.15
13042 - Illustrator II		24.95
13043 - Illustrator III		30.53
13047 - Librarian		27.35
13050 - Library Aide/Clerk		15.44
13054 - Library Information Technology Systems Administrator		24.69
13058 - Library Technician		20.19
13061 - Media Specialist I		17.82
13062 - Media Specialist II		19.94
13063 - Media Specialist III		22.23
13071 - Photographer I		16.15
13072 - Photographer II		18.08
13073 - Photographer III		22.39
13074 - Photographer IV		27.39
13075 - Photographer V		33.14
13090 - Technical Order Library Clerk		19.39
13110 - Video Teleconference Technician		18.35
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.54
14042 - Computer Operator II		18.51
14043 - Computer Operator III		20.64
14044 - Computer Operator IV		22.93
14045 - Computer Operator V		25.40
14071 - Computer Programmer I	(see 1)	23.10
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		16.54
14160 - Personal Computer Support Technician		22.93
14170 - System Support Specialist		27.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.38
15020 - Aircrew Training Devices Instructor (Rated)		36.76
15030 - Air Crew Training Devices Instructor (Pilot)		44.05
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		26.39
15070 - Flight Instructor (Pilot)		44.05
15080 - Graphic Artist		23.85
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.05

15086 - Maintenance Test Pilot Rotary Wing 44.05
15088 - Non-Maintenance Test/Co-Pilot 44.05
15090 - Technical Instructor 22.04
15095 - Technical Instructor/Course Developer 26.96
15110 - Test Proctor 17.79
15120 - Tutor 17.79
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.56
16030 - Counter Attendant 13.56
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 13.56
16090 - Presser Hand 13.56
16110 - Presser Machine Drycleaning 13.56
16130 - Presser Machine Shirts 13.56
16160 - Presser Machine Wearing Apparel Laundry 13.56
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.74
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.51
19040 - Tool And Die Maker 31.81
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.91
21030 - Material Coordinator 22.01
21040 - Material Expediter 22.01
21050 - Material Handling Laborer 14.03
21071 - Order Filler 13.83
21080 - Production Line Worker (Food Processing) 18.91
21110 - Shipping Packer 14.52
21130 - Shipping/Receiving Clerk 14.52
21140 - Store Worker I 13.93
21150 - Stock Clerk 18.42
21210 - Tools And Parts Attendant 18.91
21410 - Warehouse Specialist 18.91
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.38
23019 - Aircraft Logs and Records Technician 22.73
23021 - Aircraft Mechanic I 28.02
23022 - Aircraft Mechanic II 29.38
23023 - Aircraft Mechanic III 31.17
23040 - Aircraft Mechanic Helper 19.20
23050 - Aircraft Painter 26.29
23060 - Aircraft Servicer 22.73
23070 - Aircraft Survival Flight Equipment Technician 26.29
23080 - Aircraft Worker 24.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.49
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.02
23110 - Appliance Mechanic 25.35

23120 - Bicycle Repairer	18.91
23125 - Cable Splicer	35.41
23130 - Carpenter Maintenance	21.30
23140 - Carpet Layer	22.88
23160 - Electrician Maintenance	21.59
23181 - Electronics Technician Maintenance I	23.62
23182 - Electronics Technician Maintenance II	25.35
23183 - Electronics Technician Maintenance III	27.02
23260 - Fabric Worker	21.53
23290 - Fire Alarm System Mechanic	27.02
23310 - Fire Extinguisher Repairer	20.23
23311 - Fuel Distribution System Mechanic	30.26
23312 - Fuel Distribution System Operator	22.65
23370 - General Maintenance Worker	17.96
23380 - Ground Support Equipment Mechanic	28.02
23381 - Ground Support Equipment Servicer	22.73
23382 - Ground Support Equipment Worker	24.49
23391 - Gunsmith I	20.23
23392 - Gunsmith II	23.62
23393 - Gunsmith III	27.02
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.41
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.50
23430 - Heavy Equipment Mechanic	26.41
23440 - Heavy Equipment Operator	24.04
23460 - Instrument Mechanic	27.02
23465 - Laboratory/Shelter Mechanic	25.35
23470 - Laborer	14.03
23510 - Locksmith	25.35
23530 - Machinery Maintenance Mechanic	28.20
23550 - Machinist Maintenance	21.45
23580 - Maintenance Trades Helper	14.30
23591 - Metrology Technician I	27.02
23592 - Metrology Technician II	28.33
23593 - Metrology Technician III	30.05
23640 - Millwright	27.02
23710 - Office Appliance Repairer	25.35
23760 - Painter Maintenance	17.31
23790 - Pipefitter Maintenance	23.19
23810 - Plumber Maintenance	21.76
23820 - Pneudraulic Systems Mechanic	27.02
23850 - Rigger	27.02
23870 - Scale Mechanic	23.62
23890 - Sheet-Metal Worker Maintenance	26.35
23910 - Small Engine Mechanic	19.99
23931 - Telecommunications Mechanic I	33.02
23932 - Telecommunications Mechanic II	34.95
23950 - Telephone Lineman	26.70
23960 - Welder Combination Maintenance	23.12

23965 - Well Driller		27.02
23970 - Woodcraft Worker		27.02
23980 - Woodworker		20.23
24000 - Personal Needs Occupations		
24550 - Case Manager		17.62
24570 - Child Care Attendant		11.93
24580 - Child Care Center Clerk		16.79
24610 - Chore Aide		12.01
24620 - Family Readiness And Support Services Coordinator		17.62
24630 - Homemaker		18.38
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		27.66
25040 - Sewage Plant Operator		22.85
25070 - Stationary Engineer		27.66
25190 - Ventilation Equipment Tender		18.95
25210 - Water Treatment Plant Operator		22.85
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.93
27007 - Baggage Inspector		13.71
27008 - Corrections Officer		20.25
27010 - Court Security Officer		20.49
27030 - Detection Dog Handler		16.13
27040 - Detention Officer		20.25
27070 - Firefighter		21.80
27101 - Guard I		13.71
27102 - Guard II		16.13
27131 - Police Officer I		25.69
27132 - Police Officer II		28.53
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.56
28042 - Carnival Equipment Repairer		18.09
28043 - Carnival Worker		11.87
28210 - Gate Attendant/Gate Tender		14.95
28310 - Lifeguard		12.95
28350 - Park Attendant (Aide)		16.73
28510 - Recreation Aide/Health Facility Attendant		12.21
28515 - Recreation Specialist		20.14
28630 - Sports Official		13.33
28690 - Swimming Pool Operator		21.12
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.62
29020 - Hatch Tender		23.62
29030 - Line Handler		23.62
29041 - Stevedore I		21.91
29042 - Stevedore II		25.35
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		17.49
30022 - Archeological Technician II		19.84
30023 - Archeological Technician III		24.25
30030 - Cartographic Technician		24.59
30040 - Civil Engineering Technician		23.57
30051 - Cryogenic Technician I		26.82
30052 - Cryogenic Technician II		29.62
30061 - Drafter/CAD Operator I		17.49
30062 - Drafter/CAD Operator II		19.84
30063 - Drafter/CAD Operator III		22.12
30064 - Drafter/CAD Operator IV		26.82
30081 - Engineering Technician I		16.02
30082 - Engineering Technician II		17.98
30083 - Engineering Technician III		21.48
30084 - Engineering Technician IV		25.33
30085 - Engineering Technician V		30.27
30086 - Engineering Technician VI		34.88
30090 - Environmental Technician		23.57
30095 - Evidence Control Specialist		25.33
30210 - Laboratory Technician		22.92
30221 - Latent Fingerprint Technician I		31.60
30222 - Latent Fingerprint Technician II		34.91
30240 - Mathematical Technician		24.69
30361 - Paralegal/Legal Assistant I		21.19
30362 - Paralegal/Legal Assistant II		25.09
30363 - Paralegal/Legal Assistant III		30.61
30364 - Paralegal/Legal Assistant IV		37.15
30375 - Petroleum Supply Specialist		30.27
30390 - Photo-Optics Technician		24.69
30395 - Radiation Control Technician		30.27
30461 - Technical Writer I		23.57
30462 - Technical Writer II		28.83
30463 - Technical Writer III		34.88
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.82
30502 - Weather Forecaster II		32.62
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.12
30621 - Weather Observer Senior	(see 2)	24.69
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.25
31030 - Bus Driver		18.06
31043 - Driver Courier		15.14
31260 - Parking and Lot Attendant		13.01
31290 - Shuttle Bus Driver		16.54

31310 - Taxi Driver	12.65
31361 - Truckdriver Light	16.54
31362 - Truckdriver Medium	18.71
31363 - Truckdriver Heavy	23.14
31364 - Truckdriver Tractor-Trailer	23.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.47
99050 - Desk Clerk	12.09
99095 - Embalmer	28.19
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.03
99252 - Laboratory Animal Caretaker II	21.46
99260 - Marketing Analyst	27.21
99310 - Mortician	28.19
99410 - Pest Controller	23.25
99510 - Photofinishing Worker	13.44
99710 - Recycling Laborer	19.35
99711 - Recycling Specialist	23.74
99730 - Refuse Collector	17.29
99810 - Sales Clerk	12.62
99820 - School Crossing Guard	14.00
99830 - Survey Party Chief	29.19
99831 - Surveying Aide	17.59
99832 - Surveying Technician	24.78
99840 - Vending Machine Attendant	20.41
99841 - Vending Machine Repairer	26.03
99842 - Vending Machine Repairer Helper	20.41

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5466
Revision No.: 12
Date Of Last Revision: 07/01/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona County of Coconino

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.85
01012 - Accounting Clerk II		16.68
01013 - Accounting Clerk III		18.65
01020 - Administrative Assistant		25.36
01035 - Court Reporter		18.40
01041 - Customer Service Representative I		13.09
01042 - Customer Service Representative II		14.71
01043 - Customer Service Representative III		16.05
01051 - Data Entry Operator I		12.87
01052 - Data Entry Operator II		14.04
01060 - Dispatcher Motor Vehicle		20.70
01070 - Document Preparation Clerk		14.36

01090 - Duplicating Machine Operator 14.36
01111 - General Clerk I 14.68
01112 - General Clerk II 16.02
01113 - General Clerk III 17.98
01120 - Housing Referral Assistant 20.78
01141 - Messenger Courier 12.95
01191 - Order Clerk I 13.17
01192 - Order Clerk II 14.86
01261 - Personnel Assistant (Employment) I 15.92
01262 - Personnel Assistant (Employment) II 17.81
01263 - Personnel Assistant (Employment) III 19.86
01270 - Production Control Clerk 22.29
01290 - Rental Clerk 14.97
01300 - Scheduler Maintenance 16.66
01311 - Secretary I 16.66
01312 - Secretary II 18.64
01313 - Secretary III 20.78
01320 - Service Order Dispatcher 18.50
01410 - Supply Technician 25.36
01420 - Survey Worker 18.29
01460 - Switchboard Operator/Receptionist 13.91
01531 - Travel Clerk I 13.81
01532 - Travel Clerk II 15.06
01533 - Travel Clerk III 16.24
01611 - Word Processor I 14.36
01612 - Word Processor II 16.12
01613 - Word Processor III 18.04
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.02
05010 - Automotive Electrician 20.30
05040 - Automotive Glass Installer 19.42
05070 - Automotive Worker 19.42
05110 - Mobile Equipment Servicer 16.62
05130 - Motor Equipment Metal Mechanic 22.69
05160 - Motor Equipment Metal Worker 19.62
05190 - Motor Vehicle Mechanic 21.59
05220 - Motor Vehicle Mechanic Helper 15.12
05250 - Motor Vehicle Upholstery Worker 18.14
05280 - Motor Vehicle Wrecker 19.62
05310 - Painter Automotive 22.12
05340 - Radiator Repair Specialist 19.58
05370 - Tire Repairer 14.21
05400 - Transmission Repair Specialist 21.59
07000 - Food Preparation And Service Occupations
07010 - Baker 12.98
07041 - Cook I 15.43
07042 - Cook II 18.01
07070 - Dishwasher 11.62
07130 - Food Service Worker 12.33
07210 - Meat Cutter 17.57

07260 - Waiter/Waitress	11.56
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.17
09040 - Furniture Handler	14.92
09080 - Furniture Refinisher	24.17
09090 - Furniture Refinisher Helper	17.81
09110 - Furniture Repairer Minor	21.37
09130 - Upholsterer	24.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.52
11060 - Elevator Operator	12.52
11090 - Gardener	19.18
11122 - Housekeeping Aide	12.98
11150 - Janitor	12.98
11210 - Laborer Grounds Maintenance	14.10
11240 - Maid or Houseman	12.01
11260 - Pruner	12.56
11270 - Tractor Operator	17.56
11330 - Trail Maintenance Worker	14.10
11360 - Window Cleaner	14.54
12000 - Health Occupations	
12010 - Ambulance Driver	19.48
12011 - Breath Alcohol Technician	22.93
12012 - Certified Occupational Therapist Assistant	32.75
12015 - Certified Physical Therapist Assistant	27.72
12020 - Dental Assistant	16.63
12025 - Dental Hygienist	43.09
12030 - EKG Technician	33.96
12035 - Electroneurodiagnostic Technologist	33.96
12040 - Emergency Medical Technician	19.48
12071 - Licensed Practical Nurse I	21.47
12072 - Licensed Practical Nurse II	24.02
12073 - Licensed Practical Nurse III	26.77
12100 - Medical Assistant	17.19
12130 - Medical Laboratory Technician	21.23
12160 - Medical Record Clerk	18.42
12190 - Medical Record Technician	20.61
12195 - Medical Transcriptionist	20.59
12210 - Nuclear Medicine Technologist	50.38
12221 - Nursing Assistant I	11.51
12222 - Nursing Assistant II	12.94
12223 - Nursing Assistant III	14.12
12224 - Nursing Assistant IV	15.85
12235 - Optical Dispenser	22.93
12236 - Optical Technician	20.49
12250 - Pharmacy Technician	18.22
12280 - Phlebotomist	15.23
12305 - Radiologic Technologist	34.74
12311 - Registered Nurse I	27.69
12312 - Registered Nurse II	33.88

12313 - Registered Nurse II Specialist		33.88
12314 - Registered Nurse III		40.99
12315 - Registered Nurse III Anesthetist		40.99
12316 - Registered Nurse IV		49.13
12317 - Scheduler (Drug and Alcohol Testing)		28.40
12320 - Substance Abuse Treatment Counselor		21.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.94
13012 - Exhibits Specialist II		24.69
13013 - Exhibits Specialist III		30.21
13041 - Illustrator I		20.15
13042 - Illustrator II		24.95
13043 - Illustrator III		30.53
13047 - Librarian		27.35
13050 - Library Aide/Clerk		15.44
13054 - Library Information Technology Systems Administrator		24.69
13058 - Library Technician		20.19
13061 - Media Specialist I		17.82
13062 - Media Specialist II		19.94
13063 - Media Specialist III		22.23
13071 - Photographer I		16.15
13072 - Photographer II		18.08
13073 - Photographer III		22.39
13074 - Photographer IV		27.39
13075 - Photographer V		33.14
13090 - Technical Order Library Clerk		19.39
13110 - Video Teleconference Technician		18.35
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.54
14042 - Computer Operator II		18.51
14043 - Computer Operator III		20.64
14044 - Computer Operator IV		22.93
14045 - Computer Operator V		25.40
14071 - Computer Programmer I	(see 1)	23.10
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		16.54
14160 - Personal Computer Support Technician		22.93
14170 - System Support Specialist		27.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.38
15020 - Aircrew Training Devices Instructor (Rated)		36.76
15030 - Air Crew Training Devices Instructor (Pilot)		44.05
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		26.39

15070 - Flight Instructor (Pilot) 44.05
15080 - Graphic Artist 23.85
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.05
15086 - Maintenance Test Pilot Rotary Wing 44.05
15088 - Non-Maintenance Test/Co-Pilot 44.05
15090 - Technical Instructor 22.04
15095 - Technical Instructor/Course Developer 26.96
15110 - Test Proctor 17.79
15120 - Tutor 17.79
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.56
16030 - Counter Attendant 13.56
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 13.56
16090 - Presser Hand 13.56
16110 - Presser Machine Drycleaning 13.56
16130 - Presser Machine Shirts 13.56
16160 - Presser Machine Wearing Apparel Laundry 13.56
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.74
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.51
19040 - Tool And Die Maker 31.81
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.91
21030 - Material Coordinator 22.01
21040 - Material Expediter 22.01
21050 - Material Handling Laborer 14.03
21071 - Order Filler 13.83
21080 - Production Line Worker (Food Processing) 18.91
21110 - Shipping Packer 14.52
21130 - Shipping/Receiving Clerk 14.52
21140 - Store Worker I 13.93
21150 - Stock Clerk 18.42
21210 - Tools And Parts Attendant 18.91
21410 - Warehouse Specialist 18.91
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.38
23019 - Aircraft Logs and Records Technician 22.73
23021 - Aircraft Mechanic I 28.02
23022 - Aircraft Mechanic II 29.38
23023 - Aircraft Mechanic III 31.17
23040 - Aircraft Mechanic Helper 19.20
23050 - Aircraft Painter 26.29
23060 - Aircraft Servicer 22.73
23070 - Aircraft Survival Flight Equipment Technician 26.29
23080 - Aircraft Worker 24.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.49

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.02
23110 - Appliance Mechanic 25.35
23120 - Bicycle Repairer 18.91
23125 - Cable Splicer 35.41
23130 - Carpenter Maintenance 21.30
23140 - Carpet Layer 22.88
23160 - Electrician Maintenance 21.59
23181 - Electronics Technician Maintenance I 23.62
23182 - Electronics Technician Maintenance II 25.35
23183 - Electronics Technician Maintenance III 27.02
23260 - Fabric Worker 21.53
23290 - Fire Alarm System Mechanic 27.02
23310 - Fire Extinguisher Repairer 20.23
23311 - Fuel Distribution System Mechanic 30.26
23312 - Fuel Distribution System Operator 22.65
23370 - General Maintenance Worker 17.96
23380 - Ground Support Equipment Mechanic 28.02
23381 - Ground Support Equipment Servicer 22.73
23382 - Ground Support Equipment Worker 24.49
23391 - Gunsmith I 20.23
23392 - Gunsmith II 23.62
23393 - Gunsmith III 27.02
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.41
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.50
23430 - Heavy Equipment Mechanic 26.41
23440 - Heavy Equipment Operator 24.04
23460 - Instrument Mechanic 27.02
23465 - Laboratory/Shelter Mechanic 25.35
23470 - Laborer 14.03
23510 - Locksmith 25.35
23530 - Machinery Maintenance Mechanic 28.20
23550 - Machinist Maintenance 21.45
23580 - Maintenance Trades Helper 14.30
23591 - Metrology Technician I 27.02
23592 - Metrology Technician II 28.33
23593 - Metrology Technician III 30.05
23640 - Millwright 27.02
23710 - Office Appliance Repairer 25.35
23760 - Painter Maintenance 17.31
23790 - Pipefitter Maintenance 23.19
23810 - Plumber Maintenance 21.76
23820 - Pneudraulic Systems Mechanic 27.02
23850 - Rigger 27.02
23870 - Scale Mechanic 23.62
23890 - Sheet-Metal Worker Maintenance 26.35
23910 - Small Engine Mechanic 19.99
23931 - Telecommunications Mechanic I 33.02

23932 - Telecommunications Mechanic II 34.95
23950 - Telephone Lineman 26.70
23960 - Welder Combination Maintenance 23.12
23965 - Well Driller 27.02
23970 - Woodcraft Worker 27.02
23980 - Woodworker 20.23
24000 - Personal Needs Occupations
24550 - Case Manager 17.62
24570 - Child Care Attendant 11.93
24580 - Child Care Center Clerk 16.79
24610 - Chore Aide 12.01
24620 - Family Readiness And Support Services Coordinator 17.62
24630 - Homemaker 18.38
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.66
25040 - Sewage Plant Operator 22.85
25070 - Stationary Engineer 27.66
25190 - Ventilation Equipment Tender 18.95
25210 - Water Treatment Plant Operator 22.85
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.93
27007 - Baggage Inspector 13.71
27008 - Corrections Officer 20.25
27010 - Court Security Officer 20.49
27030 - Detection Dog Handler 16.13
27040 - Detention Officer 20.25
27070 - Firefighter 21.80
27101 - Guard I 13.71
27102 - Guard II 16.13
27131 - Police Officer I 25.69
27132 - Police Officer II 28.53
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.56
28042 - Carnival Equipment Repairer 18.09
28043 - Carnival Worker 11.87
28210 - Gate Attendant/Gate Tender 14.95
28310 - Lifeguard 12.95
28350 - Park Attendant (Aide) 16.73
28510 - Recreation Aide/Health Facility Attendant 12.21
28515 - Recreation Specialist 20.14
28630 - Sports Official 13.33
28690 - Swimming Pool Operator 21.12
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.62
29020 - Hatch Tender 23.62
29030 - Line Handler 23.62
29041 - Stevedore I 21.91
29042 - Stevedore II 25.35
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.49
30022 - Archeological Technician II 19.84
30023 - Archeological Technician III 24.25
30030 - Cartographic Technician 24.59
30040 - Civil Engineering Technician 23.57
30051 - Cryogenic Technician I 26.82
30052 - Cryogenic Technician II 29.62
30061 - Drafter/CAD Operator I 17.49
30062 - Drafter/CAD Operator II 19.84
30063 - Drafter/CAD Operator III 22.12
30064 - Drafter/CAD Operator IV 26.82
30081 - Engineering Technician I 16.02
30082 - Engineering Technician II 17.98
30083 - Engineering Technician III 21.48
30084 - Engineering Technician IV 25.33
30085 - Engineering Technician V 30.27
30086 - Engineering Technician VI 34.88
30090 - Environmental Technician 23.57
30095 - Evidence Control Specialist 25.33
30210 - Laboratory Technician 22.92
30221 - Latent Fingerprint Technician I 31.60
30222 - Latent Fingerprint Technician II 34.91
30240 - Mathematical Technician 24.69
30361 - Paralegal/Legal Assistant I 21.19
30362 - Paralegal/Legal Assistant II 25.09
30363 - Paralegal/Legal Assistant III 30.61
30364 - Paralegal/Legal Assistant IV 37.15
30375 - Petroleum Supply Specialist 30.27
30390 - Photo-Optics Technician 24.69
30395 - Radiation Control Technician 30.27
30461 - Technical Writer I 23.57
30462 - Technical Writer II 28.83
30463 - Technical Writer III 34.88
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.82
30502 - Weather Forecaster II 32.62
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.12
30621 - Weather Observer Senior (see 2) 24.69
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.25
31030 - Bus Driver 18.06

31043 - Driver Courier	15.14
31260 - Parking and Lot Attendant	13.01
31290 - Shuttle Bus Driver	16.54
31310 - Taxi Driver	12.65
31361 - Truckdriver Light	16.54
31362 - Truckdriver Medium	18.71
31363 - Truckdriver Heavy	23.14
31364 - Truckdriver Tractor-Trailer	23.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.47
99050 - Desk Clerk	12.09
99095 - Embalmer	28.19
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.03
99252 - Laboratory Animal Caretaker II	21.46
99260 - Marketing Analyst	27.21
99310 - Mortician	28.19
99410 - Pest Controller	23.25
99510 - Photofinishing Worker	13.44
99710 - Recycling Laborer	19.35
99711 - Recycling Specialist	23.74
99730 - Refuse Collector	17.29
99810 - Sales Clerk	12.62
99820 - School Crossing Guard	14.00
99830 - Survey Party Chief	29.19
99831 - Surveying Aide	17.59
99832 - Surveying Technician	24.78
99840 - Vending Machine Attendant	20.41
99841 - Vending Machine Repairer	26.03
99842 - Vending Machine Repairer Helper	20.41

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5467
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona County of Mohave

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.49
01012 - Accounting Clerk II		16.26
01013 - Accounting Clerk III		18.19
01020 - Administrative Assistant		23.32
01035 - Court Reporter		19.97
01041 - Customer Service Representative I		11.70
01042 - Customer Service Representative II		13.15
01043 - Customer Service Representative III		14.35
01051 - Data Entry Operator I		14.21
01052 - Data Entry Operator II		15.64
01060 - Dispatcher Motor Vehicle		17.92
01070 - Document Preparation Clerk		13.36
01090 - Duplicating Machine Operator		13.36
01111 - General Clerk I		12.93
01112 - General Clerk II		14.11

01113 - General Clerk III 15.83
01120 - Housing Referral Assistant 20.62
01141 - Messenger Courier 12.63
01191 - Order Clerk I 13.28
01192 - Order Clerk II 14.49
01261 - Personnel Assistant (Employment) I 16.53
01262 - Personnel Assistant (Employment) II 18.49
01263 - Personnel Assistant (Employment) III 20.62
01270 - Production Control Clerk 21.13
01290 - Rental Clerk 12.93
01300 - Scheduler Maintenance 16.53
01311 - Secretary I 16.53
01312 - Secretary II 18.49
01313 - Secretary III 20.62
01320 - Service Order Dispatcher 16.02
01410 - Supply Technician 23.32
01420 - Survey Worker 17.50
01460 - Switchboard Operator/Receptionist 13.38
01531 - Travel Clerk I 14.00
01532 - Travel Clerk II 14.98
01533 - Travel Clerk III 16.08
01611 - Word Processor I 14.01
01612 - Word Processor II 16.53
01613 - Word Processor III 18.49
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.16
05010 - Automotive Electrician 19.42
05040 - Automotive Glass Installer 18.81
05070 - Automotive Worker 18.81
05110 - Mobile Equipment Servicer 17.19
05130 - Motor Equipment Metal Mechanic 20.23
05160 - Motor Equipment Metal Worker 18.81
05190 - Motor Vehicle Mechanic 19.73
05220 - Motor Vehicle Mechanic Helper 16.39
05250 - Motor Vehicle Upholstery Worker 18.01
05280 - Motor Vehicle Wrecker 18.81
05310 - Painter Automotive 19.42
05340 - Radiator Repair Specialist 18.81
05370 - Tire Repairer 15.78
05400 - Transmission Repair Specialist 20.23
07000 - Food Preparation And Service Occupations
07010 - Baker 13.83
07041 - Cook I 13.62
07042 - Cook II 15.12
07070 - Dishwasher 11.88
07130 - Food Service Worker 11.99
07210 - Meat Cutter 18.59
07260 - Waiter/Waitress 11.75
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.30

09040 - Furniture Handler 15.34
09080 - Furniture Refinisher 19.17
09090 - Furniture Refinisher Helper 16.15
09110 - Furniture Repairer Minor 18.22
09130 - Upholsterer 20.46
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.67
11060 - Elevator Operator 11.67
11090 - Gardener 16.75
11122 - Housekeeping Aide 12.62
11150 - Janitor 12.59
11210 - Laborer Grounds Maintenance 13.88
11240 - Maid or Houseman 12.68
11260 - Pruner 12.82
11270 - Tractor Operator 15.83
11330 - Trail Maintenance Worker 13.88
11360 - Window Cleaner 13.56
12000 - Health Occupations
12010 - Ambulance Driver 19.15
12011 - Breath Alcohol Technician 21.06
12012 - Certified Occupational Therapist Assistant 28.89
12015 - Certified Physical Therapist Assistant 25.57
12020 - Dental Assistant 17.97
12025 - Dental Hygienist 38.26
12030 - EKG Technician 31.14
12035 - Electroneurodiagnostic Technologist 31.14
12040 - Emergency Medical Technician 19.15
12071 - Licensed Practical Nurse I 18.82
12072 - Licensed Practical Nurse II 21.06
12073 - Licensed Practical Nurse III 23.48
12100 - Medical Assistant 15.59
12130 - Medical Laboratory Technician 24.11
12160 - Medical Record Clerk 17.05
12190 - Medical Record Technician 19.08
12195 - Medical Transcriptionist 18.73
12210 - Nuclear Medicine Technologist 46.28
12221 - Nursing Assistant I 11.49
12222 - Nursing Assistant II 12.92
12223 - Nursing Assistant III 14.09
12224 - Nursing Assistant IV 15.81
12235 - Optical Dispenser 22.54
12236 - Optical Technician 17.02
12250 - Pharmacy Technician 17.12
12280 - Phlebotomist 17.52
12305 - Radiologic Technologist 32.35
12311 - Registered Nurse I 28.00
12312 - Registered Nurse II 34.26
12313 - Registered Nurse II Specialist 34.26
12314 - Registered Nurse III 41.45
12315 - Registered Nurse III Anesthetist 41.45

12316 - Registered Nurse IV		49.67
12317 - Scheduler (Drug and Alcohol Testing)		26.09
12320 - Substance Abuse Treatment Counselor		20.64
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.20
13012 - Exhibits Specialist II		27.51
13013 - Exhibits Specialist III		29.18
13041 - Illustrator I		20.20
13042 - Illustrator II		25.05
13043 - Illustrator III		27.64
13047 - Librarian		30.46
13050 - Library Aide/Clerk		15.52
13054 - Library Information Technology Systems Administrator		27.51
13058 - Library Technician		18.72
13061 - Media Specialist I		19.85
13062 - Media Specialist II		22.20
13063 - Media Specialist III		24.76
13071 - Photographer I		15.64
13072 - Photographer II		17.49
13073 - Photographer III		21.68
13074 - Photographer IV		26.51
13075 - Photographer V		32.08
13090 - Technical Order Library Clerk		15.02
13110 - Video Teleconference Technician		25.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.25
14042 - Computer Operator II		19.48
14043 - Computer Operator III		21.51
14044 - Computer Operator IV		23.91
14045 - Computer Operator V		26.47
14071 - Computer Programmer I	(see 1)	24.59
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		17.25
14160 - Personal Computer Support Technician		23.91
14170 - System Support Specialist		26.47
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.50
15020 - Aircrew Training Devices Instructor (Rated)		35.69
15030 - Air Crew Training Devices Instructor (Pilot)		41.62
15050 - Computer Based Training Specialist / Instructor		29.50
15060 - Educational Technologist		28.55
15070 - Flight Instructor (Pilot)		41.62
15080 - Graphic Artist		23.97
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.41

15086 - Maintenance Test Pilot Rotary Wing 41.41
15088 - Non-Maintenance Test/Co-Pilot 41.41
15090 - Technical Instructor 19.87
15095 - Technical Instructor/Course Developer 24.31
15110 - Test Proctor 16.04
15120 - Tutor 16.04
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.28
16030 - Counter Attendant 13.28
16040 - Dry Cleaner 17.15
16070 - Finisher Flatwork Machine 13.28
16090 - Presser Hand 13.28
16110 - Presser Machine Drycleaning 13.28
16130 - Presser Machine Shirts 13.28
16160 - Presser Machine Wearing Apparel Laundry 13.28
16190 - Sewing Machine Operator 18.40
16220 - Tailor 19.68
16250 - Washer Machine 14.56
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.65
19040 - Tool And Die Maker 26.74
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.10
21030 - Material Coordinator 21.13
21040 - Material Expediter 21.13
21050 - Material Handling Laborer 15.28
21071 - Order Filler 13.11
21080 - Production Line Worker (Food Processing) 18.10
21110 - Shipping Packer 15.92
21130 - Shipping/Receiving Clerk 15.92
21140 - Store Worker I 17.70
21150 - Stock Clerk 22.19
21210 - Tools And Parts Attendant 18.10
21410 - Warehouse Specialist 18.10
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.33
23019 - Aircraft Logs and Records Technician 24.10
23021 - Aircraft Mechanic I 27.07
23022 - Aircraft Mechanic II 28.33
23023 - Aircraft Mechanic III 29.37
23040 - Aircraft Mechanic Helper 21.93
23050 - Aircraft Painter 26.48
23060 - Aircraft Servicer 24.10
23070 - Aircraft Survival Flight Equipment Technician 26.48
23080 - Aircraft Worker 25.17
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.17
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.07
23110 - Appliance Mechanic 24.30

23120 - Bicycle Repairer 19.36
23125 - Cable Splicer 42.35
23130 - Carpenter Maintenance 23.90
23140 - Carpet Layer 21.51
23160 - Electrician Maintenance 27.33
23181 - Electronics Technician Maintenance I 22.03
23182 - Electronics Technician Maintenance II 28.30
23183 - Electronics Technician Maintenance III 29.71
23260 - Fabric Worker 21.14
23290 - Fire Alarm System Mechanic 22.50
23310 - Fire Extinguisher Repairer 20.03
23311 - Fuel Distribution System Mechanic 28.20
23312 - Fuel Distribution System Operator 23.91
23370 - General Maintenance Worker 20.17
23380 - Ground Support Equipment Mechanic 27.07
23381 - Ground Support Equipment Servicer 24.10
23382 - Ground Support Equipment Worker 25.17
23391 - Gunsmith I 20.03
23392 - Gunsmith II 22.24
23393 - Gunsmith III 24.75
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.30
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.29
23430 - Heavy Equipment Mechanic 25.77
23440 - Heavy Equipment Operator 26.66
23460 - Instrument Mechanic 25.29
23465 - Laboratory/Shelter Mechanic 23.44
23470 - Laborer 15.28
23510 - Locksmith 22.65
23530 - Machinery Maintenance Mechanic 29.74
23550 - Machinist Maintenance 22.74
23580 - Maintenance Trades Helper 20.86
23591 - Metrology Technician I 25.29
23592 - Metrology Technician II 26.48
23593 - Metrology Technician III 27.44
23640 - Millwright 23.78
23710 - Office Appliance Repairer 22.65
23760 - Painter Maintenance 22.10
23790 - Pipefitter Maintenance 26.83
23810 - Plumber Maintenance 26.03
23820 - Pneudraulic Systems Mechanic 24.75
23850 - Rigger 28.15
23870 - Scale Mechanic 22.24
23890 - Sheet-Metal Worker Maintenance 28.32
23910 - Small Engine Mechanic 21.51
23931 - Telecommunications Mechanic I 24.45
23932 - Telecommunications Mechanic II 27.59
23950 - Telephone Lineman 23.78
23960 - Welder Combination Maintenance 20.67

23965 - Well Driller	25.40
23970 - Woodcraft Worker	24.75
23980 - Woodworker	19.36
24000 - Personal Needs Occupations	
24550 - Case Manager	16.13
24570 - Child Care Attendant	12.74
24580 - Child Care Center Clerk	17.75
24610 - Chore Aide	12.29
24620 - Family Readiness And Support Services Coordinator	16.13
24630 - Homemaker	19.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.14
25040 - Sewage Plant Operator	30.12
25070 - Stationary Engineer	28.14
25190 - Ventilation Equipment Tender	22.77
25210 - Water Treatment Plant Operator	30.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.53
27007 - Baggage Inspector	13.71
27008 - Corrections Officer	28.25
27010 - Court Security Officer	28.63
27030 - Detection Dog Handler	20.45
27040 - Detention Officer	28.25
27070 - Firefighter	26.62
27101 - Guard I	13.71
27102 - Guard II	20.45
27131 - Police Officer I	28.20
27132 - Police Officer II	31.34
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.57
28042 - Carnival Equipment Repairer	15.42
28043 - Carnival Worker	11.80
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	12.62
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.57
28515 - Recreation Specialist	20.21
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	24.56
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.18
29020 - Hatch Tender	29.18
29030 - Line Handler	29.21
29041 - Stevedore I	28.02
29042 - Stevedore II	33.40
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		20.33
30022 - Archeological Technician II		22.74
30023 - Archeological Technician III		26.16
30030 - Cartographic Technician		28.17
30040 - Civil Engineering Technician		25.49
30051 - Cryogenic Technician I		26.63
30052 - Cryogenic Technician II		29.41
30061 - Drafter/CAD Operator I		20.33
30062 - Drafter/CAD Operator II		22.74
30063 - Drafter/CAD Operator III		25.36
30064 - Drafter/CAD Operator IV		30.87
30081 - Engineering Technician I		16.94
30082 - Engineering Technician II		19.03
30083 - Engineering Technician III		23.33
30084 - Engineering Technician IV		26.37
30085 - Engineering Technician V		32.26
30086 - Engineering Technician VI		39.04
30090 - Environmental Technician		24.04
30095 - Evidence Control Specialist		24.04
30210 - Laboratory Technician		23.26
30221 - Latent Fingerprint Technician I		26.63
30222 - Latent Fingerprint Technician II		29.41
30240 - Mathematical Technician		28.17
30361 - Paralegal/Legal Assistant I		19.96
30362 - Paralegal/Legal Assistant II		24.72
30363 - Paralegal/Legal Assistant III		30.24
30364 - Paralegal/Legal Assistant IV		36.59
30375 - Petroleum Supply Specialist		29.41
30390 - Photo-Optics Technician		28.17
30395 - Radiation Control Technician		29.41
30461 - Technical Writer I		24.04
30462 - Technical Writer II		29.41
30463 - Technical Writer III		35.58
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.63
30502 - Weather Forecaster II		32.39
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.36
30621 - Weather Observer Senior	(see 2)	27.49
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.73
31030 - Bus Driver		18.75
31043 - Driver Courier		15.98
31260 - Parking and Lot Attendant		15.60
31290 - Shuttle Bus Driver		16.91

31310 - Taxi Driver	13.73
31361 - Truckdriver Light	16.91
31362 - Truckdriver Medium	17.85
31363 - Truckdriver Heavy	22.62
31364 - Truckdriver Tractor-Trailer	22.62
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.72
99050 - Desk Clerk	13.86
99095 - Embalmer	30.13
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.04
99252 - Laboratory Animal Caretaker II	15.13
99260 - Marketing Analyst	14.26
99310 - Mortician	30.13
99410 - Pest Controller	17.08
99510 - Photofinishing Worker	16.36
99710 - Recycling Laborer	20.10
99711 - Recycling Specialist	22.91
99730 - Refuse Collector	18.57
99810 - Sales Clerk	12.36
99820 - School Crossing Guard	19.16
99830 - Survey Party Chief	31.79
99831 - Surveying Aide	18.08
99832 - Surveying Technician	24.80
99840 - Vending Machine Attendant	23.38
99841 - Vending Machine Repairer	27.80
99842 - Vending Machine Repairer Helper	23.65

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5468
Revision No.: 14
Date Of Last Revision: 07/01/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona County of Mohave

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.49
01012 - Accounting Clerk II		16.26
01013 - Accounting Clerk III		18.19
01020 - Administrative Assistant		23.32
01035 - Court Reporter		19.97
01041 - Customer Service Representative I		11.70
01042 - Customer Service Representative II		13.15
01043 - Customer Service Representative III		14.35
01051 - Data Entry Operator I		14.21
01052 - Data Entry Operator II		15.64
01060 - Dispatcher Motor Vehicle		17.92
01070 - Document Preparation Clerk		13.36

01090 - Duplicating Machine Operator 13.36
01111 - General Clerk I 12.93
01112 - General Clerk II 14.11
01113 - General Clerk III 15.83
01120 - Housing Referral Assistant 20.62
01141 - Messenger Courier 12.63
01191 - Order Clerk I 13.28
01192 - Order Clerk II 14.49
01261 - Personnel Assistant (Employment) I 16.53
01262 - Personnel Assistant (Employment) II 18.49
01263 - Personnel Assistant (Employment) III 20.62
01270 - Production Control Clerk 21.13
01290 - Rental Clerk 12.93
01300 - Scheduler Maintenance 16.53
01311 - Secretary I 16.53
01312 - Secretary II 18.49
01313 - Secretary III 20.62
01320 - Service Order Dispatcher 16.02
01410 - Supply Technician 23.32
01420 - Survey Worker 17.50
01460 - Switchboard Operator/Receptionist 13.38
01531 - Travel Clerk I 14.00
01532 - Travel Clerk II 14.98
01533 - Travel Clerk III 16.08
01611 - Word Processor I 14.01
01612 - Word Processor II 16.53
01613 - Word Processor III 18.49
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.16
05010 - Automotive Electrician 19.42
05040 - Automotive Glass Installer 18.81
05070 - Automotive Worker 18.81
05110 - Mobile Equipment Servicer 17.19
05130 - Motor Equipment Metal Mechanic 20.23
05160 - Motor Equipment Metal Worker 18.81
05190 - Motor Vehicle Mechanic 19.73
05220 - Motor Vehicle Mechanic Helper 16.39
05250 - Motor Vehicle Upholstery Worker 18.01
05280 - Motor Vehicle Wrecker 18.81
05310 - Painter Automotive 19.42
05340 - Radiator Repair Specialist 18.81
05370 - Tire Repairer 15.78
05400 - Transmission Repair Specialist 20.23
07000 - Food Preparation And Service Occupations
07010 - Baker 13.83
07041 - Cook I 13.62
07042 - Cook II 15.12
07070 - Dishwasher 11.88
07130 - Food Service Worker 11.99
07210 - Meat Cutter 18.59

07260 - Waiter/Waitress	11.75
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.30
09040 - Furniture Handler	15.34
09080 - Furniture Refinisher	19.17
09090 - Furniture Refinisher Helper	16.15
09110 - Furniture Repairer Minor	18.22
09130 - Upholsterer	20.46
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.67
11060 - Elevator Operator	11.67
11090 - Gardener	16.75
11122 - Housekeeping Aide	12.62
11150 - Janitor	12.59
11210 - Laborer Grounds Maintenance	13.88
11240 - Maid or Houseman	12.68
11260 - Pruner	12.82
11270 - Tractor Operator	15.83
11330 - Trail Maintenance Worker	13.88
11360 - Window Cleaner	13.56
12000 - Health Occupations	
12010 - Ambulance Driver	19.15
12011 - Breath Alcohol Technician	21.06
12012 - Certified Occupational Therapist Assistant	28.89
12015 - Certified Physical Therapist Assistant	25.57
12020 - Dental Assistant	17.97
12025 - Dental Hygienist	38.26
12030 - EKG Technician	31.14
12035 - Electroneurodiagnostic Technologist	31.14
12040 - Emergency Medical Technician	19.15
12071 - Licensed Practical Nurse I	18.82
12072 - Licensed Practical Nurse II	21.06
12073 - Licensed Practical Nurse III	23.48
12100 - Medical Assistant	15.59
12130 - Medical Laboratory Technician	24.11
12160 - Medical Record Clerk	17.05
12190 - Medical Record Technician	19.08
12195 - Medical Transcriptionist	18.73
12210 - Nuclear Medicine Technologist	46.28
12221 - Nursing Assistant I	11.49
12222 - Nursing Assistant II	12.92
12223 - Nursing Assistant III	14.09
12224 - Nursing Assistant IV	15.81
12235 - Optical Dispenser	22.54
12236 - Optical Technician	17.02
12250 - Pharmacy Technician	17.12
12280 - Phlebotomist	17.52
12305 - Radiologic Technologist	32.35
12311 - Registered Nurse I	28.00
12312 - Registered Nurse II	34.26

12313 - Registered Nurse II Specialist		34.26
12314 - Registered Nurse III		41.45
12315 - Registered Nurse III Anesthetist		41.45
12316 - Registered Nurse IV		49.67
12317 - Scheduler (Drug and Alcohol Testing)		26.09
12320 - Substance Abuse Treatment Counselor		20.64
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.20
13012 - Exhibits Specialist II		27.51
13013 - Exhibits Specialist III		29.18
13041 - Illustrator I		20.20
13042 - Illustrator II		25.05
13043 - Illustrator III		27.64
13047 - Librarian		30.46
13050 - Library Aide/Clerk		15.52
13054 - Library Information Technology Systems Administrator		27.51
13058 - Library Technician		18.72
13061 - Media Specialist I		19.85
13062 - Media Specialist II		22.20
13063 - Media Specialist III		24.76
13071 - Photographer I		15.64
13072 - Photographer II		17.49
13073 - Photographer III		21.68
13074 - Photographer IV		26.51
13075 - Photographer V		32.08
13090 - Technical Order Library Clerk		15.02
13110 - Video Teleconference Technician		25.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.25
14042 - Computer Operator II		19.48
14043 - Computer Operator III		21.51
14044 - Computer Operator IV		23.91
14045 - Computer Operator V		26.47
14071 - Computer Programmer I	(see 1)	24.59
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		17.25
14160 - Personal Computer Support Technician		23.91
14170 - System Support Specialist		26.47
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.50
15020 - Aircrew Training Devices Instructor (Rated)		35.69
15030 - Air Crew Training Devices Instructor (Pilot)		41.62
15050 - Computer Based Training Specialist / Instructor		29.50
15060 - Educational Technologist		28.55

15070 - Flight Instructor (Pilot) 41.62
15080 - Graphic Artist 23.97
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.41
15086 - Maintenance Test Pilot Rotary Wing 41.41
15088 - Non-Maintenance Test/Co-Pilot 41.41
15090 - Technical Instructor 19.87
15095 - Technical Instructor/Course Developer 24.31
15110 - Test Proctor 16.04
15120 - Tutor 16.04
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.28
16030 - Counter Attendant 13.28
16040 - Dry Cleaner 17.15
16070 - Finisher Flatwork Machine 13.28
16090 - Presser Hand 13.28
16110 - Presser Machine Drycleaning 13.28
16130 - Presser Machine Shirts 13.28
16160 - Presser Machine Wearing Apparel Laundry 13.28
16190 - Sewing Machine Operator 18.40
16220 - Tailor 19.68
16250 - Washer Machine 14.56
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.65
19040 - Tool And Die Maker 26.74
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.10
21030 - Material Coordinator 21.13
21040 - Material Expediter 21.13
21050 - Material Handling Laborer 15.28
21071 - Order Filler 13.11
21080 - Production Line Worker (Food Processing) 18.10
21110 - Shipping Packer 15.92
21130 - Shipping/Receiving Clerk 15.92
21140 - Store Worker I 17.70
21150 - Stock Clerk 22.19
21210 - Tools And Parts Attendant 18.10
21410 - Warehouse Specialist 18.10
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.33
23019 - Aircraft Logs and Records Technician 24.10
23021 - Aircraft Mechanic I 27.07
23022 - Aircraft Mechanic II 28.33
23023 - Aircraft Mechanic III 29.37
23040 - Aircraft Mechanic Helper 21.93
23050 - Aircraft Painter 26.48
23060 - Aircraft Servicer 24.10
23070 - Aircraft Survival Flight Equipment Technician 26.48
23080 - Aircraft Worker 25.17
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.17

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.07
23110 - Appliance Mechanic 24.30
23120 - Bicycle Repairer 19.36
23125 - Cable Splicer 42.35
23130 - Carpenter Maintenance 23.90
23140 - Carpet Layer 21.51
23160 - Electrician Maintenance 27.33
23181 - Electronics Technician Maintenance I 22.03
23182 - Electronics Technician Maintenance II 28.30
23183 - Electronics Technician Maintenance III 29.71
23260 - Fabric Worker 21.14
23290 - Fire Alarm System Mechanic 22.50
23310 - Fire Extinguisher Repairer 20.03
23311 - Fuel Distribution System Mechanic 28.20
23312 - Fuel Distribution System Operator 23.91
23370 - General Maintenance Worker 20.17
23380 - Ground Support Equipment Mechanic 27.07
23381 - Ground Support Equipment Servicer 24.10
23382 - Ground Support Equipment Worker 25.17
23391 - Gunsmith I 20.03
23392 - Gunsmith II 22.24
23393 - Gunsmith III 24.75
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.30
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.29
23430 - Heavy Equipment Mechanic 25.77
23440 - Heavy Equipment Operator 26.66
23460 - Instrument Mechanic 25.29
23465 - Laboratory/Shelter Mechanic 23.44
23470 - Laborer 15.28
23510 - Locksmith 22.65
23530 - Machinery Maintenance Mechanic 29.74
23550 - Machinist Maintenance 22.74
23580 - Maintenance Trades Helper 20.86
23591 - Metrology Technician I 25.29
23592 - Metrology Technician II 26.48
23593 - Metrology Technician III 27.44
23640 - Millwright 23.78
23710 - Office Appliance Repairer 22.65
23760 - Painter Maintenance 22.10
23790 - Pipefitter Maintenance 26.83
23810 - Plumber Maintenance 26.03
23820 - Pneudraulic Systems Mechanic 24.75
23850 - Rigger 28.15
23870 - Scale Mechanic 22.24
23890 - Sheet-Metal Worker Maintenance 28.32
23910 - Small Engine Mechanic 21.51
23931 - Telecommunications Mechanic I 24.45

23932 - Telecommunications Mechanic II 27.59
23950 - Telephone Lineman 23.78
23960 - Welder Combination Maintenance 20.67
23965 - Well Driller 25.40
23970 - Woodcraft Worker 24.75
23980 - Woodworker 19.36
24000 - Personal Needs Occupations
24550 - Case Manager 16.13
24570 - Child Care Attendant 12.74
24580 - Child Care Center Clerk 17.75
24610 - Chore Aide 12.29
24620 - Family Readiness And Support Services Coordinator 16.13
24630 - Homemaker 19.78
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.14
25040 - Sewage Plant Operator 30.12
25070 - Stationary Engineer 28.14
25190 - Ventilation Equipment Tender 22.77
25210 - Water Treatment Plant Operator 30.12
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.53
27007 - Baggage Inspector 13.71
27008 - Corrections Officer 28.25
27010 - Court Security Officer 28.63
27030 - Detection Dog Handler 20.45
27040 - Detention Officer 28.25
27070 - Firefighter 26.62
27101 - Guard I 13.71
27102 - Guard II 20.45
27131 - Police Officer I 28.20
27132 - Police Officer II 31.34
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.57
28042 - Carnival Equipment Repairer 15.42
28043 - Carnival Worker 11.80
28210 - Gate Attendant/Gate Tender 15.40
28310 - Lifeguard 12.62
28350 - Park Attendant (Aide) 17.23
28510 - Recreation Aide/Health Facility Attendant 12.57
28515 - Recreation Specialist 20.21
28630 - Sports Official 13.72
28690 - Swimming Pool Operator 24.56
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 29.18
29020 - Hatch Tender 29.18
29030 - Line Handler 29.21
29041 - Stevedore I 28.02
29042 - Stevedore II 33.40
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 20.33
30022 - Archeological Technician II 22.74
30023 - Archeological Technician III 26.16
30030 - Cartographic Technician 28.17
30040 - Civil Engineering Technician 25.49
30051 - Cryogenic Technician I 26.63
30052 - Cryogenic Technician II 29.41
30061 - Drafter/CAD Operator I 20.33
30062 - Drafter/CAD Operator II 22.74
30063 - Drafter/CAD Operator III 25.36
30064 - Drafter/CAD Operator IV 30.87
30081 - Engineering Technician I 16.94
30082 - Engineering Technician II 19.03
30083 - Engineering Technician III 23.33
30084 - Engineering Technician IV 26.37
30085 - Engineering Technician V 32.26
30086 - Engineering Technician VI 39.04
30090 - Environmental Technician 24.04
30095 - Evidence Control Specialist 24.04
30210 - Laboratory Technician 23.26
30221 - Latent Fingerprint Technician I 26.63
30222 - Latent Fingerprint Technician II 29.41
30240 - Mathematical Technician 28.17
30361 - Paralegal/Legal Assistant I 19.96
30362 - Paralegal/Legal Assistant II 24.72
30363 - Paralegal/Legal Assistant III 30.24
30364 - Paralegal/Legal Assistant IV 36.59
30375 - Petroleum Supply Specialist 29.41
30390 - Photo-Optics Technician 28.17
30395 - Radiation Control Technician 29.41
30461 - Technical Writer I 24.04
30462 - Technical Writer II 29.41
30463 - Technical Writer III 35.58
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.63
30502 - Weather Forecaster II 32.39
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.36
30621 - Weather Observer Senior (see 2) 27.49
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.73
31030 - Bus Driver 18.75

31043 - Driver Courier	15.98
31260 - Parking and Lot Attendant	15.60
31290 - Shuttle Bus Driver	16.91
31310 - Taxi Driver	13.73
31361 - Truckdriver Light	16.91
31362 - Truckdriver Medium	17.85
31363 - Truckdriver Heavy	22.62
31364 - Truckdriver Tractor-Trailer	22.62
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.72
99050 - Desk Clerk	13.86
99095 - Embalmer	30.13
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.04
99252 - Laboratory Animal Caretaker II	15.13
99260 - Marketing Analyst	14.26
99310 - Mortician	30.13
99410 - Pest Controller	17.08
99510 - Photofinishing Worker	16.36
99710 - Recycling Laborer	20.10
99711 - Recycling Specialist	22.91
99730 - Refuse Collector	18.57
99810 - Sales Clerk	12.36
99820 - School Crossing Guard	19.16
99830 - Survey Party Chief	31.79
99831 - Surveying Aide	18.08
99832 - Surveying Technician	24.80
99840 - Vending Machine Attendant	23.38
99841 - Vending Machine Repairer	27.80
99842 - Vending Machine Repairer Helper	23.65

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5469
Revision No.: 14
Date Of Last Revision: 04/07/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona Counties of Maricopa Pinal

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.61
01012 - Accounting Clerk II		18.66
01013 - Accounting Clerk III		20.86
01020 - Administrative Assistant		29.43
01035 - Court Reporter		26.94
01041 - Customer Service Representative I		14.98
01042 - Customer Service Representative II		16.85
01043 - Customer Service Representative III		18.38
01051 - Data Entry Operator I		15.26
01052 - Data Entry Operator II		16.65
01060 - Dispatcher Motor Vehicle		18.79
01070 - Document Preparation Clerk		16.53
01090 - Duplicating Machine Operator		16.53
01111 - General Clerk I		15.11
01112 - General Clerk II		16.49

01113 - General Clerk III 18.52
01120 - Housing Referral Assistant 22.65
01141 - Messenger Courier 14.82
01191 - Order Clerk I 14.46
01192 - Order Clerk II 15.78
01261 - Personnel Assistant (Employment) I 16.56
01262 - Personnel Assistant (Employment) II 18.52
01263 - Personnel Assistant (Employment) III 20.64
01270 - Production Control Clerk 22.44
01290 - Rental Clerk 15.32
01300 - Scheduler Maintenance 18.17
01311 - Secretary I 18.17
01312 - Secretary II 20.33
01313 - Secretary III 22.65
01320 - Service Order Dispatcher 16.79
01410 - Supply Technician 29.43
01420 - Survey Worker 17.46
01460 - Switchboard Operator/Receptionist 15.35
01531 - Travel Clerk I 19.72
01532 - Travel Clerk II 21.29
01533 - Travel Clerk III 22.91
01611 - Word Processor I 16.62
01612 - Word Processor II 18.66
01613 - Word Processor III 20.87
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.17
05010 - Automotive Electrician 20.30
05040 - Automotive Glass Installer 19.42
05070 - Automotive Worker 19.42
05110 - Mobile Equipment Servicer 16.62
05130 - Motor Equipment Metal Mechanic 22.69
05160 - Motor Equipment Metal Worker 19.62
05190 - Motor Vehicle Mechanic 21.59
05220 - Motor Vehicle Mechanic Helper 15.12
05250 - Motor Vehicle Upholstery Worker 18.14
05280 - Motor Vehicle Wrecker 19.62
05310 - Painter Automotive 22.12
05340 - Radiator Repair Specialist 19.58
05370 - Tire Repairer 14.21
05400 - Transmission Repair Specialist 21.59
07000 - Food Preparation And Service Occupations
07010 - Baker 14.40
07041 - Cook I 14.56
07042 - Cook II 17.38
07070 - Dishwasher 12.54
07130 - Food Service Worker 12.77
07210 - Meat Cutter 18.16
07260 - Waiter/Waitress 13.32
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.05

09040 - Furniture Handler 10.88
09080 - Furniture Refinisher 17.38
09090 - Furniture Refinisher Helper 12.16
09110 - Furniture Repairer Minor 14.77
09130 - Upholsterer 17.31
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.66
11060 - Elevator Operator 12.66
11090 - Gardener 20.19
11122 - Housekeeping Aide 13.62
11150 - Janitor 13.62
11210 - Laborer Grounds Maintenance 14.27
11240 - Maid or Houseman 12.57
11260 - Pruner 13.13
11270 - Tractor Operator 18.20
11330 - Trail Maintenance Worker 14.27
11360 - Window Cleaner 14.81
12000 - Health Occupations
12010 - Ambulance Driver 17.68
12011 - Breath Alcohol Technician 24.56
12012 - Certified Occupational Therapist Assistant 33.53
12015 - Certified Physical Therapist Assistant 23.15
12020 - Dental Assistant 21.16
12025 - Dental Hygienist 43.88
12030 - EKG Technician 26.86
12035 - Electroneurodiagnostic Technologist 26.86
12040 - Emergency Medical Technician 17.68
12071 - Licensed Practical Nurse I 21.96
12072 - Licensed Practical Nurse II 24.56
12073 - Licensed Practical Nurse III 27.37
12100 - Medical Assistant 17.42
12130 - Medical Laboratory Technician 23.73
12160 - Medical Record Clerk 19.43
12190 - Medical Record Technician 21.74
12195 - Medical Transcriptionist 19.10
12210 - Nuclear Medicine Technologist 42.26
12221 - Nursing Assistant I 12.21
12222 - Nursing Assistant II 13.72
12223 - Nursing Assistant III 14.97
12224 - Nursing Assistant IV 16.80
12235 - Optical Dispenser 19.75
12236 - Optical Technician 17.97
12250 - Pharmacy Technician 17.45
12280 - Phlebotomist 16.89
12305 - Radiologic Technologist 32.17
12311 - Registered Nurse I 26.93
12312 - Registered Nurse II 33.08
12313 - Registered Nurse II Specialist 33.08
12314 - Registered Nurse III 40.02
12315 - Registered Nurse III Anesthetist 40.02

12316 - Registered Nurse IV		47.96
12317 - Scheduler (Drug and Alcohol Testing)		30.41
12320 - Substance Abuse Treatment Counselor		22.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.20
13012 - Exhibits Specialist II		22.55
13013 - Exhibits Specialist III		27.58
13041 - Illustrator I		18.79
13042 - Illustrator II		23.18
13043 - Illustrator III		28.27
13047 - Librarian		26.75
13050 - Library Aide/Clerk		14.59
13054 - Library Information Technology Systems Administrator		24.16
13058 - Library Technician		15.71
13061 - Media Specialist I		17.42
13062 - Media Specialist II		19.49
13063 - Media Specialist III		21.74
13071 - Photographer I		15.92
13072 - Photographer II		17.80
13073 - Photographer III		22.05
13074 - Photographer IV		26.98
13075 - Photographer V		32.65
13090 - Technical Order Library Clerk		18.33
13110 - Video Teleconference Technician		20.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.15
14042 - Computer Operator II		19.18
14043 - Computer Operator III		21.37
14044 - Computer Operator IV		23.76
14045 - Computer Operator V		26.31
14071 - Computer Programmer I	(see 1)	23.60
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		17.15
14160 - Personal Computer Support Technician		23.76
14170 - System Support Specialist		30.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.06
15020 - Aircrew Training Devices Instructor (Rated)		36.56
15030 - Air Crew Training Devices Instructor (Pilot)		43.58
15050 - Computer Based Training Specialist / Instructor		30.06
15060 - Educational Technologist		29.15
15070 - Flight Instructor (Pilot)		43.58
15080 - Graphic Artist		25.92
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.58

15086 - Maintenance Test Pilot Rotary Wing 43.58
15088 - Non-Maintenance Test/Co-Pilot 43.58
15090 - Technical Instructor 22.31
15095 - Technical Instructor/Course Developer 27.29
15110 - Test Proctor 18.01
15120 - Tutor 18.01
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.26
16030 - Counter Attendant 15.26
16040 - Dry Cleaner 17.89
16070 - Finisher Flatwork Machine 15.26
16090 - Presser Hand 15.26
16110 - Presser Machine Drycleaning 15.26
16130 - Presser Machine Shirts 15.26
16160 - Presser Machine Wearing Apparel Laundry 15.26
16190 - Sewing Machine Operator 18.63
16220 - Tailor 19.38
16250 - Washer Machine 16.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.26
19040 - Tool And Die Maker 27.74
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.91
21030 - Material Coordinator 22.44
21040 - Material Expediter 22.44
21050 - Material Handling Laborer 14.86
21071 - Order Filler 14.52
21080 - Production Line Worker (Food Processing) 17.91
21110 - Shipping Packer 16.92
21130 - Shipping/Receiving Clerk 16.92
21140 - Store Worker I 12.89
21150 - Stock Clerk 16.74
21210 - Tools And Parts Attendant 17.91
21410 - Warehouse Specialist 17.91
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.48
23019 - Aircraft Logs and Records Technician 27.38
23021 - Aircraft Mechanic I 34.52
23022 - Aircraft Mechanic II 36.48
23023 - Aircraft Mechanic III 38.42
23040 - Aircraft Mechanic Helper 22.50
23050 - Aircraft Painter 32.19
23060 - Aircraft Servicer 27.38
23070 - Aircraft Survival Flight Equipment Technician 32.19
23080 - Aircraft Worker 29.79
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.79
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.52
23110 - Appliance Mechanic 25.36

23120 - Bicycle Repairer 19.13
23125 - Cable Splicer 41.90
23130 - Carpenter Maintenance 22.87
23140 - Carpet Layer 19.03
23160 - Electrician Maintenance 23.55
23181 - Electronics Technician Maintenance I 26.09
23182 - Electronics Technician Maintenance II 28.19
23183 - Electronics Technician Maintenance III 30.23
23260 - Fabric Worker 21.00
23290 - Fire Alarm System Mechanic 26.59
23310 - Fire Extinguisher Repairer 19.13
23311 - Fuel Distribution System Mechanic 32.96
23312 - Fuel Distribution System Operator 23.83
23370 - General Maintenance Worker 19.03
23380 - Ground Support Equipment Mechanic 34.52
23381 - Ground Support Equipment Servicer 27.38
23382 - Ground Support Equipment Worker 29.80
23391 - Gunsmith I 19.13
23392 - Gunsmith II 22.84
23393 - Gunsmith III 26.47
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.69
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.98
23430 - Heavy Equipment Mechanic 26.11
23440 - Heavy Equipment Operator 23.42
23460 - Instrument Mechanic 27.05
23465 - Laboratory/Shelter Mechanic 24.68
23470 - Laborer 14.86
23510 - Locksmith 20.70
23530 - Machinery Maintenance Mechanic 26.03
23550 - Machinist Maintenance 23.61
23580 - Maintenance Trades Helper 17.22
23591 - Metrology Technician I 27.05
23592 - Metrology Technician II 28.59
23593 - Metrology Technician III 30.09
23640 - Millwright 31.57
23710 - Office Appliance Repairer 19.75
23760 - Painter Maintenance 19.36
23790 - Pipefitter Maintenance 25.98
23810 - Plumber Maintenance 24.22
23820 - Pneudraulic Systems Mechanic 26.47
23850 - Rigger 28.79
23870 - Scale Mechanic 22.84
23890 - Sheet-Metal Worker Maintenance 23.22
23910 - Small Engine Mechanic 19.84
23931 - Telecommunications Mechanic I 28.95
23932 - Telecommunications Mechanic II 30.60
23950 - Telephone Lineman 22.92
23960 - Welder Combination Maintenance 21.72

23965 - Well Driller	27.44
23970 - Woodcraft Worker	26.47
23980 - Woodworker	19.13
24000 - Personal Needs Occupations	
24550 - Case Manager	17.06
24570 - Child Care Attendant	12.84
24580 - Child Care Center Clerk	16.79
24610 - Chore Aide	12.73
24620 - Family Readiness And Support Services Coordinator	17.06
24630 - Homemaker	18.38
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.23
25040 - Sewage Plant Operator	26.21
25070 - Stationary Engineer	28.23
25190 - Ventilation Equipment Tender	17.92
25210 - Water Treatment Plant Operator	26.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.85
27007 - Baggage Inspector	14.39
27008 - Corrections Officer	24.12
27010 - Court Security Officer	25.93
27030 - Detection Dog Handler	16.13
27040 - Detention Officer	24.12
27070 - Firefighter	26.40
27101 - Guard I	14.39
27102 - Guard II	16.13
27131 - Police Officer I	31.91
27132 - Police Officer II	35.47
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.07
28042 - Carnival Equipment Repairer	18.93
28043 - Carnival Worker	12.31
28210 - Gate Attendant/Gate Tender	16.16
28310 - Lifeguard	12.69
28350 - Park Attendant (Aide)	18.07
28510 - Recreation Aide/Health Facility Attendant	13.18
28515 - Recreation Specialist	22.38
28630 - Sports Official	14.38
28690 - Swimming Pool Operator	22.60
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.41
29020 - Hatch Tender	29.41
29030 - Line Handler	29.41
29041 - Stevedore I	27.02
29042 - Stevedore II	31.79
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.74
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.69

30021 - Archeological Technician I		18.86
30022 - Archeological Technician II		21.09
30023 - Archeological Technician III		26.12
30030 - Cartographic Technician		26.12
30040 - Civil Engineering Technician		26.95
30051 - Cryogenic Technician I		28.93
30052 - Cryogenic Technician II		31.95
30061 - Drafter/CAD Operator I		18.86
30062 - Drafter/CAD Operator II		21.09
30063 - Drafter/CAD Operator III		23.50
30064 - Drafter/CAD Operator IV		28.93
30081 - Engineering Technician I		16.58
30082 - Engineering Technician II		18.62
30083 - Engineering Technician III		21.48
30084 - Engineering Technician IV		25.80
30085 - Engineering Technician V		31.56
30086 - Engineering Technician VI		38.10
30090 - Environmental Technician		22.20
30095 - Evidence Control Specialist		26.12
30210 - Laboratory Technician		22.92
30221 - Latent Fingerprint Technician I		26.76
30222 - Latent Fingerprint Technician II		29.56
30240 - Mathematical Technician		31.22
30361 - Paralegal/Legal Assistant I		21.19
30362 - Paralegal/Legal Assistant II		25.87
30363 - Paralegal/Legal Assistant III		31.65
30364 - Paralegal/Legal Assistant IV		38.30
30375 - Petroleum Supply Specialist		31.95
30390 - Photo-Optics Technician		26.12
30395 - Radiation Control Technician		31.95
30461 - Technical Writer I		24.99
30462 - Technical Writer II		30.57
30463 - Technical Writer III		36.99
30491 - Unexploded Ordnance (UXO) Technician I		26.52
30492 - Unexploded Ordnance (UXO) Technician II		32.09
30493 - Unexploded Ordnance (UXO) Technician III		38.46
30494 - Unexploded (UXO) Safety Escort		26.52
30495 - Unexploded (UXO) Sweep Personnel		26.52
30501 - Weather Forecaster I		28.93
30502 - Weather Forecaster II		35.20
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.50
30621 - Weather Observer Senior	(see 2)	26.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.09
31020 - Bus Aide		14.26
31030 - Bus Driver		22.14
31043 - Driver Courier		15.84
31260 - Parking and Lot Attendant		13.34
31290 - Shuttle Bus Driver		16.83

31310 - Taxi Driver	14.49
31361 - Truckdriver Light	17.57
31362 - Truckdriver Medium	19.28
31363 - Truckdriver Heavy	22.97
31364 - Truckdriver Tractor-Trailer	22.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.65
99030 - Cashier	12.63
99050 - Desk Clerk	12.71
99095 - Embalmer	28.19
99130 - Flight Follower	26.52
99251 - Laboratory Animal Caretaker I	15.70
99252 - Laboratory Animal Caretaker II	17.41
99260 - Marketing Analyst	29.63
99310 - Mortician	28.19
99410 - Pest Controller	17.94
99510 - Photofinishing Worker	17.89
99710 - Recycling Laborer	24.17
99711 - Recycling Specialist	31.02
99730 - Refuse Collector	20.99
99810 - Sales Clerk	12.91
99820 - School Crossing Guard	12.43
99830 - Survey Party Chief	32.04
99831 - Surveying Aide	19.29
99832 - Surveying Technician	27.20
99840 - Vending Machine Attendant	16.38
99841 - Vending Machine Repairer	20.77
99842 - Vending Machine Repairer Helper	16.38

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5470
Revision No.: 13
Date Of Last Revision: 07/01/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona Counties of Maricopa Pinal

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.26
01012 - Accounting Clerk II		18.25
01013 - Accounting Clerk III		20.42
01020 - Administrative Assistant		28.57
01035 - Court Reporter		26.94
01041 - Customer Service Representative I		13.62
01042 - Customer Service Representative II		15.32
01043 - Customer Service Representative III		16.71
01051 - Data Entry Operator I		14.01
01052 - Data Entry Operator II		15.28
01060 - Dispatcher Motor Vehicle		18.79
01070 - Document Preparation Clerk		16.53

01090 - Duplicating Machine Operator 16.53
01111 - General Clerk I 14.44
01112 - General Clerk II 15.75
01113 - General Clerk III 17.68
01120 - Housing Referral Assistant 20.78
01141 - Messenger Courier 14.74
01191 - Order Clerk I 13.91
01192 - Order Clerk II 15.60
01261 - Personnel Assistant (Employment) I 15.89
01262 - Personnel Assistant (Employment) II 17.78
01263 - Personnel Assistant (Employment) III 19.82
01270 - Production Control Clerk 21.93
01290 - Rental Clerk 14.97
01300 - Scheduler Maintenance 16.66
01311 - Secretary I 16.66
01312 - Secretary II 18.64
01313 - Secretary III 20.78
01320 - Service Order Dispatcher 16.79
01410 - Supply Technician 28.57
01420 - Survey Worker 17.27
01460 - Switchboard Operator/Receptionist 14.63
01531 - Travel Clerk I 17.93
01532 - Travel Clerk II 19.35
01533 - Travel Clerk III 20.83
01611 - Word Processor I 15.60
01612 - Word Processor II 17.51
01613 - Word Processor III 19.60
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.17
05010 - Automotive Electrician 20.30
05040 - Automotive Glass Installer 19.42
05070 - Automotive Worker 19.42
05110 - Mobile Equipment Servicer 16.62
05130 - Motor Equipment Metal Mechanic 22.69
05160 - Motor Equipment Metal Worker 19.62
05190 - Motor Vehicle Mechanic 21.59
05220 - Motor Vehicle Mechanic Helper 15.12
05250 - Motor Vehicle Upholstery Worker 18.14
05280 - Motor Vehicle Wrecker 19.62
05310 - Painter Automotive 22.12
05340 - Radiator Repair Specialist 19.58
05370 - Tire Repairer 14.21
05400 - Transmission Repair Specialist 21.59
07000 - Food Preparation And Service Occupations
07010 - Baker 13.37
07041 - Cook I 13.37
07042 - Cook II 15.96
07070 - Dishwasher 11.94
07130 - Food Service Worker 12.07
07210 - Meat Cutter 16.58

07260 - Waiter/Waitress 12.11
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.24
09040 - Furniture Handler 10.88
09080 - Furniture Refinisher 17.38
09090 - Furniture Refinisher Helper 12.16
09110 - Furniture Repairer Minor 14.77
09130 - Upholsterer 17.31
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.92
11060 - Elevator Operator 11.92
11090 - Gardener 19.61
11122 - Housekeeping Aide 12.52
11150 - Janitor 12.52
11210 - Laborer Grounds Maintenance 13.86
11240 - Maid or Houseman 11.98
11260 - Pruner 12.47
11270 - Tractor Operator 17.68
11330 - Trail Maintenance Worker 13.86
11360 - Window Cleaner 13.61
12000 - Health Occupations
12010 - Ambulance Driver 17.68
12011 - Breath Alcohol Technician 24.13
12012 - Certified Occupational Therapist Assistant 32.31
12015 - Certified Physical Therapist Assistant 23.15
12020 - Dental Assistant 21.16
12025 - Dental Hygienist 43.88
12030 - EKG Technician 26.22
12035 - Electroneurodiagnostic Technologist 26.22
12040 - Emergency Medical Technician 17.68
12071 - Licensed Practical Nurse I 21.57
12072 - Licensed Practical Nurse II 24.13
12073 - Licensed Practical Nurse III 26.90
12100 - Medical Assistant 16.60
12130 - Medical Laboratory Technician 23.73
12160 - Medical Record Clerk 17.66
12190 - Medical Record Technician 19.76
12195 - Medical Transcriptionist 19.10
12210 - Nuclear Medicine Technologist 41.35
12221 - Nursing Assistant I 12.21
12222 - Nursing Assistant II 13.72
12223 - Nursing Assistant III 14.97
12224 - Nursing Assistant IV 16.80
12235 - Optical Dispenser 18.13
12236 - Optical Technician 16.34
12250 - Pharmacy Technician 16.74
12280 - Phlebotomist 16.44
12305 - Radiologic Technologist 32.17
12311 - Registered Nurse I 26.93
12312 - Registered Nurse II 33.08

12313 - Registered Nurse II Specialist		33.08
12314 - Registered Nurse III		40.02
12315 - Registered Nurse III Anesthetist		40.02
12316 - Registered Nurse IV		47.96
12317 - Scheduler (Drug and Alcohol Testing)		29.89
12320 - Substance Abuse Treatment Counselor		21.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.20
13012 - Exhibits Specialist II		22.55
13013 - Exhibits Specialist III		27.58
13041 - Illustrator I		18.79
13042 - Illustrator II		23.18
13043 - Illustrator III		28.27
13047 - Librarian		24.32
13050 - Library Aide/Clerk		14.28
13054 - Library Information Technology Systems Administrator		21.96
13058 - Library Technician		15.54
13061 - Media Specialist I		15.84
13062 - Media Specialist II		17.72
13063 - Media Specialist III		19.76
13071 - Photographer I		15.64
13072 - Photographer II		17.50
13073 - Photographer III		21.68
13074 - Photographer IV		26.52
13075 - Photographer V		32.08
13090 - Technical Order Library Clerk		17.93
13110 - Video Teleconference Technician		20.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.05
14042 - Computer Operator II		19.07
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.63
14045 - Computer Operator V		26.17
14071 - Computer Programmer I	(see 1)	23.13
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		17.05
14160 - Personal Computer Support Technician		23.63
14170 - System Support Specialist		30.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.06
15020 - Aircrew Training Devices Instructor (Rated)		36.56
15030 - Air Crew Training Devices Instructor (Pilot)		43.58
15050 - Computer Based Training Specialist / Instructor		30.06
15060 - Educational Technologist		27.03

15070 - Flight Instructor (Pilot) 43.58
15080 - Graphic Artist 24.21
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.58
15086 - Maintenance Test Pilot Rotary Wing 43.58
15088 - Non-Maintenance Test/Co-Pilot 43.58
15090 - Technical Instructor 22.31
15095 - Technical Instructor/Course Developer 27.29
15110 - Test Proctor 18.01
15120 - Tutor 18.01
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.87
16030 - Counter Attendant 13.87
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 13.87
16090 - Presser Hand 13.87
16110 - Presser Machine Drycleaning 13.87
16130 - Presser Machine Shirts 13.87
16160 - Presser Machine Wearing Apparel Laundry 13.87
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.19
19040 - Tool And Die Maker 27.60
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.02
21030 - Material Coordinator 21.93
21040 - Material Expediter 21.93
21050 - Material Handling Laborer 14.05
21071 - Order Filler 13.99
21080 - Production Line Worker (Food Processing) 17.02
21110 - Shipping Packer 15.87
21130 - Shipping/Receiving Clerk 15.87
21140 - Store Worker I 12.84
21150 - Stock Clerk 16.74
21210 - Tools And Parts Attendant 17.02
21410 - Warehouse Specialist 17.02
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.59
23019 - Aircraft Logs and Records Technician 25.96
23021 - Aircraft Mechanic I 32.73
23022 - Aircraft Mechanic II 34.59
23023 - Aircraft Mechanic III 36.43
23040 - Aircraft Mechanic Helper 21.33
23050 - Aircraft Painter 30.52
23060 - Aircraft Servicer 25.96
23070 - Aircraft Survival Flight Equipment Technician 30.52
23080 - Aircraft Worker 28.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.25

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.73
23110 - Appliance Mechanic 23.05
23120 - Bicycle Repairer 18.91
23125 - Cable Splicer 41.90
23130 - Carpenter Maintenance 21.60
23140 - Carpet Layer 17.30
23160 - Electrician Maintenance 23.23
23181 - Electronics Technician Maintenance I 26.09
23182 - Electronics Technician Maintenance II 28.19
23183 - Electronics Technician Maintenance III 30.23
23260 - Fabric Worker 20.84
23290 - Fire Alarm System Mechanic 24.64
23310 - Fire Extinguisher Repairer 18.99
23311 - Fuel Distribution System Mechanic 31.59
23312 - Fuel Distribution System Operator 22.77
23370 - General Maintenance Worker 18.18
23380 - Ground Support Equipment Mechanic 32.73
23381 - Ground Support Equipment Servicer 25.96
23382 - Ground Support Equipment Worker 28.25
23391 - Gunsmith I 18.99
23392 - Gunsmith II 22.67
23393 - Gunsmith III 26.27
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.16
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.42
23430 - Heavy Equipment Mechanic 25.56
23440 - Heavy Equipment Operator 22.75
23460 - Instrument Mechanic 27.05
23465 - Laboratory/Shelter Mechanic 24.49
23470 - Laborer 14.05
23510 - Locksmith 20.70
23530 - Machinery Maintenance Mechanic 25.00
23550 - Machinist Maintenance 22.96
23580 - Maintenance Trades Helper 16.05
23591 - Metrology Technician I 27.05
23592 - Metrology Technician II 28.59
23593 - Metrology Technician III 30.09
23640 - Millwright 28.70
23710 - Office Appliance Repairer 19.75
23760 - Painter Maintenance 18.37
23790 - Pipefitter Maintenance 24.55
23810 - Plumber Maintenance 22.89
23820 - Pneudraulic Systems Mechanic 26.27
23850 - Rigger 26.17
23870 - Scale Mechanic 22.67
23890 - Sheet-Metal Worker Maintenance 21.11
23910 - Small Engine Mechanic 18.04
23931 - Telecommunications Mechanic I 28.95

23932 - Telecommunications Mechanic II 30.60
23950 - Telephone Lineman 22.18
23960 - Welder Combination Maintenance 20.24
23965 - Well Driller 25.94
23970 - Woodcraft Worker 26.27
23980 - Woodworker 18.99
24000 - Personal Needs Occupations
24550 - Case Manager 15.56
24570 - Child Care Attendant 12.05
24580 - Child Care Center Clerk 16.79
24610 - Chore Aide 12.09
24620 - Family Readiness And Support Services Coordinator 15.56
24630 - Homemaker 18.38
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.16
25040 - Sewage Plant Operator 25.92
25070 - Stationary Engineer 26.16
25190 - Ventilation Equipment Tender 16.29
25210 - Water Treatment Plant Operator 25.92
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.85
27007 - Baggage Inspector 13.55
27008 - Corrections Officer 21.93
27010 - Court Security Officer 23.57
27030 - Detection Dog Handler 16.13
27040 - Detention Officer 21.93
27070 - Firefighter 25.86
27101 - Guard I 13.55
27102 - Guard II 16.13
27131 - Police Officer I 31.12
27132 - Police Officer II 34.59
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.81
28042 - Carnival Equipment Repairer 18.64
28043 - Carnival Worker 11.75
28210 - Gate Attendant/Gate Tender 14.95
28310 - Lifeguard 11.90
28350 - Park Attendant (Aide) 16.73
28510 - Recreation Aide/Health Facility Attendant 12.21
28515 - Recreation Specialist 20.69
28630 - Sports Official 13.33
28690 - Swimming Pool Operator 22.29
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.74
29020 - Hatch Tender 26.74
29030 - Line Handler 26.74
29041 - Stevedore I 24.56
29042 - Stevedore II 28.90
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.32
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.37
30021 - Archeological Technician I 18.61
30022 - Archeological Technician II 20.83
30023 - Archeological Technician III 25.80
30030 - Cartographic Technician 25.80
30040 - Civil Engineering Technician 26.95
30051 - Cryogenic Technician I 28.57
30052 - Cryogenic Technician II 31.55
30061 - Drafter/CAD Operator I 18.61
30062 - Drafter/CAD Operator II 20.83
30063 - Drafter/CAD Operator III 23.22
30064 - Drafter/CAD Operator IV 28.57
30081 - Engineering Technician I 16.02
30082 - Engineering Technician II 17.98
30083 - Engineering Technician III 21.48
30084 - Engineering Technician IV 25.33
30085 - Engineering Technician V 30.27
30086 - Engineering Technician VI 34.64
30090 - Environmental Technician 22.20
30095 - Evidence Control Specialist 25.80
30210 - Laboratory Technician 22.92
30221 - Latent Fingerprint Technician I 26.36
30222 - Latent Fingerprint Technician II 29.11
30240 - Mathematical Technician 28.38
30361 - Paralegal/Legal Assistant I 21.19
30362 - Paralegal/Legal Assistant II 25.11
30363 - Paralegal/Legal Assistant III 30.71
30364 - Paralegal/Legal Assistant IV 37.16
30375 - Petroleum Supply Specialist 31.55
30390 - Photo-Optics Technician 25.80
30395 - Radiation Control Technician 31.55
30461 - Technical Writer I 24.28
30462 - Technical Writer II 29.70
30463 - Technical Writer III 35.93
30491 - Unexploded Ordnance (UXO) Technician I 26.26
30492 - Unexploded Ordnance (UXO) Technician II 31.77
30493 - Unexploded Ordnance (UXO) Technician III 38.08
30494 - Unexploded (UXO) Safety Escort 26.26
30495 - Unexploded (UXO) Sweep Personnel 26.26
30501 - Weather Forecaster I 28.57
30502 - Weather Forecaster II 34.76
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.22
30621 - Weather Observer Senior (see 2) 25.80
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.77
31020 - Bus Aide 13.13
31030 - Bus Driver 20.38

31043 - Driver Courier	15.17
31260 - Parking and Lot Attendant	12.22
31290 - Shuttle Bus Driver	16.83
31310 - Taxi Driver	13.17
31361 - Truckdriver Light	16.83
31362 - Truckdriver Medium	18.71
31363 - Truckdriver Heavy	22.17
31364 - Truckdriver Tractor-Trailer	22.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.49
99030 - Cashier	11.87
99050 - Desk Clerk	12.35
99095 - Embalmer	28.19
99130 - Flight Follower	26.26
99251 - Laboratory Animal Caretaker I	14.65
99252 - Laboratory Animal Caretaker II	16.25
99260 - Marketing Analyst	29.63
99310 - Mortician	28.19
99410 - Pest Controller	17.94
99510 - Photofinishing Worker	16.26
99710 - Recycling Laborer	24.17
99711 - Recycling Specialist	31.02
99730 - Refuse Collector	20.99
99810 - Sales Clerk	12.38
99820 - School Crossing Guard	11.48
99830 - Survey Party Chief	32.04
99831 - Surveying Aide	19.29
99832 - Surveying Technician	27.20
99840 - Vending Machine Attendant	14.89
99841 - Vending Machine Repairer	18.88
99842 - Vending Machine Repairer Helper	14.89

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5471
Revision No.: 11
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona County of Yavapai

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.85
01012 - Accounting Clerk II		16.68
01013 - Accounting Clerk III		18.65
01020 - Administrative Assistant		25.36
01035 - Court Reporter		16.85
01041 - Customer Service Representative I		11.96
01042 - Customer Service Representative II		13.45
01043 - Customer Service Representative III		14.67
01051 - Data Entry Operator I		13.11
01052 - Data Entry Operator II		14.30
01060 - Dispatcher Motor Vehicle		19.59
01070 - Document Preparation Clerk		13.55
01090 - Duplicating Machine Operator		13.55
01111 - General Clerk I		13.83
01112 - General Clerk II		15.09

01113 - General Clerk III	16.94
01120 - Housing Referral Assistant	20.78
01141 - Messenger Courier	13.28
01191 - Order Clerk I	13.69
01192 - Order Clerk II	14.93
01261 - Personnel Assistant (Employment) I	16.93
01262 - Personnel Assistant (Employment) II	18.95
01263 - Personnel Assistant (Employment) III	21.12
01270 - Production Control Clerk	20.26
01290 - Rental Clerk	14.97
01300 - Scheduler Maintenance	16.66
01311 - Secretary I	16.66
01312 - Secretary II	18.64
01313 - Secretary III	20.78
01320 - Service Order Dispatcher	17.51
01410 - Supply Technician	25.36
01420 - Survey Worker	16.63
01460 - Switchboard Operator/Receptionist	14.08
01531 - Travel Clerk I	13.81
01532 - Travel Clerk II	15.06
01533 - Travel Clerk III	16.24
01611 - Word Processor I	13.82
01612 - Word Processor II	15.78
01613 - Word Processor III	17.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.61
05010 - Automotive Electrician	20.30
05040 - Automotive Glass Installer	19.42
05070 - Automotive Worker	19.42
05110 - Mobile Equipment Servicer	16.62
05130 - Motor Equipment Metal Mechanic	22.69
05160 - Motor Equipment Metal Worker	19.62
05190 - Motor Vehicle Mechanic	21.59
05220 - Motor Vehicle Mechanic Helper	15.12
05250 - Motor Vehicle Upholstery Worker	18.14
05280 - Motor Vehicle Wrecker	19.62
05310 - Painter Automotive	22.12
05340 - Radiator Repair Specialist	19.58
05370 - Tire Repairer	14.21
05400 - Transmission Repair Specialist	21.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.01
07041 - Cook I	13.98
07042 - Cook II	16.56
07070 - Dishwasher	11.74
07130 - Food Service Worker	12.48
07210 - Meat Cutter	19.00
07260 - Waiter/Waitress	11.76
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.48

09040 - Furniture Handler 11.17
09080 - Furniture Refinisher 20.48
09090 - Furniture Refinisher Helper 14.27
09110 - Furniture Repairer Minor 17.37
09130 - Upholsterer 20.48
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.68
11060 - Elevator Operator 13.94
11090 - Gardener 19.92
11122 - Housekeeping Aide 13.94
11150 - Janitor 13.94
11210 - Laborer Grounds Maintenance 14.05
11240 - Maid or Houseman 12.47
11260 - Pruner 13.23
11270 - Tractor Operator 17.95
11330 - Trail Maintenance Worker 14.05
11360 - Window Cleaner 15.24
12000 - Health Occupations
12010 - Ambulance Driver 17.52
12011 - Breath Alcohol Technician 23.15
12012 - Certified Occupational Therapist Assistant 31.76
12015 - Certified Physical Therapist Assistant 27.89
12020 - Dental Assistant 18.45
12025 - Dental Hygienist 44.96
12030 - EKG Technician 33.96
12035 - Electroneurodiagnostic Technologist 33.96
12040 - Emergency Medical Technician 17.52
12071 - Licensed Practical Nurse I 20.69
12072 - Licensed Practical Nurse II 23.15
12073 - Licensed Practical Nurse III 25.81
12100 - Medical Assistant 15.47
12130 - Medical Laboratory Technician 22.49
12160 - Medical Record Clerk 17.39
12190 - Medical Record Technician 19.46
12195 - Medical Transcriptionist 20.69
12210 - Nuclear Medicine Technologist 50.87
12221 - Nursing Assistant I 11.58
12222 - Nursing Assistant II 13.02
12223 - Nursing Assistant III 14.20
12224 - Nursing Assistant IV 15.94
12235 - Optical Dispenser 20.31
12236 - Optical Technician 20.69
12250 - Pharmacy Technician 16.19
12280 - Phlebotomist 19.00
12305 - Radiologic Technologist 31.54
12311 - Registered Nurse I 26.93
12312 - Registered Nurse II 33.08
12313 - Registered Nurse II Specialist 33.08
12314 - Registered Nurse III 40.02
12315 - Registered Nurse III Anesthetist 40.02

12316 - Registered Nurse IV		47.96
12317 - Scheduler (Drug and Alcohol Testing)		28.67
12320 - Substance Abuse Treatment Counselor		22.16
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.45
13012 - Exhibits Specialist II		21.62
13013 - Exhibits Specialist III		26.44
13041 - Illustrator I		18.79
13042 - Illustrator II		23.18
13043 - Illustrator III		28.27
13047 - Librarian		23.94
13050 - Library Aide/Clerk		14.20
13054 - Library Information Technology Systems Administrator		21.62
13058 - Library Technician		16.67
13061 - Media Specialist I		15.60
13062 - Media Specialist II		17.45
13063 - Media Specialist III		19.46
13071 - Photographer I		15.60
13072 - Photographer II		17.45
13073 - Photographer III		21.62
13074 - Photographer IV		26.44
13075 - Photographer V		31.99
13090 - Technical Order Library Clerk		16.45
13110 - Video Teleconference Technician		16.68
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.54
14042 - Computer Operator II		19.07
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.62
14045 - Computer Operator V		26.16
14071 - Computer Programmer I	(see 1)	23.00
14072 - Computer Programmer II	(see 1)	24.90
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		16.54
14160 - Personal Computer Support Technician		23.62
14170 - System Support Specialist		28.51
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.46
15020 - Aircrew Training Devices Instructor (Rated)		36.56
15030 - Air Crew Training Devices Instructor (Pilot)		42.43
15050 - Computer Based Training Specialist / Instructor		29.46
15060 - Educational Technologist		24.10
15070 - Flight Instructor (Pilot)		42.43
15080 - Graphic Artist		21.68
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.43

15086 - Maintenance Test Pilot Rotary Wing 42.43
15088 - Non-Maintenance Test/Co-Pilot 42.43
15090 - Technical Instructor 20.91
15095 - Technical Instructor/Course Developer 25.58
15110 - Test Proctor 16.87
15120 - Tutor 16.87
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.48
19040 - Tool And Die Maker 25.72
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.60
21030 - Material Coordinator 19.99
21040 - Material Expediter 19.99
21050 - Material Handling Laborer 13.77
21071 - Order Filler 12.46
21080 - Production Line Worker (Food Processing) 19.60
21110 - Shipping Packer 17.08
21130 - Shipping/Receiving Clerk 17.08
21140 - Store Worker I 12.83
21150 - Stock Clerk 16.40
21210 - Tools And Parts Attendant 19.60
21410 - Warehouse Specialist 19.60
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.77
23019 - Aircraft Logs and Records Technician 21.28
23021 - Aircraft Mechanic I 25.34
23022 - Aircraft Mechanic II 26.77
23023 - Aircraft Mechanic III 28.40
23040 - Aircraft Mechanic Helper 17.74
23050 - Aircraft Painter 24.07
23060 - Aircraft Servicer 21.28
23070 - Aircraft Survival Flight Equipment Technician 24.07
23080 - Aircraft Worker 22.80
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.80
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.34
23110 - Appliance Mechanic 20.48

23120 - Bicycle Repairer	15.83
23125 - Cable Splicer	29.26
23130 - Carpenter Maintenance	21.01
23140 - Carpet Layer	18.92
23160 - Electrician Maintenance	25.33
23181 - Electronics Technician Maintenance I	18.92
23182 - Electronics Technician Maintenance II	23.29
23183 - Electronics Technician Maintenance III	25.37
23260 - Fabric Worker	17.37
23290 - Fire Alarm System Mechanic	22.01
23310 - Fire Extinguisher Repairer	15.83
23311 - Fuel Distribution System Mechanic	29.33
23312 - Fuel Distribution System Operator	20.70
23370 - General Maintenance Worker	17.48
23380 - Ground Support Equipment Mechanic	25.34
23381 - Ground Support Equipment Servicer	21.28
23382 - Ground Support Equipment Worker	22.80
23391 - Gunsmith I	15.83
23392 - Gunsmith II	18.92
23393 - Gunsmith III	22.01
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.81
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.05
23430 - Heavy Equipment Mechanic	28.66
23440 - Heavy Equipment Operator	21.46
23460 - Instrument Mechanic	24.18
23465 - Laboratory/Shelter Mechanic	20.48
23470 - Laborer	13.77
23510 - Locksmith	20.48
23530 - Machinery Maintenance Mechanic	26.93
23550 - Machinist Maintenance	19.50
23580 - Maintenance Trades Helper	14.28
23591 - Metrology Technician I	24.18
23592 - Metrology Technician II	25.25
23593 - Metrology Technician III	26.51
23640 - Millwright	23.72
23710 - Office Appliance Repairer	20.48
23760 - Painter Maintenance	17.30
23790 - Pipefitter Maintenance	24.23
23810 - Plumber Maintenance	22.55
23820 - Pneudraulic Systems Mechanic	22.01
23850 - Rigger	22.01
23870 - Scale Mechanic	18.92
23890 - Sheet-Metal Worker Maintenance	19.79
23910 - Small Engine Mechanic	18.92
23931 - Telecommunications Mechanic I	27.35
23932 - Telecommunications Mechanic II	32.48
23950 - Telephone Lineman	22.01
23960 - Welder Combination Maintenance	21.02

23965 - Well Driller	22.01
23970 - Woodcraft Worker	22.01
23980 - Woodworker	15.83
24000 - Personal Needs Occupations	
24550 - Case Manager	15.56
24570 - Child Care Attendant	11.84
24580 - Child Care Center Clerk	16.79
24610 - Chore Aide	12.16
24620 - Family Readiness And Support Services Coordinator	15.56
24630 - Homemaker	18.38
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.78
25040 - Sewage Plant Operator	22.71
25070 - Stationary Engineer	23.78
25190 - Ventilation Equipment Tender	14.81
25210 - Water Treatment Plant Operator	22.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.69
27007 - Baggage Inspector	14.62
27008 - Corrections Officer	21.91
27010 - Court Security Officer	21.91
27030 - Detection Dog Handler	16.36
27040 - Detention Officer	21.91
27070 - Firefighter	21.91
27101 - Guard I	14.62
27102 - Guard II	16.36
27131 - Police Officer I	25.72
27132 - Police Officer II	28.58
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.76
28042 - Carnival Equipment Repairer	18.60
28043 - Carnival Worker	11.96
28210 - Gate Attendant/Gate Tender	17.25
28310 - Lifeguard	13.09
28350 - Park Attendant (Aide)	19.31
28510 - Recreation Aide/Health Facility Attendant	14.09
28515 - Recreation Specialist	23.91
28630 - Sports Official	15.37
28690 - Swimming Pool Operator	22.23
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.45
29020 - Hatch Tender	19.45
29030 - Line Handler	19.45
29041 - Stevedore I	17.37
29042 - Stevedore II	21.45
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.49
30022 - Archeological Technician II		19.84
30023 - Archeological Technician III		24.25
30030 - Cartographic Technician		24.59
30040 - Civil Engineering Technician		22.12
30051 - Cryogenic Technician I		24.50
30052 - Cryogenic Technician II		27.06
30061 - Drafter/CAD Operator I		17.49
30062 - Drafter/CAD Operator II		19.84
30063 - Drafter/CAD Operator III		22.12
30064 - Drafter/CAD Operator IV		26.82
30081 - Engineering Technician I		16.02
30082 - Engineering Technician II		17.98
30083 - Engineering Technician III		21.48
30084 - Engineering Technician IV		25.33
30085 - Engineering Technician V		30.27
30086 - Engineering Technician VI		34.64
30090 - Environmental Technician		22.20
30095 - Evidence Control Specialist		22.12
30210 - Laboratory Technician		22.92
30221 - Latent Fingerprint Technician I		24.50
30222 - Latent Fingerprint Technician II		27.06
30240 - Mathematical Technician		24.69
30361 - Paralegal/Legal Assistant I		21.19
30362 - Paralegal/Legal Assistant II		25.09
30363 - Paralegal/Legal Assistant III		30.61
30364 - Paralegal/Legal Assistant IV		37.15
30375 - Petroleum Supply Specialist		27.06
30390 - Photo-Optics Technician		24.69
30395 - Radiation Control Technician		27.06
30461 - Technical Writer I		22.49
30462 - Technical Writer II		27.51
30463 - Technical Writer III		32.74
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.82
30502 - Weather Forecaster II		32.63
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.12
30621 - Weather Observer Senior	(see 2)	24.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		9.37
31030 - Bus Driver		17.45
31043 - Driver Courier		15.87
31260 - Parking and Lot Attendant		10.41
31290 - Shuttle Bus Driver		17.60

31310 - Taxi Driver	12.49
31361 - Truckdriver Light	17.60
31362 - Truckdriver Medium	19.31
31363 - Truckdriver Heavy	19.29
31364 - Truckdriver Tractor-Trailer	19.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.86
99050 - Desk Clerk	12.46
99095 - Embalmer	28.19
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.37
99252 - Laboratory Animal Caretaker II	13.73
99260 - Marketing Analyst	24.97
99310 - Mortician	28.19
99410 - Pest Controller	17.84
99510 - Photofinishing Worker	13.44
99710 - Recycling Laborer	20.44
99711 - Recycling Specialist	26.13
99730 - Refuse Collector	17.60
99810 - Sales Clerk	12.41
99820 - School Crossing Guard	13.50
99830 - Survey Party Chief	29.11
99831 - Surveying Aide	17.53
99832 - Surveying Technician	24.71
99840 - Vending Machine Attendant	18.38
99841 - Vending Machine Repairer	24.38
99842 - Vending Machine Repairer Helper	18.38

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5472
Revision No.: 11
Date Of Last Revision: 07/01/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona County of Yavapai

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.85
01012 - Accounting Clerk II		16.68
01013 - Accounting Clerk III		18.65
01020 - Administrative Assistant		25.36
01035 - Court Reporter		16.85
01041 - Customer Service Representative I		11.96
01042 - Customer Service Representative II		13.45
01043 - Customer Service Representative III		14.67
01051 - Data Entry Operator I		13.11
01052 - Data Entry Operator II		14.30
01060 - Dispatcher Motor Vehicle		19.59
01070 - Document Preparation Clerk		13.55

01090 - Duplicating Machine Operator 13.55
01111 - General Clerk I 13.83
01112 - General Clerk II 15.09
01113 - General Clerk III 16.94
01120 - Housing Referral Assistant 20.78
01141 - Messenger Courier 13.28
01191 - Order Clerk I 13.69
01192 - Order Clerk II 14.93
01261 - Personnel Assistant (Employment) I 16.93
01262 - Personnel Assistant (Employment) II 18.95
01263 - Personnel Assistant (Employment) III 21.12
01270 - Production Control Clerk 20.26
01290 - Rental Clerk 14.97
01300 - Scheduler Maintenance 16.66
01311 - Secretary I 16.66
01312 - Secretary II 18.64
01313 - Secretary III 20.78
01320 - Service Order Dispatcher 17.51
01410 - Supply Technician 25.36
01420 - Survey Worker 16.63
01460 - Switchboard Operator/Receptionist 14.08
01531 - Travel Clerk I 13.81
01532 - Travel Clerk II 15.06
01533 - Travel Clerk III 16.24
01611 - Word Processor I 13.82
01612 - Word Processor II 15.78
01613 - Word Processor III 17.54
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.61
05010 - Automotive Electrician 20.30
05040 - Automotive Glass Installer 19.42
05070 - Automotive Worker 19.42
05110 - Mobile Equipment Servicer 16.62
05130 - Motor Equipment Metal Mechanic 22.69
05160 - Motor Equipment Metal Worker 19.62
05190 - Motor Vehicle Mechanic 21.59
05220 - Motor Vehicle Mechanic Helper 15.12
05250 - Motor Vehicle Upholstery Worker 18.14
05280 - Motor Vehicle Wrecker 19.62
05310 - Painter Automotive 22.12
05340 - Radiator Repair Specialist 19.58
05370 - Tire Repairer 14.21
05400 - Transmission Repair Specialist 21.59
07000 - Food Preparation And Service Occupations
07010 - Baker 15.01
07041 - Cook I 13.98
07042 - Cook II 16.56
07070 - Dishwasher 11.74
07130 - Food Service Worker 12.48
07210 - Meat Cutter 19.00

07260 - Waiter/Waitress	11.76
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.48
09040 - Furniture Handler	11.17
09080 - Furniture Refinisher	20.48
09090 - Furniture Refinisher Helper	14.27
09110 - Furniture Repairer Minor	17.37
09130 - Upholsterer	20.48
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.68
11060 - Elevator Operator	13.94
11090 - Gardener	19.92
11122 - Housekeeping Aide	13.94
11150 - Janitor	13.94
11210 - Laborer Grounds Maintenance	14.05
11240 - Maid or Houseman	12.47
11260 - Pruner	13.23
11270 - Tractor Operator	17.95
11330 - Trail Maintenance Worker	14.05
11360 - Window Cleaner	15.24
12000 - Health Occupations	
12010 - Ambulance Driver	17.52
12011 - Breath Alcohol Technician	23.15
12012 - Certified Occupational Therapist Assistant	31.76
12015 - Certified Physical Therapist Assistant	27.89
12020 - Dental Assistant	18.45
12025 - Dental Hygienist	44.96
12030 - EKG Technician	33.96
12035 - Electroneurodiagnostic Technologist	33.96
12040 - Emergency Medical Technician	17.52
12071 - Licensed Practical Nurse I	20.69
12072 - Licensed Practical Nurse II	23.15
12073 - Licensed Practical Nurse III	25.81
12100 - Medical Assistant	15.47
12130 - Medical Laboratory Technician	22.49
12160 - Medical Record Clerk	17.39
12190 - Medical Record Technician	19.46
12195 - Medical Transcriptionist	20.69
12210 - Nuclear Medicine Technologist	50.87
12221 - Nursing Assistant I	11.58
12222 - Nursing Assistant II	13.02
12223 - Nursing Assistant III	14.20
12224 - Nursing Assistant IV	15.94
12235 - Optical Dispenser	20.31
12236 - Optical Technician	20.69
12250 - Pharmacy Technician	16.19
12280 - Phlebotomist	19.00
12305 - Radiologic Technologist	31.54
12311 - Registered Nurse I	26.93
12312 - Registered Nurse II	33.08

12313 - Registered Nurse II Specialist		33.08
12314 - Registered Nurse III		40.02
12315 - Registered Nurse III Anesthetist		40.02
12316 - Registered Nurse IV		47.96
12317 - Scheduler (Drug and Alcohol Testing)		28.67
12320 - Substance Abuse Treatment Counselor		22.16
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.45
13012 - Exhibits Specialist II		21.62
13013 - Exhibits Specialist III		26.44
13041 - Illustrator I		18.79
13042 - Illustrator II		23.18
13043 - Illustrator III		28.27
13047 - Librarian		23.94
13050 - Library Aide/Clerk		14.20
13054 - Library Information Technology Systems Administrator		21.62
13058 - Library Technician		16.67
13061 - Media Specialist I		15.60
13062 - Media Specialist II		17.45
13063 - Media Specialist III		19.46
13071 - Photographer I		15.60
13072 - Photographer II		17.45
13073 - Photographer III		21.62
13074 - Photographer IV		26.44
13075 - Photographer V		31.99
13090 - Technical Order Library Clerk		16.45
13110 - Video Teleconference Technician		16.68
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.54
14042 - Computer Operator II		19.07
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.62
14045 - Computer Operator V		26.16
14071 - Computer Programmer I	(see 1)	23.00
14072 - Computer Programmer II	(see 1)	24.90
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		16.54
14160 - Personal Computer Support Technician		23.62
14170 - System Support Specialist		28.51
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.46
15020 - Aircrew Training Devices Instructor (Rated)		36.56
15030 - Air Crew Training Devices Instructor (Pilot)		42.43
15050 - Computer Based Training Specialist / Instructor		29.46
15060 - Educational Technologist		24.10

15070 - Flight Instructor (Pilot) 42.43
15080 - Graphic Artist 21.68
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.43
15086 - Maintenance Test Pilot Rotary Wing 42.43
15088 - Non-Maintenance Test/Co-Pilot 42.43
15090 - Technical Instructor 20.91
15095 - Technical Instructor/Course Developer 25.58
15110 - Test Proctor 16.87
15120 - Tutor 16.87
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.48
19040 - Tool And Die Maker 25.72
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.60
21030 - Material Coordinator 19.99
21040 - Material Expediter 19.99
21050 - Material Handling Laborer 13.77
21071 - Order Filler 12.46
21080 - Production Line Worker (Food Processing) 19.60
21110 - Shipping Packer 17.08
21130 - Shipping/Receiving Clerk 17.08
21140 - Store Worker I 12.83
21150 - Stock Clerk 16.40
21210 - Tools And Parts Attendant 19.60
21410 - Warehouse Specialist 19.60
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.77
23019 - Aircraft Logs and Records Technician 21.28
23021 - Aircraft Mechanic I 25.34
23022 - Aircraft Mechanic II 26.77
23023 - Aircraft Mechanic III 28.40
23040 - Aircraft Mechanic Helper 17.74
23050 - Aircraft Painter 24.07
23060 - Aircraft Servicer 21.28
23070 - Aircraft Survival Flight Equipment Technician 24.07
23080 - Aircraft Worker 22.80
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.80

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.34
23110 - Appliance Mechanic 20.48
23120 - Bicycle Repairer 15.83
23125 - Cable Splicer 29.26
23130 - Carpenter Maintenance 21.01
23140 - Carpet Layer 18.92
23160 - Electrician Maintenance 25.33
23181 - Electronics Technician Maintenance I 18.92
23182 - Electronics Technician Maintenance II 23.29
23183 - Electronics Technician Maintenance III 25.37
23260 - Fabric Worker 17.37
23290 - Fire Alarm System Mechanic 22.01
23310 - Fire Extinguisher Repairer 15.83
23311 - Fuel Distribution System Mechanic 29.33
23312 - Fuel Distribution System Operator 20.70
23370 - General Maintenance Worker 17.48
23380 - Ground Support Equipment Mechanic 25.34
23381 - Ground Support Equipment Servicer 21.28
23382 - Ground Support Equipment Worker 22.80
23391 - Gunsmith I 15.83
23392 - Gunsmith II 18.92
23393 - Gunsmith III 22.01
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.81
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.05
23430 - Heavy Equipment Mechanic 28.66
23440 - Heavy Equipment Operator 21.46
23460 - Instrument Mechanic 24.18
23465 - Laboratory/Shelter Mechanic 20.48
23470 - Laborer 13.77
23510 - Locksmith 20.48
23530 - Machinery Maintenance Mechanic 26.93
23550 - Machinist Maintenance 19.50
23580 - Maintenance Trades Helper 14.28
23591 - Metrology Technician I 24.18
23592 - Metrology Technician II 25.25
23593 - Metrology Technician III 26.51
23640 - Millwright 23.72
23710 - Office Appliance Repairer 20.48
23760 - Painter Maintenance 17.30
23790 - Pipefitter Maintenance 24.23
23810 - Plumber Maintenance 22.55
23820 - Pneudraulic Systems Mechanic 22.01
23850 - Rigger 22.01
23870 - Scale Mechanic 18.92
23890 - Sheet-Metal Worker Maintenance 19.79
23910 - Small Engine Mechanic 18.92
23931 - Telecommunications Mechanic I 27.35

23932 - Telecommunications Mechanic II 32.48
23950 - Telephone Lineman 22.01
23960 - Welder Combination Maintenance 21.02
23965 - Well Driller 22.01
23970 - Woodcraft Worker 22.01
23980 - Woodworker 15.83
24000 - Personal Needs Occupations
24550 - Case Manager 15.56
24570 - Child Care Attendant 11.84
24580 - Child Care Center Clerk 16.79
24610 - Chore Aide 12.16
24620 - Family Readiness And Support Services Coordinator 15.56
24630 - Homemaker 18.38
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.78
25040 - Sewage Plant Operator 22.71
25070 - Stationary Engineer 23.78
25190 - Ventilation Equipment Tender 14.81
25210 - Water Treatment Plant Operator 22.71
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.69
27007 - Baggage Inspector 14.62
27008 - Corrections Officer 21.91
27010 - Court Security Officer 21.91
27030 - Detection Dog Handler 16.36
27040 - Detention Officer 21.91
27070 - Firefighter 21.91
27101 - Guard I 14.62
27102 - Guard II 16.36
27131 - Police Officer I 25.72
27132 - Police Officer II 28.58
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.76
28042 - Carnival Equipment Repairer 18.60
28043 - Carnival Worker 11.96
28210 - Gate Attendant/Gate Tender 17.25
28310 - Lifeguard 13.09
28350 - Park Attendant (Aide) 19.31
28510 - Recreation Aide/Health Facility Attendant 14.09
28515 - Recreation Specialist 23.91
28630 - Sports Official 15.37
28690 - Swimming Pool Operator 22.23
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.45
29020 - Hatch Tender 19.45
29030 - Line Handler 19.45
29041 - Stevedore I 17.37
29042 - Stevedore II 21.45
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.49
30022 - Archeological Technician II 19.84
30023 - Archeological Technician III 24.25
30030 - Cartographic Technician 24.59
30040 - Civil Engineering Technician 22.12
30051 - Cryogenic Technician I 24.50
30052 - Cryogenic Technician II 27.06
30061 - Drafter/CAD Operator I 17.49
30062 - Drafter/CAD Operator II 19.84
30063 - Drafter/CAD Operator III 22.12
30064 - Drafter/CAD Operator IV 26.82
30081 - Engineering Technician I 16.02
30082 - Engineering Technician II 17.98
30083 - Engineering Technician III 21.48
30084 - Engineering Technician IV 25.33
30085 - Engineering Technician V 30.27
30086 - Engineering Technician VI 34.64
30090 - Environmental Technician 22.20
30095 - Evidence Control Specialist 22.12
30210 - Laboratory Technician 22.92
30221 - Latent Fingerprint Technician I 24.50
30222 - Latent Fingerprint Technician II 27.06
30240 - Mathematical Technician 24.69
30361 - Paralegal/Legal Assistant I 21.19
30362 - Paralegal/Legal Assistant II 25.09
30363 - Paralegal/Legal Assistant III 30.61
30364 - Paralegal/Legal Assistant IV 37.15
30375 - Petroleum Supply Specialist 27.06
30390 - Photo-Optics Technician 24.69
30395 - Radiation Control Technician 27.06
30461 - Technical Writer I 22.49
30462 - Technical Writer II 27.51
30463 - Technical Writer III 32.74
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.82
30502 - Weather Forecaster II 32.63
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.12
30621 - Weather Observer Senior (see 2) 24.12
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 9.37
31030 - Bus Driver 17.45

31043 - Driver Courier	15.87
31260 - Parking and Lot Attendant	10.41
31290 - Shuttle Bus Driver	17.60
31310 - Taxi Driver	12.49
31361 - Truckdriver Light	17.60
31362 - Truckdriver Medium	19.31
31363 - Truckdriver Heavy	19.29
31364 - Truckdriver Tractor-Trailer	19.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.86
99050 - Desk Clerk	12.46
99095 - Embalmer	28.19
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.37
99252 - Laboratory Animal Caretaker II	13.73
99260 - Marketing Analyst	24.97
99310 - Mortician	28.19
99410 - Pest Controller	17.84
99510 - Photofinishing Worker	13.44
99710 - Recycling Laborer	20.44
99711 - Recycling Specialist	26.13
99730 - Refuse Collector	17.60
99810 - Sales Clerk	12.41
99820 - School Crossing Guard	13.50
99830 - Survey Party Chief	29.11
99831 - Surveying Aide	17.53
99832 - Surveying Technician	24.71
99840 - Vending Machine Attendant	18.38
99841 - Vending Machine Repairer	24.38
99842 - Vending Machine Repairer Helper	18.38

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5473
Revision No.: 11
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona County of Pima

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.49
01012 - Accounting Clerk II		16.26
01013 - Accounting Clerk III		18.20
01020 - Administrative Assistant		23.58
01035 - Court Reporter		21.75
01041 - Customer Service Representative I		11.90
01042 - Customer Service Representative II		13.39
01043 - Customer Service Representative III		14.61
01051 - Data Entry Operator I		12.75
01052 - Data Entry Operator II		13.91
01060 - Dispatcher Motor Vehicle		17.31
01070 - Document Preparation Clerk		16.54
01090 - Duplicating Machine Operator		16.54
01111 - General Clerk I		14.31
01112 - General Clerk II		15.61

01113 - General Clerk III 17.52
01120 - Housing Referral Assistant 20.53
01141 - Messenger Courier 11.53
01191 - Order Clerk I 15.74
01192 - Order Clerk II 17.17
01261 - Personnel Assistant (Employment) I 15.83
01262 - Personnel Assistant (Employment) II 17.72
01263 - Personnel Assistant (Employment) III 19.75
01270 - Production Control Clerk 26.50
01290 - Rental Clerk 13.99
01300 - Scheduler Maintenance 16.46
01311 - Secretary I 16.46
01312 - Secretary II 18.42
01313 - Secretary III 20.53
01320 - Service Order Dispatcher 15.15
01410 - Supply Technician 23.58
01420 - Survey Worker 15.40
01460 - Switchboard Operator/Receptionist 13.53
01531 - Travel Clerk I 13.61
01532 - Travel Clerk II 14.27
01533 - Travel Clerk III 14.99
01611 - Word Processor I 15.39
01612 - Word Processor II 17.29
01613 - Word Processor III 19.34
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.61
05010 - Automotive Electrician 19.27
05040 - Automotive Glass Installer 17.40
05070 - Automotive Worker 17.40
05110 - Mobile Equipment Servicer 15.55
05130 - Motor Equipment Metal Mechanic 19.27
05160 - Motor Equipment Metal Worker 17.40
05190 - Motor Vehicle Mechanic 19.27
05220 - Motor Vehicle Mechanic Helper 14.46
05250 - Motor Vehicle Upholstery Worker 16.51
05280 - Motor Vehicle Wrecker 17.40
05310 - Painter Automotive 18.34
05340 - Radiator Repair Specialist 17.40
05370 - Tire Repairer 13.08
05400 - Transmission Repair Specialist 19.27
07000 - Food Preparation And Service Occupations
07010 - Baker 13.50
07041 - Cook I 13.51
07042 - Cook II 15.23
07070 - Dishwasher 11.69
07130 - Food Service Worker 12.23
07210 - Meat Cutter 18.52
07260 - Waiter/Waitress 12.11
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.48

09040 - Furniture Handler 11.77
09080 - Furniture Refinisher 17.58
09090 - Furniture Refinisher Helper 13.86
09110 - Furniture Repairer Minor 15.81
09130 - Upholsterer 18.51
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.76
11060 - Elevator Operator 11.76
11090 - Gardener 16.64
11122 - Housekeeping Aide 12.33
11150 - Janitor 12.33
11210 - Laborer Grounds Maintenance 13.29
11240 - Maid or Houseman 11.69
11260 - Pruner 12.21
11270 - Tractor Operator 15.52
11330 - Trail Maintenance Worker 13.29
11360 - Window Cleaner 13.42
12000 - Health Occupations
12010 - Ambulance Driver 20.72
12011 - Breath Alcohol Technician 21.92
12012 - Certified Occupational Therapist Assistant 29.26
12015 - Certified Physical Therapist Assistant 25.31
12020 - Dental Assistant 17.92
12025 - Dental Hygienist 42.51
12030 - EKG Technician 29.97
12035 - Electroneurodiagnostic Technologist 29.97
12040 - Emergency Medical Technician 20.72
12071 - Licensed Practical Nurse I 19.58
12072 - Licensed Practical Nurse II 21.92
12073 - Licensed Practical Nurse III 24.43
12100 - Medical Assistant 15.49
12130 - Medical Laboratory Technician 24.84
12160 - Medical Record Clerk 17.82
12190 - Medical Record Technician 19.93
12195 - Medical Transcriptionist 18.60
12210 - Nuclear Medicine Technologist 48.15
12221 - Nursing Assistant I 12.02
12222 - Nursing Assistant II 13.52
12223 - Nursing Assistant III 14.75
12224 - Nursing Assistant IV 16.56
12235 - Optical Dispenser 17.25
12236 - Optical Technician 19.58
12250 - Pharmacy Technician 18.21
12280 - Phlebotomist 16.00
12305 - Radiologic Technologist 30.71
12311 - Registered Nurse I 25.04
12312 - Registered Nurse II 30.63
12313 - Registered Nurse II Specialist 30.63
12314 - Registered Nurse III 37.06
12315 - Registered Nurse III Anesthetist 37.06

12316 - Registered Nurse IV		44.41
12317 - Scheduler (Drug and Alcohol Testing)		27.15
12320 - Substance Abuse Treatment Counselor		18.98
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.70
13012 - Exhibits Specialist II		21.76
13013 - Exhibits Specialist III		26.61
13041 - Illustrator I		18.56
13042 - Illustrator II		21.76
13043 - Illustrator III		26.61
13047 - Librarian		24.09
13050 - Library Aide/Clerk		12.42
13054 - Library Information Technology Systems Administrator		21.76
13058 - Library Technician		18.14
13061 - Media Specialist I		15.70
13062 - Media Specialist II		17.56
13063 - Media Specialist III		19.57
13071 - Photographer I		17.09
13072 - Photographer II		19.13
13073 - Photographer III		23.69
13074 - Photographer IV		28.96
13075 - Photographer V		35.05
13090 - Technical Order Library Clerk		15.51
13110 - Video Teleconference Technician		19.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.18
14042 - Computer Operator II		19.23
14043 - Computer Operator III		21.43
14044 - Computer Operator IV		23.82
14045 - Computer Operator V		26.38
14071 - Computer Programmer I	(see 1)	23.28
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)	27.28
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.18
14160 - Personal Computer Support Technician		23.82
14170 - System Support Specialist		25.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.28
15020 - Aircrew Training Devices Instructor (Rated)		33.00
15030 - Air Crew Training Devices Instructor (Pilot)		39.55
15050 - Computer Based Training Specialist / Instructor		27.28
15060 - Educational Technologist		24.12
15070 - Flight Instructor (Pilot)		39.55
15080 - Graphic Artist		22.49
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.18

15086 - Maintenance Test Pilot Rotary Wing 39.18
15088 - Non-Maintenance Test/Co-Pilot 39.18
15090 - Technical Instructor 21.68
15095 - Technical Instructor/Course Developer 26.51
15110 - Test Proctor 17.50
15120 - Tutor 17.50
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.13
16030 - Counter Attendant 13.13
16040 - Dry Cleaner 15.02
16070 - Finisher Flatwork Machine 13.13
16090 - Presser Hand 13.13
16110 - Presser Machine Drycleaning 13.13
16130 - Presser Machine Shirts 13.13
16160 - Presser Machine Wearing Apparel Laundry 13.13
16190 - Sewing Machine Operator 15.65
16220 - Tailor 16.28
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.31
19040 - Tool And Die Maker 27.25
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.10
21030 - Material Coordinator 26.50
21040 - Material Expediter 26.50
21050 - Material Handling Laborer 12.96
21071 - Order Filler 12.19
21080 - Production Line Worker (Food Processing) 17.10
21110 - Shipping Packer 15.04
21130 - Shipping/Receiving Clerk 15.04
21140 - Store Worker I 14.58
21150 - Stock Clerk 18.87
21210 - Tools And Parts Attendant 17.10
21410 - Warehouse Specialist 17.10
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.16
23019 - Aircraft Logs and Records Technician 23.50
23021 - Aircraft Mechanic I 27.70
23022 - Aircraft Mechanic II 29.16
23023 - Aircraft Mechanic III 30.59
23040 - Aircraft Mechanic Helper 20.62
23050 - Aircraft Painter 26.23
23060 - Aircraft Servicer 23.50
23070 - Aircraft Survival Flight Equipment Technician 26.23
23080 - Aircraft Worker 24.88
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.88
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.70
23110 - Appliance Mechanic 23.55

23120 - Bicycle Repairer 19.65
23125 - Cable Splicer 31.15
23130 - Carpenter Maintenance 18.32
23140 - Carpet Layer 18.36
23160 - Electrician Maintenance 22.64
23181 - Electronics Technician Maintenance I 27.25
23182 - Electronics Technician Maintenance II 28.72
23183 - Electronics Technician Maintenance III 30.33
23260 - Fabric Worker 20.38
23290 - Fire Alarm System Mechanic 20.26
23310 - Fire Extinguisher Repairer 19.15
23311 - Fuel Distribution System Mechanic 24.20
23312 - Fuel Distribution System Operator 19.25
23370 - General Maintenance Worker 16.69
23380 - Ground Support Equipment Mechanic 27.70
23381 - Ground Support Equipment Servicer 23.50
23382 - Ground Support Equipment Worker 24.88
23391 - Gunsmith I 19.15
23392 - Gunsmith II 21.59
23393 - Gunsmith III 24.08
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.22
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.39
23430 - Heavy Equipment Mechanic 25.55
23440 - Heavy Equipment Operator 19.69
23460 - Instrument Mechanic 24.08
23465 - Laboratory/Shelter Mechanic 22.79
23470 - Laborer 12.96
23510 - Locksmith 19.31
23530 - Machinery Maintenance Mechanic 25.66
23550 - Machinist Maintenance 21.53
23580 - Maintenance Trades Helper 14.29
23591 - Metrology Technician I 24.08
23592 - Metrology Technician II 25.34
23593 - Metrology Technician III 26.59
23640 - Millwright 24.08
23710 - Office Appliance Repairer 19.65
23760 - Painter Maintenance 17.58
23790 - Pipefitter Maintenance 23.25
23810 - Plumber Maintenance 22.01
23820 - Pneudraulic Systems Mechanic 24.08
23850 - Rigger 24.08
23870 - Scale Mechanic 21.59
23890 - Sheet-Metal Worker Maintenance 21.41
23910 - Small Engine Mechanic 19.99
23931 - Telecommunications Mechanic I 30.07
23932 - Telecommunications Mechanic II 33.59
23950 - Telephone Lineman 29.04
23960 - Welder Combination Maintenance 21.19

23965 - Well Driller	24.08
23970 - Woodcraft Worker	24.08
23980 - Woodworker	19.15
24000 - Personal Needs Occupations	
24550 - Case Manager	16.42
24570 - Child Care Attendant	11.81
24580 - Child Care Center Clerk	14.73
24610 - Chore Aide	12.06
24620 - Family Readiness And Support Services Coordinator	16.42
24630 - Homemaker	16.42
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.08
25040 - Sewage Plant Operator	22.20
25070 - Stationary Engineer	24.08
25190 - Ventilation Equipment Tender	17.86
25210 - Water Treatment Plant Operator	22.20
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.09
27007 - Baggage Inspector	12.37
27008 - Corrections Officer	20.11
27010 - Court Security Officer	22.42
27030 - Detection Dog Handler	13.84
27040 - Detention Officer	20.11
27070 - Firefighter	20.11
27101 - Guard I	12.37
27102 - Guard II	13.84
27131 - Police Officer I	25.67
27132 - Police Officer II	29.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.98
28042 - Carnival Equipment Repairer	16.07
28043 - Carnival Worker	11.79
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	13.08
28515 - Recreation Specialist	20.44
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	18.12
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.59
29020 - Hatch Tender	21.59
29030 - Line Handler	21.59
29041 - Stevedore I	20.38
29042 - Stevedore II	22.79
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.31
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.79
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.61

30021 - Archeological Technician I		18.71
30022 - Archeological Technician II		20.94
30023 - Archeological Technician III		25.94
30030 - Cartographic Technician		25.94
30040 - Civil Engineering Technician		25.13
30051 - Cryogenic Technician I		28.73
30052 - Cryogenic Technician II		31.73
30061 - Drafter/CAD Operator I		18.71
30062 - Drafter/CAD Operator II		20.94
30063 - Drafter/CAD Operator III		23.34
30064 - Drafter/CAD Operator IV		28.73
30081 - Engineering Technician I		15.25
30082 - Engineering Technician II		17.12
30083 - Engineering Technician III		19.16
30084 - Engineering Technician IV		23.73
30085 - Engineering Technician V		29.02
30086 - Engineering Technician VI		35.11
30090 - Environmental Technician		21.80
30095 - Evidence Control Specialist		25.94
30210 - Laboratory Technician		22.23
30221 - Latent Fingerprint Technician I		24.40
30222 - Latent Fingerprint Technician II		26.95
30240 - Mathematical Technician		25.94
30361 - Paralegal/Legal Assistant I		21.49
30362 - Paralegal/Legal Assistant II		26.65
30363 - Paralegal/Legal Assistant III		28.53
30364 - Paralegal/Legal Assistant IV		34.52
30375 - Petroleum Supply Specialist		31.73
30390 - Photo-Optics Technician		25.94
30395 - Radiation Control Technician		31.73
30461 - Technical Writer I		24.09
30462 - Technical Writer II		29.47
30463 - Technical Writer III		35.65
30491 - Unexploded Ordnance (UXO) Technician I		25.62
30492 - Unexploded Ordnance (UXO) Technician II		31.00
30493 - Unexploded Ordnance (UXO) Technician III		37.15
30494 - Unexploded (UXO) Safety Escort		25.62
30495 - Unexploded (UXO) Sweep Personnel		25.62
30501 - Weather Forecaster I		28.73
30502 - Weather Forecaster II		34.93
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.34
30621 - Weather Observer Senior	(see 2)	25.94
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.00
31020 - Bus Aide		16.25
31030 - Bus Driver		21.65
31043 - Driver Courier		13.89
31260 - Parking and Lot Attendant		12.41
31290 - Shuttle Bus Driver		14.90

31310 - Taxi Driver	13.69
31361 - Truckdriver Light	14.90
31362 - Truckdriver Medium	16.77
31363 - Truckdriver Heavy	22.33
31364 - Truckdriver Tractor-Trailer	22.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	11.73
99050 - Desk Clerk	11.79
99095 - Embalmer	25.32
99130 - Flight Follower	25.62
99251 - Laboratory Animal Caretaker I	14.24
99252 - Laboratory Animal Caretaker II	15.27
99260 - Marketing Analyst	25.92
99310 - Mortician	25.32
99410 - Pest Controller	17.86
99510 - Photofinishing Worker	13.51
99710 - Recycling Laborer	17.44
99711 - Recycling Specialist	20.36
99730 - Refuse Collector	16.02
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	11.74
99830 - Survey Party Chief	33.97
99831 - Surveying Aide	19.22
99832 - Surveying Technician	23.84
99840 - Vending Machine Attendant	12.73
99841 - Vending Machine Repairer	15.36
99842 - Vending Machine Repairer Helper	12.73

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5474
Revision No.: 11
Date Of Last Revision: 07/01/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona County of Pima

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.49
01012 - Accounting Clerk II		16.26
01013 - Accounting Clerk III		18.20
01020 - Administrative Assistant		23.58
01035 - Court Reporter		21.75
01041 - Customer Service Representative I		11.90
01042 - Customer Service Representative II		13.39
01043 - Customer Service Representative III		14.61
01051 - Data Entry Operator I		12.75
01052 - Data Entry Operator II		13.91
01060 - Dispatcher Motor Vehicle		17.31
01070 - Document Preparation Clerk		16.54

01090 - Duplicating Machine Operator	16.54
01111 - General Clerk I	14.31
01112 - General Clerk II	15.61
01113 - General Clerk III	17.52
01120 - Housing Referral Assistant	20.53
01141 - Messenger Courier	11.53
01191 - Order Clerk I	15.74
01192 - Order Clerk II	17.17
01261 - Personnel Assistant (Employment) I	15.83
01262 - Personnel Assistant (Employment) II	17.72
01263 - Personnel Assistant (Employment) III	19.75
01270 - Production Control Clerk	26.50
01290 - Rental Clerk	13.99
01300 - Scheduler Maintenance	16.46
01311 - Secretary I	16.46
01312 - Secretary II	18.42
01313 - Secretary III	20.53
01320 - Service Order Dispatcher	15.15
01410 - Supply Technician	23.58
01420 - Survey Worker	15.40
01460 - Switchboard Operator/Receptionist	13.53
01531 - Travel Clerk I	13.61
01532 - Travel Clerk II	14.27
01533 - Travel Clerk III	14.99
01611 - Word Processor I	15.39
01612 - Word Processor II	17.29
01613 - Word Processor III	19.34
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.61
05010 - Automotive Electrician	19.27
05040 - Automotive Glass Installer	17.40
05070 - Automotive Worker	17.40
05110 - Mobile Equipment Servicer	15.55
05130 - Motor Equipment Metal Mechanic	19.27
05160 - Motor Equipment Metal Worker	17.40
05190 - Motor Vehicle Mechanic	19.27
05220 - Motor Vehicle Mechanic Helper	14.46
05250 - Motor Vehicle Upholstery Worker	16.51
05280 - Motor Vehicle Wrecker	17.40
05310 - Painter Automotive	18.34
05340 - Radiator Repair Specialist	17.40
05370 - Tire Repairer	13.08
05400 - Transmission Repair Specialist	19.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.50
07041 - Cook I	13.51
07042 - Cook II	15.23
07070 - Dishwasher	11.69
07130 - Food Service Worker	12.23
07210 - Meat Cutter	18.52

07260 - Waiter/Waitress	12.11
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.48
09040 - Furniture Handler	11.77
09080 - Furniture Refinisher	17.58
09090 - Furniture Refinisher Helper	13.86
09110 - Furniture Repairer Minor	15.81
09130 - Upholsterer	18.51
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.76
11060 - Elevator Operator	11.76
11090 - Gardener	16.64
11122 - Housekeeping Aide	12.33
11150 - Janitor	12.33
11210 - Laborer Grounds Maintenance	13.29
11240 - Maid or Houseman	11.69
11260 - Pruner	12.21
11270 - Tractor Operator	15.52
11330 - Trail Maintenance Worker	13.29
11360 - Window Cleaner	13.42
12000 - Health Occupations	
12010 - Ambulance Driver	20.72
12011 - Breath Alcohol Technician	21.92
12012 - Certified Occupational Therapist Assistant	29.26
12015 - Certified Physical Therapist Assistant	25.31
12020 - Dental Assistant	17.92
12025 - Dental Hygienist	42.51
12030 - EKG Technician	29.97
12035 - Electroneurodiagnostic Technologist	29.97
12040 - Emergency Medical Technician	20.72
12071 - Licensed Practical Nurse I	19.58
12072 - Licensed Practical Nurse II	21.92
12073 - Licensed Practical Nurse III	24.43
12100 - Medical Assistant	15.49
12130 - Medical Laboratory Technician	24.84
12160 - Medical Record Clerk	17.82
12190 - Medical Record Technician	19.93
12195 - Medical Transcriptionist	18.60
12210 - Nuclear Medicine Technologist	48.15
12221 - Nursing Assistant I	12.02
12222 - Nursing Assistant II	13.52
12223 - Nursing Assistant III	14.75
12224 - Nursing Assistant IV	16.56
12235 - Optical Dispenser	17.25
12236 - Optical Technician	19.58
12250 - Pharmacy Technician	18.21
12280 - Phlebotomist	16.00
12305 - Radiologic Technologist	30.71
12311 - Registered Nurse I	25.04
12312 - Registered Nurse II	30.63

12313 - Registered Nurse II Specialist		30.63
12314 - Registered Nurse III		37.06
12315 - Registered Nurse III Anesthetist		37.06
12316 - Registered Nurse IV		44.41
12317 - Scheduler (Drug and Alcohol Testing)		27.15
12320 - Substance Abuse Treatment Counselor		18.98
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.70
13012 - Exhibits Specialist II		21.76
13013 - Exhibits Specialist III		26.61
13041 - Illustrator I		18.56
13042 - Illustrator II		21.76
13043 - Illustrator III		26.61
13047 - Librarian		24.09
13050 - Library Aide/Clerk		12.42
13054 - Library Information Technology Systems Administrator		21.76
13058 - Library Technician		18.14
13061 - Media Specialist I		15.70
13062 - Media Specialist II		17.56
13063 - Media Specialist III		19.57
13071 - Photographer I		17.09
13072 - Photographer II		19.13
13073 - Photographer III		23.69
13074 - Photographer IV		28.96
13075 - Photographer V		35.05
13090 - Technical Order Library Clerk		15.51
13110 - Video Teleconference Technician		19.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.18
14042 - Computer Operator II		19.23
14043 - Computer Operator III		21.43
14044 - Computer Operator IV		23.82
14045 - Computer Operator V		26.38
14071 - Computer Programmer I	(see 1)	23.28
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)	27.28
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.18
14160 - Personal Computer Support Technician		23.82
14170 - System Support Specialist		25.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.28
15020 - Aircrew Training Devices Instructor (Rated)		33.00
15030 - Air Crew Training Devices Instructor (Pilot)		39.55
15050 - Computer Based Training Specialist / Instructor		27.28
15060 - Educational Technologist		24.12

15070 - Flight Instructor (Pilot) 39.55
15080 - Graphic Artist 22.49
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.18
15086 - Maintenance Test Pilot Rotary Wing 39.18
15088 - Non-Maintenance Test/Co-Pilot 39.18
15090 - Technical Instructor 21.68
15095 - Technical Instructor/Course Developer 26.51
15110 - Test Proctor 17.50
15120 - Tutor 17.50
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.13
16030 - Counter Attendant 13.13
16040 - Dry Cleaner 15.02
16070 - Finisher Flatwork Machine 13.13
16090 - Presser Hand 13.13
16110 - Presser Machine Drycleaning 13.13
16130 - Presser Machine Shirts 13.13
16160 - Presser Machine Wearing Apparel Laundry 13.13
16190 - Sewing Machine Operator 15.65
16220 - Tailor 16.28
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.31
19040 - Tool And Die Maker 27.25
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.10
21030 - Material Coordinator 26.50
21040 - Material Expediter 26.50
21050 - Material Handling Laborer 12.96
21071 - Order Filler 12.19
21080 - Production Line Worker (Food Processing) 17.10
21110 - Shipping Packer 15.04
21130 - Shipping/Receiving Clerk 15.04
21140 - Store Worker I 14.58
21150 - Stock Clerk 18.87
21210 - Tools And Parts Attendant 17.10
21410 - Warehouse Specialist 17.10
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.16
23019 - Aircraft Logs and Records Technician 23.50
23021 - Aircraft Mechanic I 27.70
23022 - Aircraft Mechanic II 29.16
23023 - Aircraft Mechanic III 30.59
23040 - Aircraft Mechanic Helper 20.62
23050 - Aircraft Painter 26.23
23060 - Aircraft Servicer 23.50
23070 - Aircraft Survival Flight Equipment Technician 26.23
23080 - Aircraft Worker 24.88
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.88

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.70
23110 - Appliance Mechanic 23.55
23120 - Bicycle Repairer 19.65
23125 - Cable Splicer 31.15
23130 - Carpenter Maintenance 18.32
23140 - Carpet Layer 18.36
23160 - Electrician Maintenance 22.64
23181 - Electronics Technician Maintenance I 27.25
23182 - Electronics Technician Maintenance II 28.72
23183 - Electronics Technician Maintenance III 30.33
23260 - Fabric Worker 20.38
23290 - Fire Alarm System Mechanic 20.26
23310 - Fire Extinguisher Repairer 19.15
23311 - Fuel Distribution System Mechanic 24.20
23312 - Fuel Distribution System Operator 19.25
23370 - General Maintenance Worker 16.69
23380 - Ground Support Equipment Mechanic 27.70
23381 - Ground Support Equipment Servicer 23.50
23382 - Ground Support Equipment Worker 24.88
23391 - Gunsmith I 19.15
23392 - Gunsmith II 21.59
23393 - Gunsmith III 24.08
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.22
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.39
23430 - Heavy Equipment Mechanic 25.55
23440 - Heavy Equipment Operator 19.69
23460 - Instrument Mechanic 24.08
23465 - Laboratory/Shelter Mechanic 22.79
23470 - Laborer 12.96
23510 - Locksmith 19.31
23530 - Machinery Maintenance Mechanic 25.66
23550 - Machinist Maintenance 21.53
23580 - Maintenance Trades Helper 14.29
23591 - Metrology Technician I 24.08
23592 - Metrology Technician II 25.34
23593 - Metrology Technician III 26.59
23640 - Millwright 24.08
23710 - Office Appliance Repairer 19.65
23760 - Painter Maintenance 17.58
23790 - Pipefitter Maintenance 23.25
23810 - Plumber Maintenance 22.01
23820 - Pneudraulic Systems Mechanic 24.08
23850 - Rigger 24.08
23870 - Scale Mechanic 21.59
23890 - Sheet-Metal Worker Maintenance 21.41
23910 - Small Engine Mechanic 19.99
23931 - Telecommunications Mechanic I 30.07

23932 - Telecommunications Mechanic II 33.59
23950 - Telephone Lineman 29.04
23960 - Welder Combination Maintenance 21.19
23965 - Well Driller 24.08
23970 - Woodcraft Worker 24.08
23980 - Woodworker 19.15
24000 - Personal Needs Occupations
24550 - Case Manager 16.42
24570 - Child Care Attendant 11.81
24580 - Child Care Center Clerk 14.73
24610 - Chore Aide 12.06
24620 - Family Readiness And Support Services Coordinator 16.42
24630 - Homemaker 16.42
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.08
25040 - Sewage Plant Operator 22.20
25070 - Stationary Engineer 24.08
25190 - Ventilation Equipment Tender 17.86
25210 - Water Treatment Plant Operator 22.20
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.09
27007 - Baggage Inspector 12.37
27008 - Corrections Officer 20.11
27010 - Court Security Officer 22.42
27030 - Detection Dog Handler 13.84
27040 - Detention Officer 20.11
27070 - Firefighter 20.11
27101 - Guard I 12.37
27102 - Guard II 13.84
27131 - Police Officer I 25.67
27132 - Police Officer II 29.60
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.98
28042 - Carnival Equipment Repairer 16.07
28043 - Carnival Worker 11.79
28210 - Gate Attendant/Gate Tender 15.40
28310 - Lifeguard 13.72
28350 - Park Attendant (Aide) 17.23
28510 - Recreation Aide/Health Facility Attendant 13.08
28515 - Recreation Specialist 20.44
28630 - Sports Official 13.72
28690 - Swimming Pool Operator 18.12
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.59
29020 - Hatch Tender 21.59
29030 - Line Handler 21.59
29041 - Stevedore I 20.38
29042 - Stevedore II 22.79
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.31
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.79
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.61
30021 - Archeological Technician I 18.71
30022 - Archeological Technician II 20.94
30023 - Archeological Technician III 25.94
30030 - Cartographic Technician 25.94
30040 - Civil Engineering Technician 25.13
30051 - Cryogenic Technician I 28.73
30052 - Cryogenic Technician II 31.73
30061 - Drafter/CAD Operator I 18.71
30062 - Drafter/CAD Operator II 20.94
30063 - Drafter/CAD Operator III 23.34
30064 - Drafter/CAD Operator IV 28.73
30081 - Engineering Technician I 15.25
30082 - Engineering Technician II 17.12
30083 - Engineering Technician III 19.16
30084 - Engineering Technician IV 23.73
30085 - Engineering Technician V 29.02
30086 - Engineering Technician VI 35.11
30090 - Environmental Technician 21.80
30095 - Evidence Control Specialist 25.94
30210 - Laboratory Technician 22.23
30221 - Latent Fingerprint Technician I 24.40
30222 - Latent Fingerprint Technician II 26.95
30240 - Mathematical Technician 25.94
30361 - Paralegal/Legal Assistant I 21.49
30362 - Paralegal/Legal Assistant II 26.65
30363 - Paralegal/Legal Assistant III 28.53
30364 - Paralegal/Legal Assistant IV 34.52
30375 - Petroleum Supply Specialist 31.73
30390 - Photo-Optics Technician 25.94
30395 - Radiation Control Technician 31.73
30461 - Technical Writer I 24.09
30462 - Technical Writer II 29.47
30463 - Technical Writer III 35.65
30491 - Unexploded Ordnance (UXO) Technician I 25.62
30492 - Unexploded Ordnance (UXO) Technician II 31.00
30493 - Unexploded Ordnance (UXO) Technician III 37.15
30494 - Unexploded (UXO) Safety Escort 25.62
30495 - Unexploded (UXO) Sweep Personnel 25.62
30501 - Weather Forecaster I 28.73
30502 - Weather Forecaster II 34.93
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.34
30621 - Weather Observer Senior (see 2) 25.94
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.00
31020 - Bus Aide 16.25
31030 - Bus Driver 21.65

31043 - Driver Courier	13.89
31260 - Parking and Lot Attendant	12.41
31290 - Shuttle Bus Driver	14.90
31310 - Taxi Driver	13.69
31361 - Truckdriver Light	14.90
31362 - Truckdriver Medium	16.77
31363 - Truckdriver Heavy	22.33
31364 - Truckdriver Tractor-Trailer	22.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	11.73
99050 - Desk Clerk	11.79
99095 - Embalmer	25.32
99130 - Flight Follower	25.62
99251 - Laboratory Animal Caretaker I	14.24
99252 - Laboratory Animal Caretaker II	15.27
99260 - Marketing Analyst	25.92
99310 - Mortician	25.32
99410 - Pest Controller	17.86
99510 - Photofinishing Worker	13.51
99710 - Recycling Laborer	17.44
99711 - Recycling Specialist	20.36
99730 - Refuse Collector	16.02
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	11.74
99830 - Survey Party Chief	33.97
99831 - Surveying Aide	19.22
99832 - Surveying Technician	23.84
99840 - Vending Machine Attendant	12.73
99841 - Vending Machine Repairer	15.36
99842 - Vending Machine Repairer Helper	12.73

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5475
Revision No.: 11
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona County of Yuma

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.84
01012 - Accounting Clerk II		15.53
01013 - Accounting Clerk III		17.65
01020 - Administrative Assistant		24.09
01035 - Court Reporter		16.30
01041 - Customer Service Representative I		10.54
01042 - Customer Service Representative II		11.85
01043 - Customer Service Representative III		12.93
01051 - Data Entry Operator I		12.74
01052 - Data Entry Operator II		13.89
01060 - Dispatcher Motor Vehicle		17.67
01070 - Document Preparation Clerk		12.75
01090 - Duplicating Machine Operator		12.75
01111 - General Clerk I		11.86
01112 - General Clerk II		12.94

01113 - General Clerk III 15.03
01120 - Housing Referral Assistant 17.85
01141 - Messenger Courier 12.05
01191 - Order Clerk I 15.46
01192 - Order Clerk II 17.93
01261 - Personnel Assistant (Employment) I 15.24
01262 - Personnel Assistant (Employment) II 17.05
01263 - Personnel Assistant (Employment) III 19.00
01270 - Production Control Clerk 18.61
01290 - Rental Clerk 12.09
01300 - Scheduler Maintenance 14.31
01311 - Secretary I 14.31
01312 - Secretary II 16.01
01313 - Secretary III 17.85
01320 - Service Order Dispatcher 15.79
01410 - Supply Technician 24.09
01420 - Survey Worker 15.74
01460 - Switchboard Operator/Receptionist 13.14
01531 - Travel Clerk I 12.17
01532 - Travel Clerk II 12.86
01533 - Travel Clerk III 13.51
01611 - Word Processor I 12.75
01612 - Word Processor II 14.31
01613 - Word Processor III 16.09
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.04
05010 - Automotive Electrician 19.99
05040 - Automotive Glass Installer 19.24
05070 - Automotive Worker 19.24
05110 - Mobile Equipment Servicer 17.70
05130 - Motor Equipment Metal Mechanic 20.69
05160 - Motor Equipment Metal Worker 19.24
05190 - Motor Vehicle Mechanic 20.32
05220 - Motor Vehicle Mechanic Helper 16.60
05250 - Motor Vehicle Upholstery Worker 18.53
05280 - Motor Vehicle Wrecker 19.24
05310 - Painter Automotive 19.99
05340 - Radiator Repair Specialist 19.24
05370 - Tire Repairer 15.52
05400 - Transmission Repair Specialist 20.69
07000 - Food Preparation And Service Occupations
07010 - Baker 12.26
07041 - Cook I 12.39
07042 - Cook II 14.25
07070 - Dishwasher 11.76
07130 - Food Service Worker 11.87
07210 - Meat Cutter 16.06
07260 - Waiter/Waitress 11.94
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.89

09040 - Furniture Handler 14.49
09080 - Furniture Refinisher 20.89
09090 - Furniture Refinisher Helper 17.14
09110 - Furniture Repairer Minor 19.37
09130 - Upholsterer 20.89
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.80
11060 - Elevator Operator 11.80
11090 - Gardener 15.71
11122 - Housekeeping Aide 11.99
11150 - Janitor 11.99
11210 - Laborer Grounds Maintenance 12.36
11240 - Maid or Houseman 12.28
11260 - Pruner 11.17
11270 - Tractor Operator 14.62
11330 - Trail Maintenance Worker 12.36
11360 - Window Cleaner 13.27
12000 - Health Occupations
12010 - Ambulance Driver 18.37
12011 - Breath Alcohol Technician 22.64
12012 - Certified Occupational Therapist Assistant 31.06
12015 - Certified Physical Therapist Assistant 31.06
12020 - Dental Assistant 17.66
12025 - Dental Hygienist 42.70
12030 - EKG Technician 34.43
12035 - Electroneurodiagnostic Technologist 34.43
12040 - Emergency Medical Technician 18.37
12071 - Licensed Practical Nurse I 20.31
12072 - Licensed Practical Nurse II 22.73
12073 - Licensed Practical Nurse III 25.34
12100 - Medical Assistant 15.18
12130 - Medical Laboratory Technician 23.12
12160 - Medical Record Clerk 17.12
12190 - Medical Record Technician 19.40
12195 - Medical Transcriptionist 20.31
12210 - Nuclear Medicine Technologist 49.94
12221 - Nursing Assistant I 11.61
12222 - Nursing Assistant II 13.05
12223 - Nursing Assistant III 14.24
12224 - Nursing Assistant IV 15.98
12235 - Optical Dispenser 20.45
12236 - Optical Technician 20.31
12250 - Pharmacy Technician 17.06
12280 - Phlebotomist 19.71
12305 - Radiologic Technologist 34.30
12311 - Registered Nurse I 24.33
12312 - Registered Nurse II 29.77
12313 - Registered Nurse II Specialist 29.77
12314 - Registered Nurse III 36.02
12315 - Registered Nurse III Anesthetist 36.02

12316 - Registered Nurse IV		43.17
12317 - Scheduler (Drug and Alcohol Testing)		28.15
12320 - Substance Abuse Treatment Counselor		21.95
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.75
13012 - Exhibits Specialist II		20.68
13013 - Exhibits Specialist III		24.70
13041 - Illustrator I		17.75
13042 - Illustrator II		20.68
13043 - Illustrator III		24.70
13047 - Librarian		22.36
13050 - Library Aide/Clerk		12.16
13054 - Library Information Technology Systems Administrator		20.19
13058 - Library Technician		16.30
13061 - Media Specialist I		14.57
13062 - Media Specialist II		16.30
13063 - Media Specialist III		18.17
13071 - Photographer I		14.69
13072 - Photographer II		18.91
13073 - Photographer III		22.03
13074 - Photographer IV		26.14
13075 - Photographer V		31.63
13090 - Technical Order Library Clerk		15.27
13110 - Video Teleconference Technician		16.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.50
14042 - Computer Operator II		17.36
14043 - Computer Operator III		20.82
14044 - Computer Operator IV		22.18
14045 - Computer Operator V		24.57
14071 - Computer Programmer I	(see 1)	20.98
14072 - Computer Programmer II	(see 1)	25.99
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.50
14160 - Personal Computer Support Technician		23.85
14170 - System Support Specialist		27.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.60
15020 - Aircrew Training Devices Instructor (Rated)		34.61
15030 - Air Crew Training Devices Instructor (Pilot)		41.49
15050 - Computer Based Training Specialist / Instructor		28.60
15060 - Educational Technologist		26.71
15070 - Flight Instructor (Pilot)		41.49
15080 - Graphic Artist		24.09
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.49

15086 - Maintenance Test Pilot Rotary Wing 41.49
15088 - Non-Maintenance Test/Co-Pilot 41.49
15090 - Technical Instructor 19.79
15095 - Technical Instructor/Course Developer 24.09
15110 - Test Proctor 15.98
15120 - Tutor 15.98
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.87
16030 - Counter Attendant 13.87
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 13.87
16090 - Presser Hand 13.87
16110 - Presser Machine Drycleaning 13.87
16130 - Presser Machine Shirts 13.87
16160 - Presser Machine Wearing Apparel Laundry 13.87
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.81
19040 - Tool And Die Maker 26.77
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.54
21030 - Material Coordinator 18.61
21040 - Material Expediter 18.61
21050 - Material Handling Laborer 12.49
21071 - Order Filler 12.71
21080 - Production Line Worker (Food Processing) 13.54
21110 - Shipping Packer 17.66
21130 - Shipping/Receiving Clerk 17.66
21140 - Store Worker I 13.54
21150 - Stock Clerk 17.81
21210 - Tools And Parts Attendant 13.54
21410 - Warehouse Specialist 13.54
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.59
23019 - Aircraft Logs and Records Technician 24.47
23021 - Aircraft Mechanic I 28.51
23022 - Aircraft Mechanic II 29.59
23023 - Aircraft Mechanic III 30.64
23040 - Aircraft Mechanic Helper 21.24
23050 - Aircraft Painter 27.56
23060 - Aircraft Servicer 24.47
23070 - Aircraft Survival Flight Equipment Technician 27.56
23080 - Aircraft Worker 26.22
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.22
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.51
23110 - Appliance Mechanic 21.20

23120 - Bicycle Repairer	17.07
23125 - Cable Splicer	22.70
23130 - Carpenter Maintenance	18.13
23140 - Carpet Layer	19.69
23160 - Electrician Maintenance	21.53
23181 - Electronics Technician Maintenance I	24.13
23182 - Electronics Technician Maintenance II	27.53
23183 - Electronics Technician Maintenance III	30.73
23260 - Fabric Worker	19.75
23290 - Fire Alarm System Mechanic	22.08
23310 - Fire Extinguisher Repairer	17.67
23311 - Fuel Distribution System Mechanic	22.08
23312 - Fuel Distribution System Operator	17.67
23370 - General Maintenance Worker	17.45
23380 - Ground Support Equipment Mechanic	28.51
23381 - Ground Support Equipment Servicer	24.47
23382 - Ground Support Equipment Worker	26.22
23391 - Gunsmith I	17.30
23392 - Gunsmith II	19.69
23393 - Gunsmith III	22.08
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.64
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.67
23430 - Heavy Equipment Mechanic	25.55
23440 - Heavy Equipment Operator	20.31
23460 - Instrument Mechanic	22.08
23465 - Laboratory/Shelter Mechanic	20.89
23470 - Laborer	12.49
23510 - Locksmith	20.89
23530 - Machinery Maintenance Mechanic	24.66
23550 - Machinist Maintenance	21.19
23580 - Maintenance Trades Helper	15.11
23591 - Metrology Technician I	22.08
23592 - Metrology Technician II	22.91
23593 - Metrology Technician III	23.73
23640 - Millwright	22.08
23710 - Office Appliance Repairer	20.89
23760 - Painter Maintenance	18.35
23790 - Pipefitter Maintenance	19.25
23810 - Plumber Maintenance	18.13
23820 - Pneudraulic Systems Mechanic	22.08
23850 - Rigger	22.08
23870 - Scale Mechanic	19.69
23890 - Sheet-Metal Worker Maintenance	20.64
23910 - Small Engine Mechanic	19.69
23931 - Telecommunications Mechanic I	29.39
23932 - Telecommunications Mechanic II	32.80
23950 - Telephone Lineman	22.08
23960 - Welder Combination Maintenance	18.76

23965 - Well Driller		22.08
23970 - Woodcraft Worker		22.08
23980 - Woodworker		17.67
24000 - Personal Needs Occupations		
24550 - Case Manager		15.44
24570 - Child Care Attendant		11.56
24580 - Child Care Center Clerk		14.41
24610 - Chore Aide		11.83
24620 - Family Readiness And Support Services Coordinator		15.44
24630 - Homemaker		17.08
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.81
25040 - Sewage Plant Operator		20.34
25070 - Stationary Engineer		23.65
25190 - Ventilation Equipment Tender		17.14
25210 - Water Treatment Plant Operator		20.34
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.59
27007 - Baggage Inspector		13.50
27008 - Corrections Officer		21.84
27010 - Court Security Officer		21.84
27030 - Detection Dog Handler		16.99
27040 - Detention Officer		21.84
27070 - Firefighter		22.69
27101 - Guard I		13.50
27102 - Guard II		16.99
27131 - Police Officer I		22.87
27132 - Police Officer II		25.41
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.64
28042 - Carnival Equipment Repairer		16.80
28043 - Carnival Worker		11.95
28210 - Gate Attendant/Gate Tender		14.90
28310 - Lifeguard		13.28
28350 - Park Attendant (Aide)		16.67
28510 - Recreation Aide/Health Facility Attendant		12.17
28515 - Recreation Specialist		19.62
28630 - Sports Official		13.28
28690 - Swimming Pool Operator		19.32
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.77
29020 - Hatch Tender		18.77
29030 - Line Handler		18.77
29041 - Stevedore I		17.86
29042 - Stevedore II		19.99
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		17.97
30022 - Archeological Technician II		20.10
30023 - Archeological Technician III		24.66
30030 - Cartographic Technician		24.91
30040 - Civil Engineering Technician		24.94
30051 - Cryogenic Technician I		27.32
30052 - Cryogenic Technician II		30.18
30061 - Drafter/CAD Operator I		17.97
30062 - Drafter/CAD Operator II		20.10
30063 - Drafter/CAD Operator III		22.42
30064 - Drafter/CAD Operator IV		27.53
30081 - Engineering Technician I		15.26
30082 - Engineering Technician II		17.97
30083 - Engineering Technician III		20.10
30084 - Engineering Technician IV		24.91
30085 - Engineering Technician V		30.47
30086 - Engineering Technician VI		36.86
30090 - Environmental Technician		24.91
30095 - Evidence Control Specialist		24.66
30210 - Laboratory Technician		22.20
30221 - Latent Fingerprint Technician I		27.32
30222 - Latent Fingerprint Technician II		30.18
30240 - Mathematical Technician		24.91
30361 - Paralegal/Legal Assistant I		19.40
30362 - Paralegal/Legal Assistant II		24.03
30363 - Paralegal/Legal Assistant III		29.40
30364 - Paralegal/Legal Assistant IV		35.56
30375 - Petroleum Supply Specialist		30.18
30390 - Photo-Optics Technician		24.91
30395 - Radiation Control Technician		30.18
30461 - Technical Writer I		24.66
30462 - Technical Writer II		30.18
30463 - Technical Writer III		36.51
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.32
30502 - Weather Forecaster II		33.23
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.42
30621 - Weather Observer Senior	(see 2)	24.66
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.20
31030 - Bus Driver		18.00
31043 - Driver Courier		15.62
31260 - Parking and Lot Attendant		11.97
31290 - Shuttle Bus Driver		16.77

31310 - Taxi Driver	12.59
31361 - Truckdriver Light	16.77
31362 - Truckdriver Medium	18.00
31363 - Truckdriver Heavy	17.23
31364 - Truckdriver Tractor-Trailer	17.23
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.73
99050 - Desk Clerk	12.01
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	19.31
99252 - Laboratory Animal Caretaker II	20.74
99260 - Marketing Analyst	25.42
99310 - Mortician	25.35
99410 - Pest Controller	14.96
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.99
99711 - Recycling Specialist	22.47
99730 - Refuse Collector	17.22
99810 - Sales Clerk	12.75
99820 - School Crossing Guard	14.75
99830 - Survey Party Chief	30.40
99831 - Surveying Aide	18.92
99832 - Surveying Technician	25.95
99840 - Vending Machine Attendant	19.31
99841 - Vending Machine Repairer	23.85
99842 - Vending Machine Repairer Helper	19.31

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5476
Revision No.: 11
Date Of Last Revision: 07/01/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona County of Yuma

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.84
01012 - Accounting Clerk II		15.53
01013 - Accounting Clerk III		17.65
01020 - Administrative Assistant		24.09
01035 - Court Reporter		16.30
01041 - Customer Service Representative I		10.54
01042 - Customer Service Representative II		11.85
01043 - Customer Service Representative III		12.93
01051 - Data Entry Operator I		12.74
01052 - Data Entry Operator II		13.89
01060 - Dispatcher Motor Vehicle		17.67
01070 - Document Preparation Clerk		12.75

01090 - Duplicating Machine Operator 12.75
01111 - General Clerk I 11.86
01112 - General Clerk II 12.94
01113 - General Clerk III 15.03
01120 - Housing Referral Assistant 17.85
01141 - Messenger Courier 12.05
01191 - Order Clerk I 15.46
01192 - Order Clerk II 17.93
01261 - Personnel Assistant (Employment) I 15.24
01262 - Personnel Assistant (Employment) II 17.05
01263 - Personnel Assistant (Employment) III 19.00
01270 - Production Control Clerk 18.61
01290 - Rental Clerk 12.09
01300 - Scheduler Maintenance 14.31
01311 - Secretary I 14.31
01312 - Secretary II 16.01
01313 - Secretary III 17.85
01320 - Service Order Dispatcher 15.79
01410 - Supply Technician 24.09
01420 - Survey Worker 15.74
01460 - Switchboard Operator/Receptionist 13.14
01531 - Travel Clerk I 12.17
01532 - Travel Clerk II 12.86
01533 - Travel Clerk III 13.51
01611 - Word Processor I 12.75
01612 - Word Processor II 14.31
01613 - Word Processor III 16.09
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.04
05010 - Automotive Electrician 19.99
05040 - Automotive Glass Installer 19.24
05070 - Automotive Worker 19.24
05110 - Mobile Equipment Servicer 17.70
05130 - Motor Equipment Metal Mechanic 20.69
05160 - Motor Equipment Metal Worker 19.24
05190 - Motor Vehicle Mechanic 20.32
05220 - Motor Vehicle Mechanic Helper 16.60
05250 - Motor Vehicle Upholstery Worker 18.53
05280 - Motor Vehicle Wrecker 19.24
05310 - Painter Automotive 19.99
05340 - Radiator Repair Specialist 19.24
05370 - Tire Repairer 15.52
05400 - Transmission Repair Specialist 20.69
07000 - Food Preparation And Service Occupations
07010 - Baker 12.26
07041 - Cook I 12.39
07042 - Cook II 14.25
07070 - Dishwasher 11.76
07130 - Food Service Worker 11.87
07210 - Meat Cutter 16.06

07260 - Waiter/Waitress	11.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.89
09040 - Furniture Handler	14.49
09080 - Furniture Refinisher	20.89
09090 - Furniture Refinisher Helper	17.14
09110 - Furniture Repairer Minor	19.37
09130 - Upholsterer	20.89
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.80
11060 - Elevator Operator	11.80
11090 - Gardener	15.71
11122 - Housekeeping Aide	11.99
11150 - Janitor	11.99
11210 - Laborer Grounds Maintenance	12.36
11240 - Maid or Houseman	12.28
11260 - Pruner	11.17
11270 - Tractor Operator	14.62
11330 - Trail Maintenance Worker	12.36
11360 - Window Cleaner	13.27
12000 - Health Occupations	
12010 - Ambulance Driver	18.37
12011 - Breath Alcohol Technician	22.64
12012 - Certified Occupational Therapist Assistant	31.06
12015 - Certified Physical Therapist Assistant	31.06
12020 - Dental Assistant	17.66
12025 - Dental Hygienist	42.70
12030 - EKG Technician	34.43
12035 - Electroneurodiagnostic Technologist	34.43
12040 - Emergency Medical Technician	18.37
12071 - Licensed Practical Nurse I	20.31
12072 - Licensed Practical Nurse II	22.73
12073 - Licensed Practical Nurse III	25.34
12100 - Medical Assistant	15.18
12130 - Medical Laboratory Technician	23.12
12160 - Medical Record Clerk	17.12
12190 - Medical Record Technician	19.40
12195 - Medical Transcriptionist	20.31
12210 - Nuclear Medicine Technologist	49.94
12221 - Nursing Assistant I	11.61
12222 - Nursing Assistant II	13.05
12223 - Nursing Assistant III	14.24
12224 - Nursing Assistant IV	15.98
12235 - Optical Dispenser	20.45
12236 - Optical Technician	20.31
12250 - Pharmacy Technician	17.06
12280 - Phlebotomist	19.71
12305 - Radiologic Technologist	34.30
12311 - Registered Nurse I	24.33
12312 - Registered Nurse II	29.77

12313 - Registered Nurse II Specialist		29.77
12314 - Registered Nurse III		36.02
12315 - Registered Nurse III Anesthetist		36.02
12316 - Registered Nurse IV		43.17
12317 - Scheduler (Drug and Alcohol Testing)		28.15
12320 - Substance Abuse Treatment Counselor		21.95
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.75
13012 - Exhibits Specialist II		20.68
13013 - Exhibits Specialist III		24.70
13041 - Illustrator I		17.75
13042 - Illustrator II		20.68
13043 - Illustrator III		24.70
13047 - Librarian		22.36
13050 - Library Aide/Clerk		12.16
13054 - Library Information Technology Systems Administrator		20.19
13058 - Library Technician		16.30
13061 - Media Specialist I		14.57
13062 - Media Specialist II		16.30
13063 - Media Specialist III		18.17
13071 - Photographer I		14.69
13072 - Photographer II		18.91
13073 - Photographer III		22.03
13074 - Photographer IV		26.14
13075 - Photographer V		31.63
13090 - Technical Order Library Clerk		15.27
13110 - Video Teleconference Technician		16.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.50
14042 - Computer Operator II		17.36
14043 - Computer Operator III		20.82
14044 - Computer Operator IV		22.18
14045 - Computer Operator V		24.57
14071 - Computer Programmer I	(see 1)	20.98
14072 - Computer Programmer II	(see 1)	25.99
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.50
14160 - Personal Computer Support Technician		23.85
14170 - System Support Specialist		27.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.60
15020 - Aircrew Training Devices Instructor (Rated)		34.61
15030 - Air Crew Training Devices Instructor (Pilot)		41.49
15050 - Computer Based Training Specialist / Instructor		28.60
15060 - Educational Technologist		26.71

15070 - Flight Instructor (Pilot) 41.49
15080 - Graphic Artist 24.09
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.49
15086 - Maintenance Test Pilot Rotary Wing 41.49
15088 - Non-Maintenance Test/Co-Pilot 41.49
15090 - Technical Instructor 19.79
15095 - Technical Instructor/Course Developer 24.09
15110 - Test Proctor 15.98
15120 - Tutor 15.98
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.87
16030 - Counter Attendant 13.87
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 13.87
16090 - Presser Hand 13.87
16110 - Presser Machine Drycleaning 13.87
16130 - Presser Machine Shirts 13.87
16160 - Presser Machine Wearing Apparel Laundry 13.87
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.81
19040 - Tool And Die Maker 26.77
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.54
21030 - Material Coordinator 18.61
21040 - Material Expediter 18.61
21050 - Material Handling Laborer 12.49
21071 - Order Filler 12.71
21080 - Production Line Worker (Food Processing) 13.54
21110 - Shipping Packer 17.66
21130 - Shipping/Receiving Clerk 17.66
21140 - Store Worker I 13.54
21150 - Stock Clerk 17.81
21210 - Tools And Parts Attendant 13.54
21410 - Warehouse Specialist 13.54
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.59
23019 - Aircraft Logs and Records Technician 24.47
23021 - Aircraft Mechanic I 28.51
23022 - Aircraft Mechanic II 29.59
23023 - Aircraft Mechanic III 30.64
23040 - Aircraft Mechanic Helper 21.24
23050 - Aircraft Painter 27.56
23060 - Aircraft Servicer 24.47
23070 - Aircraft Survival Flight Equipment Technician 27.56
23080 - Aircraft Worker 26.22
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.22

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.51
23110 - Appliance Mechanic 21.20
23120 - Bicycle Repairer 17.07
23125 - Cable Splicer 22.70
23130 - Carpenter Maintenance 18.13
23140 - Carpet Layer 19.69
23160 - Electrician Maintenance 21.53
23181 - Electronics Technician Maintenance I 24.13
23182 - Electronics Technician Maintenance II 27.53
23183 - Electronics Technician Maintenance III 30.73
23260 - Fabric Worker 19.75
23290 - Fire Alarm System Mechanic 22.08
23310 - Fire Extinguisher Repairer 17.67
23311 - Fuel Distribution System Mechanic 22.08
23312 - Fuel Distribution System Operator 17.67
23370 - General Maintenance Worker 17.45
23380 - Ground Support Equipment Mechanic 28.51
23381 - Ground Support Equipment Servicer 24.47
23382 - Ground Support Equipment Worker 26.22
23391 - Gunsmith I 17.30
23392 - Gunsmith II 19.69
23393 - Gunsmith III 22.08
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.64
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.67
23430 - Heavy Equipment Mechanic 25.55
23440 - Heavy Equipment Operator 20.31
23460 - Instrument Mechanic 22.08
23465 - Laboratory/Shelter Mechanic 20.89
23470 - Laborer 12.49
23510 - Locksmith 20.89
23530 - Machinery Maintenance Mechanic 24.66
23550 - Machinist Maintenance 21.19
23580 - Maintenance Trades Helper 15.11
23591 - Metrology Technician I 22.08
23592 - Metrology Technician II 22.91
23593 - Metrology Technician III 23.73
23640 - Millwright 22.08
23710 - Office Appliance Repairer 20.89
23760 - Painter Maintenance 18.35
23790 - Pipefitter Maintenance 19.25
23810 - Plumber Maintenance 18.13
23820 - Pneudraulic Systems Mechanic 22.08
23850 - Rigger 22.08
23870 - Scale Mechanic 19.69
23890 - Sheet-Metal Worker Maintenance 20.64
23910 - Small Engine Mechanic 19.69
23931 - Telecommunications Mechanic I 29.39

23932 - Telecommunications Mechanic II 32.80
23950 - Telephone Lineman 22.08
23960 - Welder Combination Maintenance 18.76
23965 - Well Driller 22.08
23970 - Woodcraft Worker 22.08
23980 - Woodworker 17.67
24000 - Personal Needs Occupations
24550 - Case Manager 15.44
24570 - Child Care Attendant 11.56
24580 - Child Care Center Clerk 14.41
24610 - Chore Aide 11.83
24620 - Family Readiness And Support Services Coordinator 15.44
24630 - Homemaker 17.08
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.81
25040 - Sewage Plant Operator 20.34
25070 - Stationary Engineer 23.65
25190 - Ventilation Equipment Tender 17.14
25210 - Water Treatment Plant Operator 20.34
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.59
27007 - Baggage Inspector 13.50
27008 - Corrections Officer 21.84
27010 - Court Security Officer 21.84
27030 - Detection Dog Handler 16.99
27040 - Detention Officer 21.84
27070 - Firefighter 22.69
27101 - Guard I 13.50
27102 - Guard II 16.99
27131 - Police Officer I 22.87
27132 - Police Officer II 25.41
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.64
28042 - Carnival Equipment Repairer 16.80
28043 - Carnival Worker 11.95
28210 - Gate Attendant/Gate Tender 14.90
28310 - Lifeguard 13.28
28350 - Park Attendant (Aide) 16.67
28510 - Recreation Aide/Health Facility Attendant 12.17
28515 - Recreation Specialist 19.62
28630 - Sports Official 13.28
28690 - Swimming Pool Operator 19.32
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 18.77
29020 - Hatch Tender 18.77
29030 - Line Handler 18.77
29041 - Stevedore I 17.86
29042 - Stevedore II 19.99
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.97
30022 - Archeological Technician II 20.10
30023 - Archeological Technician III 24.66
30030 - Cartographic Technician 24.91
30040 - Civil Engineering Technician 24.94
30051 - Cryogenic Technician I 27.32
30052 - Cryogenic Technician II 30.18
30061 - Drafter/CAD Operator I 17.97
30062 - Drafter/CAD Operator II 20.10
30063 - Drafter/CAD Operator III 22.42
30064 - Drafter/CAD Operator IV 27.53
30081 - Engineering Technician I 15.26
30082 - Engineering Technician II 17.97
30083 - Engineering Technician III 20.10
30084 - Engineering Technician IV 24.91
30085 - Engineering Technician V 30.47
30086 - Engineering Technician VI 36.86
30090 - Environmental Technician 24.91
30095 - Evidence Control Specialist 24.66
30210 - Laboratory Technician 22.20
30221 - Latent Fingerprint Technician I 27.32
30222 - Latent Fingerprint Technician II 30.18
30240 - Mathematical Technician 24.91
30361 - Paralegal/Legal Assistant I 19.40
30362 - Paralegal/Legal Assistant II 24.03
30363 - Paralegal/Legal Assistant III 29.40
30364 - Paralegal/Legal Assistant IV 35.56
30375 - Petroleum Supply Specialist 30.18
30390 - Photo-Optics Technician 24.91
30395 - Radiation Control Technician 30.18
30461 - Technical Writer I 24.66
30462 - Technical Writer II 30.18
30463 - Technical Writer III 36.51
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.32
30502 - Weather Forecaster II 33.23
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.42
30621 - Weather Observer Senior (see 2) 24.66
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.20
31030 - Bus Driver 18.00

31043 - Driver Courier	15.62
31260 - Parking and Lot Attendant	11.97
31290 - Shuttle Bus Driver	16.77
31310 - Taxi Driver	12.59
31361 - Truckdriver Light	16.77
31362 - Truckdriver Medium	18.00
31363 - Truckdriver Heavy	17.23
31364 - Truckdriver Tractor-Trailer	17.23
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.73
99050 - Desk Clerk	12.01
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	19.31
99252 - Laboratory Animal Caretaker II	20.74
99260 - Marketing Analyst	25.42
99310 - Mortician	25.35
99410 - Pest Controller	14.96
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.99
99711 - Recycling Specialist	22.47
99730 - Refuse Collector	17.22
99810 - Sales Clerk	12.75
99820 - School Crossing Guard	14.75
99830 - Survey Party Chief	30.40
99831 - Surveying Aide	18.92
99832 - Surveying Technician	25.95
99840 - Vending Machine Attendant	19.31
99841 - Vending Machine Repairer	23.85
99842 - Vending Machine Repairer Helper	19.31

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5477
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona Counties of Apache Gila Navajo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.85
01012 - Accounting Clerk II		16.68
01013 - Accounting Clerk III		18.65
01020 - Administrative Assistant		25.36
01035 - Court Reporter		17.09
01041 - Customer Service Representative I		12.61
01042 - Customer Service Representative II		14.17
01043 - Customer Service Representative III		15.46
01051 - Data Entry Operator I		12.85
01052 - Data Entry Operator II		14.02
01060 - Dispatcher Motor Vehicle		16.40
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.53
01112 - General Clerk II		13.67

01113 - General Clerk III 15.34
01120 - Housing Referral Assistant 20.78
01141 - Messenger Courier 12.33
01191 - Order Clerk I 12.91
01192 - Order Clerk II 14.86
01261 - Personnel Assistant (Employment) I 15.69
01262 - Personnel Assistant (Employment) II 17.56
01263 - Personnel Assistant (Employment) III 19.57
01270 - Production Control Clerk 24.52
01290 - Rental Clerk 14.97
01300 - Scheduler Maintenance 16.66
01311 - Secretary I 16.66
01312 - Secretary II 18.64
01313 - Secretary III 20.78
01320 - Service Order Dispatcher 14.32
01410 - Supply Technician 25.36
01420 - Survey Worker 16.63
01460 - Switchboard Operator/Receptionist 13.19
01531 - Travel Clerk I 13.81
01532 - Travel Clerk II 15.06
01533 - Travel Clerk III 16.24
01611 - Word Processor I 14.61
01612 - Word Processor II 16.40
01613 - Word Processor III 18.35
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.34
05010 - Automotive Electrician 20.30
05040 - Automotive Glass Installer 19.42
05070 - Automotive Worker 19.42
05110 - Mobile Equipment Servicer 16.62
05130 - Motor Equipment Metal Mechanic 22.69
05160 - Motor Equipment Metal Worker 19.62
05190 - Motor Vehicle Mechanic 21.59
05220 - Motor Vehicle Mechanic Helper 15.12
05250 - Motor Vehicle Upholstery Worker 18.14
05280 - Motor Vehicle Wrecker 19.62
05310 - Painter Automotive 22.12
05340 - Radiator Repair Specialist 19.58
05370 - Tire Repairer 14.21
05400 - Transmission Repair Specialist 21.59
07000 - Food Preparation And Service Occupations
07010 - Baker 13.12
07041 - Cook I 13.34
07042 - Cook II 15.39
07070 - Dishwasher 11.67
07130 - Food Service Worker 11.82
07210 - Meat Cutter 16.58
07260 - Waiter/Waitress 11.56
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.05

09040 - Furniture Handler 14.93
09080 - Furniture Refinisher 24.05
09090 - Furniture Refinisher Helper 18.03
09110 - Furniture Repairer Minor 21.03
09130 - Upholsterer 24.05
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.80
11060 - Elevator Operator 12.86
11090 - Gardener 16.21
11122 - Housekeeping Aide 12.86
11150 - Janitor 12.86
11210 - Laborer Grounds Maintenance 12.39
11240 - Maid or Houseman 11.64
11260 - Pruner 11.33
11270 - Tractor Operator 14.96
11330 - Trail Maintenance Worker 12.39
11360 - Window Cleaner 14.06
12000 - Health Occupations
12010 - Ambulance Driver 17.23
12011 - Breath Alcohol Technician 20.75
12012 - Certified Occupational Therapist Assistant 28.47
12015 - Certified Physical Therapist Assistant 22.91
12020 - Dental Assistant 18.74
12025 - Dental Hygienist 40.67
12030 - EKG Technician 31.44
12035 - Electroneurodiagnostic Technologist 31.44
12040 - Emergency Medical Technician 17.23
12071 - Licensed Practical Nurse I 18.54
12072 - Licensed Practical Nurse II 20.75
12073 - Licensed Practical Nurse III 23.13
12100 - Medical Assistant 16.49
12130 - Medical Laboratory Technician 23.88
12160 - Medical Record Clerk 17.16
12190 - Medical Record Technician 19.20
12195 - Medical Transcriptionist 18.54
12210 - Nuclear Medicine Technologist 45.59
12221 - Nursing Assistant I 11.26
12222 - Nursing Assistant II 12.67
12223 - Nursing Assistant III 13.82
12224 - Nursing Assistant IV 15.51
12235 - Optical Dispenser 16.52
12236 - Optical Technician 18.54
12250 - Pharmacy Technician 18.24
12280 - Phlebotomist 15.79
12305 - Radiologic Technologist 30.35
12311 - Registered Nurse I 26.93
12312 - Registered Nurse II 33.08
12313 - Registered Nurse II Specialist 33.08
12314 - Registered Nurse III 40.02
12315 - Registered Nurse III Anesthetist 40.02

12316 - Registered Nurse IV		47.96
12317 - Scheduler (Drug and Alcohol Testing)		25.71
12320 - Substance Abuse Treatment Counselor		21.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.08
13012 - Exhibits Specialist II		21.08
13013 - Exhibits Specialist III		25.71
13041 - Illustrator I		18.79
13042 - Illustrator II		23.18
13043 - Illustrator III		28.27
13047 - Librarian		23.06
13050 - Library Aide/Clerk		14.20
13054 - Library Information Technology Systems Administrator		20.92
13058 - Library Technician		14.08
13061 - Media Specialist I		15.03
13062 - Media Specialist II		16.81
13063 - Media Specialist III		18.75
13071 - Photographer I		14.99
13072 - Photographer II		17.27
13073 - Photographer III		21.32
13074 - Photographer IV		26.01
13075 - Photographer V		31.55
13090 - Technical Order Library Clerk		15.65
13110 - Video Teleconference Technician		16.68
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.54
14042 - Computer Operator II		19.26
14043 - Computer Operator III		21.79
14044 - Computer Operator IV		24.22
14045 - Computer Operator V		26.82
14071 - Computer Programmer I	(see 1)	23.00
14072 - Computer Programmer II	(see 1)	26.05
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		16.54
14160 - Personal Computer Support Technician		25.03
14170 - System Support Specialist		26.19
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.90
15020 - Aircrew Training Devices Instructor (Rated)		36.56
15030 - Air Crew Training Devices Instructor (Pilot)		43.36
15050 - Computer Based Training Specialist / Instructor		29.90
15060 - Educational Technologist		29.16
15070 - Flight Instructor (Pilot)		43.36
15080 - Graphic Artist		21.68
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.36

15086 - Maintenance Test Pilot Rotary Wing 43.36
15088 - Non-Maintenance Test/Co-Pilot 43.36
15090 - Technical Instructor 28.19
15095 - Technical Instructor/Course Developer 34.47
15110 - Test Proctor 22.75
15120 - Tutor 22.75
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.74
16030 - Counter Attendant 13.74
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 13.74
16090 - Presser Hand 13.74
16110 - Presser Machine Drycleaning 13.74
16130 - Presser Machine Shirts 13.74
16160 - Presser Machine Wearing Apparel Laundry 13.74
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.05
19040 - Tool And Die Maker 29.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.88
21030 - Material Coordinator 23.69
21040 - Material Expediter 23.69
21050 - Material Handling Laborer 13.10
21071 - Order Filler 12.24
21080 - Production Line Worker (Food Processing) 13.88
21110 - Shipping Packer 16.79
21130 - Shipping/Receiving Clerk 16.79
21140 - Store Worker I 13.86
21150 - Stock Clerk 18.05
21210 - Tools And Parts Attendant 13.88
21410 - Warehouse Specialist 13.88
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.77
23019 - Aircraft Logs and Records Technician 21.28
23021 - Aircraft Mechanic I 25.34
23022 - Aircraft Mechanic II 26.77
23023 - Aircraft Mechanic III 28.40
23040 - Aircraft Mechanic Helper 17.74
23050 - Aircraft Painter 24.07
23060 - Aircraft Servicer 21.28
23070 - Aircraft Survival Flight Equipment Technician 24.07
23080 - Aircraft Worker 22.80
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.80
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.34
23110 - Appliance Mechanic 24.05

23120 - Bicycle Repairer	19.53
23125 - Cable Splicer	36.85
23130 - Carpenter Maintenance	20.71
23140 - Carpet Layer	22.54
23160 - Electrician Maintenance	32.44
23181 - Electronics Technician Maintenance I	22.54
23182 - Electronics Technician Maintenance II	24.05
23183 - Electronics Technician Maintenance III	25.58
23260 - Fabric Worker	21.03
23290 - Fire Alarm System Mechanic	25.58
23310 - Fire Extinguisher Repairer	19.53
23311 - Fuel Distribution System Mechanic	29.33
23312 - Fuel Distribution System Operator	21.87
23370 - General Maintenance Worker	17.48
23380 - Ground Support Equipment Mechanic	25.34
23381 - Ground Support Equipment Servicer	21.28
23382 - Ground Support Equipment Worker	22.80
23391 - Gunsmith I	19.53
23392 - Gunsmith II	22.54
23393 - Gunsmith III	25.58
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.83
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.95
23430 - Heavy Equipment Mechanic	26.91
23440 - Heavy Equipment Operator	25.67
23460 - Instrument Mechanic	25.58
23465 - Laboratory/Shelter Mechanic	24.05
23470 - Laborer	12.89
23510 - Locksmith	24.05
23530 - Machinery Maintenance Mechanic	26.68
23550 - Machinist Maintenance	25.37
23580 - Maintenance Trades Helper	16.60
23591 - Metrology Technician I	25.58
23592 - Metrology Technician II	26.89
23593 - Metrology Technician III	28.28
23640 - Millwright	25.58
23710 - Office Appliance Repairer	24.05
23760 - Painter Maintenance	20.20
23790 - Pipefitter Maintenance	24.40
23810 - Plumber Maintenance	22.95
23820 - Pneudraulic Systems Mechanic	25.58
23850 - Rigger	25.58
23870 - Scale Mechanic	22.54
23890 - Sheet-Metal Worker Maintenance	21.77
23910 - Small Engine Mechanic	22.54
23931 - Telecommunications Mechanic I	33.54
23932 - Telecommunications Mechanic II	35.26
23950 - Telephone Lineman	24.66
23960 - Welder Combination Maintenance	27.97

23965 - Well Driller	24.97
23970 - Woodcraft Worker	25.58
23980 - Woodworker	19.53
24000 - Personal Needs Occupations	
24550 - Case Manager	15.79
24570 - Child Care Attendant	11.87
24580 - Child Care Center Clerk	16.79
24610 - Chore Aide	12.02
24620 - Family Readiness And Support Services Coordinator	15.79
24630 - Homemaker	18.38
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.58
25040 - Sewage Plant Operator	22.71
25070 - Stationary Engineer	25.58
25190 - Ventilation Equipment Tender	18.03
25210 - Water Treatment Plant Operator	22.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.73
27007 - Baggage Inspector	15.32
27008 - Corrections Officer	19.52
27010 - Court Security Officer	20.49
27030 - Detection Dog Handler	17.15
27040 - Detention Officer	19.52
27070 - Firefighter	21.80
27101 - Guard I	15.32
27102 - Guard II	17.15
27131 - Police Officer I	25.69
27132 - Police Officer II	28.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.38
28042 - Carnival Equipment Repairer	16.67
28043 - Carnival Worker	11.65
28210 - Gate Attendant/Gate Tender	15.00
28310 - Lifeguard	13.21
28350 - Park Attendant (Aide)	16.79
28510 - Recreation Aide/Health Facility Attendant	12.25
28515 - Recreation Specialist	20.80
28630 - Sports Official	13.36
28690 - Swimming Pool Operator	19.72
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.30
29020 - Hatch Tender	24.30
29030 - Line Handler	24.30
29041 - Stevedore I	22.67
29042 - Stevedore II	25.89
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.31
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.79
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.61

30021 - Archeological Technician I		17.95
30022 - Archeological Technician II		20.08
30023 - Archeological Technician III		24.88
30030 - Cartographic Technician		24.88
30040 - Civil Engineering Technician		25.89
30051 - Cryogenic Technician I		27.55
30052 - Cryogenic Technician II		30.42
30061 - Drafter/CAD Operator I		17.95
30062 - Drafter/CAD Operator II		20.08
30063 - Drafter/CAD Operator III		22.38
30064 - Drafter/CAD Operator IV		27.55
30081 - Engineering Technician I		16.02
30082 - Engineering Technician II		17.98
30083 - Engineering Technician III		21.48
30084 - Engineering Technician IV		25.33
30085 - Engineering Technician V		30.42
30086 - Engineering Technician VI		36.81
30090 - Environmental Technician		24.88
30095 - Evidence Control Specialist		24.88
30210 - Laboratory Technician		28.60
30221 - Latent Fingerprint Technician I		27.55
30222 - Latent Fingerprint Technician II		30.42
30240 - Mathematical Technician		24.88
30361 - Paralegal/Legal Assistant I		21.19
30362 - Paralegal/Legal Assistant II		25.09
30363 - Paralegal/Legal Assistant III		30.61
30364 - Paralegal/Legal Assistant IV		37.15
30375 - Petroleum Supply Specialist		30.42
30390 - Photo-Optics Technician		24.88
30395 - Radiation Control Technician		30.42
30461 - Technical Writer I		24.88
30462 - Technical Writer II		30.42
30463 - Technical Writer III		36.81
30491 - Unexploded Ordnance (UXO) Technician I		25.62
30492 - Unexploded Ordnance (UXO) Technician II		31.00
30493 - Unexploded Ordnance (UXO) Technician III		37.15
30494 - Unexploded (UXO) Safety Escort		25.62
30495 - Unexploded (UXO) Sweep Personnel		25.62
30501 - Weather Forecaster I		27.55
30502 - Weather Forecaster II		33.51
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.38
30621 - Weather Observer Senior	(see 2)	24.88
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.00
31020 - Bus Aide		11.97
31030 - Bus Driver		19.47
31043 - Driver Courier		16.97
31260 - Parking and Lot Attendant		12.86
31290 - Shuttle Bus Driver		18.39

31310 - Taxi Driver	13.05
31361 - Truckdriver Light	18.39
31362 - Truckdriver Medium	19.80
31363 - Truckdriver Heavy	20.39
31364 - Truckdriver Tractor-Trailer	20.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	11.86
99050 - Desk Clerk	12.13
99095 - Embalmer	28.19
99130 - Flight Follower	25.62
99251 - Laboratory Animal Caretaker I	14.43
99252 - Laboratory Animal Caretaker II	16.13
99260 - Marketing Analyst	27.59
99310 - Mortician	28.19
99410 - Pest Controller	23.25
99510 - Photofinishing Worker	13.46
99710 - Recycling Laborer	20.17
99711 - Recycling Specialist	24.28
99730 - Refuse Collector	18.16
99810 - Sales Clerk	12.38
99820 - School Crossing Guard	12.25
99830 - Survey Party Chief	31.52
99831 - Surveying Aide	18.98
99832 - Surveying Technician	26.76
99840 - Vending Machine Attendant	19.75
99841 - Vending Machine Repairer	24.69
99842 - Vending Machine Repairer Helper	19.75

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5478
Revision No.: 14
Date Of Last Revision: 06/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona Counties of Apache Gila Navajo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.85
01012 - Accounting Clerk II		16.68
01013 - Accounting Clerk III		18.65
01020 - Administrative Assistant		25.36
01035 - Court Reporter		17.09
01041 - Customer Service Representative I		12.61
01042 - Customer Service Representative II		14.17
01043 - Customer Service Representative III		15.46
01051 - Data Entry Operator I		12.85
01052 - Data Entry Operator II		14.02
01060 - Dispatcher Motor Vehicle		16.40
01070 - Document Preparation Clerk		13.60

01090 - Duplicating Machine Operator	13.60
01111 - General Clerk I	12.53
01112 - General Clerk II	13.67
01113 - General Clerk III	15.34
01120 - Housing Referral Assistant	20.78
01141 - Messenger Courier	12.33
01191 - Order Clerk I	12.91
01192 - Order Clerk II	14.86
01261 - Personnel Assistant (Employment) I	15.69
01262 - Personnel Assistant (Employment) II	17.56
01263 - Personnel Assistant (Employment) III	19.57
01270 - Production Control Clerk	24.52
01290 - Rental Clerk	14.97
01300 - Scheduler Maintenance	16.66
01311 - Secretary I	16.66
01312 - Secretary II	18.64
01313 - Secretary III	20.78
01320 - Service Order Dispatcher	14.32
01410 - Supply Technician	25.36
01420 - Survey Worker	16.63
01460 - Switchboard Operator/Receptionist	13.19
01531 - Travel Clerk I	13.81
01532 - Travel Clerk II	15.06
01533 - Travel Clerk III	16.24
01611 - Word Processor I	14.61
01612 - Word Processor II	16.40
01613 - Word Processor III	18.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.34
05010 - Automotive Electrician	20.30
05040 - Automotive Glass Installer	19.42
05070 - Automotive Worker	19.42
05110 - Mobile Equipment Servicer	16.62
05130 - Motor Equipment Metal Mechanic	22.69
05160 - Motor Equipment Metal Worker	19.62
05190 - Motor Vehicle Mechanic	21.59
05220 - Motor Vehicle Mechanic Helper	15.12
05250 - Motor Vehicle Upholstery Worker	18.14
05280 - Motor Vehicle Wrecker	19.62
05310 - Painter Automotive	22.12
05340 - Radiator Repair Specialist	19.58
05370 - Tire Repairer	14.21
05400 - Transmission Repair Specialist	21.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.12
07041 - Cook I	13.34
07042 - Cook II	15.39
07070 - Dishwasher	11.67
07130 - Food Service Worker	11.82
07210 - Meat Cutter	16.58

07260 - Waiter/Waitress	11.56
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.05
09040 - Furniture Handler	14.93
09080 - Furniture Refinisher	24.05
09090 - Furniture Refinisher Helper	18.03
09110 - Furniture Repairer Minor	21.03
09130 - Upholsterer	24.05
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.80
11060 - Elevator Operator	12.86
11090 - Gardener	16.21
11122 - Housekeeping Aide	12.86
11150 - Janitor	12.86
11210 - Laborer Grounds Maintenance	12.39
11240 - Maid or Houseman	11.64
11260 - Pruner	11.33
11270 - Tractor Operator	14.96
11330 - Trail Maintenance Worker	12.39
11360 - Window Cleaner	14.06
12000 - Health Occupations	
12010 - Ambulance Driver	17.23
12011 - Breath Alcohol Technician	20.75
12012 - Certified Occupational Therapist Assistant	28.47
12015 - Certified Physical Therapist Assistant	22.91
12020 - Dental Assistant	18.74
12025 - Dental Hygienist	40.67
12030 - EKG Technician	31.44
12035 - Electroneurodiagnostic Technologist	31.44
12040 - Emergency Medical Technician	17.23
12071 - Licensed Practical Nurse I	18.54
12072 - Licensed Practical Nurse II	20.75
12073 - Licensed Practical Nurse III	23.13
12100 - Medical Assistant	16.49
12130 - Medical Laboratory Technician	23.88
12160 - Medical Record Clerk	17.16
12190 - Medical Record Technician	19.20
12195 - Medical Transcriptionist	18.54
12210 - Nuclear Medicine Technologist	45.59
12221 - Nursing Assistant I	11.26
12222 - Nursing Assistant II	12.67
12223 - Nursing Assistant III	13.82
12224 - Nursing Assistant IV	15.51
12235 - Optical Dispenser	16.52
12236 - Optical Technician	18.54
12250 - Pharmacy Technician	18.24
12280 - Phlebotomist	15.79
12305 - Radiologic Technologist	30.35
12311 - Registered Nurse I	26.93
12312 - Registered Nurse II	33.08

12313 - Registered Nurse II Specialist		33.08
12314 - Registered Nurse III		40.02
12315 - Registered Nurse III Anesthetist		40.02
12316 - Registered Nurse IV		47.96
12317 - Scheduler (Drug and Alcohol Testing)		25.71
12320 - Substance Abuse Treatment Counselor		21.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.08
13012 - Exhibits Specialist II		21.08
13013 - Exhibits Specialist III		25.71
13041 - Illustrator I		18.79
13042 - Illustrator II		23.18
13043 - Illustrator III		28.27
13047 - Librarian		23.06
13050 - Library Aide/Clerk		14.20
13054 - Library Information Technology Systems Administrator		20.92
13058 - Library Technician		14.08
13061 - Media Specialist I		15.03
13062 - Media Specialist II		16.81
13063 - Media Specialist III		18.75
13071 - Photographer I		14.99
13072 - Photographer II		17.27
13073 - Photographer III		21.32
13074 - Photographer IV		26.01
13075 - Photographer V		31.55
13090 - Technical Order Library Clerk		15.65
13110 - Video Teleconference Technician		16.68
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.54
14042 - Computer Operator II		19.26
14043 - Computer Operator III		21.79
14044 - Computer Operator IV		24.22
14045 - Computer Operator V		26.82
14071 - Computer Programmer I	(see 1)	23.00
14072 - Computer Programmer II	(see 1)	26.05
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		16.54
14160 - Personal Computer Support Technician		25.03
14170 - System Support Specialist		26.19
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.90
15020 - Aircrew Training Devices Instructor (Rated)		36.56
15030 - Air Crew Training Devices Instructor (Pilot)		43.36
15050 - Computer Based Training Specialist / Instructor		29.90
15060 - Educational Technologist		29.16

15070 - Flight Instructor (Pilot) 43.36
15080 - Graphic Artist 21.68
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.36
15086 - Maintenance Test Pilot Rotary Wing 43.36
15088 - Non-Maintenance Test/Co-Pilot 43.36
15090 - Technical Instructor 28.19
15095 - Technical Instructor/Course Developer 34.47
15110 - Test Proctor 22.75
15120 - Tutor 22.75
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.74
16030 - Counter Attendant 13.74
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 13.74
16090 - Presser Hand 13.74
16110 - Presser Machine Drycleaning 13.74
16130 - Presser Machine Shirts 13.74
16160 - Presser Machine Wearing Apparel Laundry 13.74
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.05
19040 - Tool And Die Maker 29.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.88
21030 - Material Coordinator 23.69
21040 - Material Expediter 23.69
21050 - Material Handling Laborer 13.10
21071 - Order Filler 12.24
21080 - Production Line Worker (Food Processing) 13.88
21110 - Shipping Packer 16.79
21130 - Shipping/Receiving Clerk 16.79
21140 - Store Worker I 13.86
21150 - Stock Clerk 18.05
21210 - Tools And Parts Attendant 13.88
21410 - Warehouse Specialist 13.88
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.77
23019 - Aircraft Logs and Records Technician 21.28
23021 - Aircraft Mechanic I 25.34
23022 - Aircraft Mechanic II 26.77
23023 - Aircraft Mechanic III 28.40
23040 - Aircraft Mechanic Helper 17.74
23050 - Aircraft Painter 24.07
23060 - Aircraft Servicer 21.28
23070 - Aircraft Survival Flight Equipment Technician 24.07
23080 - Aircraft Worker 22.80
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.80

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.34
23110 - Appliance Mechanic 24.05
23120 - Bicycle Repairer 19.53
23125 - Cable Splicer 36.85
23130 - Carpenter Maintenance 20.71
23140 - Carpet Layer 22.54
23160 - Electrician Maintenance 32.44
23181 - Electronics Technician Maintenance I 22.54
23182 - Electronics Technician Maintenance II 24.05
23183 - Electronics Technician Maintenance III 25.58
23260 - Fabric Worker 21.03
23290 - Fire Alarm System Mechanic 25.58
23310 - Fire Extinguisher Repairer 19.53
23311 - Fuel Distribution System Mechanic 29.33
23312 - Fuel Distribution System Operator 21.87
23370 - General Maintenance Worker 17.48
23380 - Ground Support Equipment Mechanic 25.34
23381 - Ground Support Equipment Servicer 21.28
23382 - Ground Support Equipment Worker 22.80
23391 - Gunsmith I 19.53
23392 - Gunsmith II 22.54
23393 - Gunsmith III 25.58
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.83
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.95
23430 - Heavy Equipment Mechanic 26.91
23440 - Heavy Equipment Operator 25.67
23460 - Instrument Mechanic 25.58
23465 - Laboratory/Shelter Mechanic 24.05
23470 - Laborer 12.89
23510 - Locksmith 24.05
23530 - Machinery Maintenance Mechanic 26.68
23550 - Machinist Maintenance 25.37
23580 - Maintenance Trades Helper 16.60
23591 - Metrology Technician I 25.58
23592 - Metrology Technician II 26.89
23593 - Metrology Technician III 28.28
23640 - Millwright 25.58
23710 - Office Appliance Repairer 24.05
23760 - Painter Maintenance 20.20
23790 - Pipefitter Maintenance 24.40
23810 - Plumber Maintenance 22.95
23820 - Pneudraulic Systems Mechanic 25.58
23850 - Rigger 25.58
23870 - Scale Mechanic 22.54
23890 - Sheet-Metal Worker Maintenance 21.77
23910 - Small Engine Mechanic 22.54
23931 - Telecommunications Mechanic I 33.54

23932 - Telecommunications Mechanic II 35.26
23950 - Telephone Lineman 24.66
23960 - Welder Combination Maintenance 27.97
23965 - Well Driller 24.97
23970 - Woodcraft Worker 25.58
23980 - Woodworker 19.53
24000 - Personal Needs Occupations
24550 - Case Manager 15.79
24570 - Child Care Attendant 11.87
24580 - Child Care Center Clerk 16.79
24610 - Chore Aide 12.02
24620 - Family Readiness And Support Services Coordinator 15.79
24630 - Homemaker 18.38
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.58
25040 - Sewage Plant Operator 22.71
25070 - Stationary Engineer 25.58
25190 - Ventilation Equipment Tender 18.03
25210 - Water Treatment Plant Operator 22.71
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.73
27007 - Baggage Inspector 15.32
27008 - Corrections Officer 19.52
27010 - Court Security Officer 20.49
27030 - Detection Dog Handler 17.15
27040 - Detention Officer 19.52
27070 - Firefighter 21.80
27101 - Guard I 15.32
27102 - Guard II 17.15
27131 - Police Officer I 25.69
27132 - Police Officer II 28.53
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.38
28042 - Carnival Equipment Repairer 16.67
28043 - Carnival Worker 11.65
28210 - Gate Attendant/Gate Tender 15.00
28310 - Lifeguard 13.21
28350 - Park Attendant (Aide) 16.79
28510 - Recreation Aide/Health Facility Attendant 12.25
28515 - Recreation Specialist 20.80
28630 - Sports Official 13.36
28690 - Swimming Pool Operator 19.72
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.30
29020 - Hatch Tender 24.30
29030 - Line Handler 24.30
29041 - Stevedore I 22.67
29042 - Stevedore II 25.89
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.31
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.79
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.61
30021 - Archeological Technician I 17.95
30022 - Archeological Technician II 20.08
30023 - Archeological Technician III 24.88
30030 - Cartographic Technician 24.88
30040 - Civil Engineering Technician 25.89
30051 - Cryogenic Technician I 27.55
30052 - Cryogenic Technician II 30.42
30061 - Drafter/CAD Operator I 17.95
30062 - Drafter/CAD Operator II 20.08
30063 - Drafter/CAD Operator III 22.38
30064 - Drafter/CAD Operator IV 27.55
30081 - Engineering Technician I 16.02
30082 - Engineering Technician II 17.98
30083 - Engineering Technician III 21.48
30084 - Engineering Technician IV 25.33
30085 - Engineering Technician V 30.42
30086 - Engineering Technician VI 36.81
30090 - Environmental Technician 24.88
30095 - Evidence Control Specialist 24.88
30210 - Laboratory Technician 28.60
30221 - Latent Fingerprint Technician I 27.55
30222 - Latent Fingerprint Technician II 30.42
30240 - Mathematical Technician 24.88
30361 - Paralegal/Legal Assistant I 21.19
30362 - Paralegal/Legal Assistant II 25.09
30363 - Paralegal/Legal Assistant III 30.61
30364 - Paralegal/Legal Assistant IV 37.15
30375 - Petroleum Supply Specialist 30.42
30390 - Photo-Optics Technician 24.88
30395 - Radiation Control Technician 30.42
30461 - Technical Writer I 24.88
30462 - Technical Writer II 30.42
30463 - Technical Writer III 36.81
30491 - Unexploded Ordnance (UXO) Technician I 25.62
30492 - Unexploded Ordnance (UXO) Technician II 31.00
30493 - Unexploded Ordnance (UXO) Technician III 37.15
30494 - Unexploded (UXO) Safety Escort 25.62
30495 - Unexploded (UXO) Sweep Personnel 25.62
30501 - Weather Forecaster I 27.55
30502 - Weather Forecaster II 33.51
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.38
30621 - Weather Observer Senior (see 2) 24.88
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.00
31020 - Bus Aide 11.97
31030 - Bus Driver 19.47

31043 - Driver Courier	16.97
31260 - Parking and Lot Attendant	12.86
31290 - Shuttle Bus Driver	18.39
31310 - Taxi Driver	13.05
31361 - Truckdriver Light	18.39
31362 - Truckdriver Medium	19.80
31363 - Truckdriver Heavy	20.39
31364 - Truckdriver Tractor-Trailer	20.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	11.86
99050 - Desk Clerk	12.13
99095 - Embalmer	28.19
99130 - Flight Follower	25.62
99251 - Laboratory Animal Caretaker I	14.43
99252 - Laboratory Animal Caretaker II	16.13
99260 - Marketing Analyst	27.59
99310 - Mortician	28.19
99410 - Pest Controller	23.25
99510 - Photofinishing Worker	13.46
99710 - Recycling Laborer	20.17
99711 - Recycling Specialist	24.28
99730 - Refuse Collector	18.16
99810 - Sales Clerk	12.38
99820 - School Crossing Guard	12.25
99830 - Survey Party Chief	31.52
99831 - Surveying Aide	18.98
99832 - Surveying Technician	26.76
99840 - Vending Machine Attendant	19.75
99841 - Vending Machine Repairer	24.69
99842 - Vending Machine Repairer Helper	19.75

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5479
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona County of La Paz

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.28
01012 - Accounting Clerk II		16.03
01013 - Accounting Clerk III		17.94
01020 - Administrative Assistant		22.12
01035 - Court Reporter		17.09
01041 - Customer Service Representative I		12.61
01042 - Customer Service Representative II		14.17
01043 - Customer Service Representative III		15.46
01051 - Data Entry Operator I		12.85
01052 - Data Entry Operator II		14.02
01060 - Dispatcher Motor Vehicle		16.43
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.47
01112 - General Clerk II		13.60

01113 - General Clerk III 15.27
01120 - Housing Referral Assistant 19.05
01141 - Messenger Courier 11.09
01191 - Order Clerk I 12.91
01192 - Order Clerk II 15.17
01261 - Personnel Assistant (Employment) I 15.69
01262 - Personnel Assistant (Employment) II 17.56
01263 - Personnel Assistant (Employment) III 19.57
01270 - Production Control Clerk 22.52
01290 - Rental Clerk 12.09
01300 - Scheduler Maintenance 15.27
01311 - Secretary I 15.27
01312 - Secretary II 17.09
01313 - Secretary III 19.05
01320 - Service Order Dispatcher 14.18
01410 - Supply Technician 22.12
01420 - Survey Worker 13.82
01460 - Switchboard Operator/Receptionist 13.19
01531 - Travel Clerk I 13.81
01532 - Travel Clerk II 15.06
01533 - Travel Clerk III 16.24
01611 - Word Processor I 14.61
01612 - Word Processor II 16.40
01613 - Word Processor III 18.35
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.69
05010 - Automotive Electrician 19.99
05040 - Automotive Glass Installer 19.24
05070 - Automotive Worker 19.24
05110 - Mobile Equipment Servicer 17.70
05130 - Motor Equipment Metal Mechanic 20.69
05160 - Motor Equipment Metal Worker 19.24
05190 - Motor Vehicle Mechanic 20.32
05220 - Motor Vehicle Mechanic Helper 16.60
05250 - Motor Vehicle Upholstery Worker 18.53
05280 - Motor Vehicle Wrecker 19.24
05310 - Painter Automotive 19.99
05340 - Radiator Repair Specialist 19.24
05370 - Tire Repairer 15.52
05400 - Transmission Repair Specialist 20.69
07000 - Food Preparation And Service Occupations
07010 - Baker 13.12
07041 - Cook I 13.38
07042 - Cook II 15.39
07070 - Dishwasher 11.67
07130 - Food Service Worker 11.82
07210 - Meat Cutter 16.04
07260 - Waiter/Waitress 11.56
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.05

09040 - Furniture Handler 14.93
09080 - Furniture Refinisher 24.05
09090 - Furniture Refinisher Helper 18.03
09110 - Furniture Repairer Minor 21.03
09130 - Upholsterer 24.05
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.80
11060 - Elevator Operator 12.86
11090 - Gardener 16.21
11122 - Housekeeping Aide 12.86
11150 - Janitor 12.86
11210 - Laborer Grounds Maintenance 12.39
11240 - Maid or Houseman 11.64
11260 - Pruner 11.33
11270 - Tractor Operator 14.96
11330 - Trail Maintenance Worker 12.39
11360 - Window Cleaner 14.06
12000 - Health Occupations
12010 - Ambulance Driver 17.23
12011 - Breath Alcohol Technician 20.75
12012 - Certified Occupational Therapist Assistant 28.47
12015 - Certified Physical Therapist Assistant 23.85
12020 - Dental Assistant 18.74
12025 - Dental Hygienist 40.96
12030 - EKG Technician 31.44
12035 - Electroneurodiagnostic Technologist 31.44
12040 - Emergency Medical Technician 17.23
12071 - Licensed Practical Nurse I 18.54
12072 - Licensed Practical Nurse II 20.75
12073 - Licensed Practical Nurse III 23.13
12100 - Medical Assistant 16.49
12130 - Medical Laboratory Technician 23.88
12160 - Medical Record Clerk 17.16
12190 - Medical Record Technician 19.20
12195 - Medical Transcriptionist 18.54
12210 - Nuclear Medicine Technologist 45.59
12221 - Nursing Assistant I 11.26
12222 - Nursing Assistant II 12.67
12223 - Nursing Assistant III 13.82
12224 - Nursing Assistant IV 15.51
12235 - Optical Dispenser 16.90
12236 - Optical Technician 18.54
12250 - Pharmacy Technician 18.24
12280 - Phlebotomist 16.09
12305 - Radiologic Technologist 30.35
12311 - Registered Nurse I 24.17
12312 - Registered Nurse II 29.55
12313 - Registered Nurse II Specialist 29.55
12314 - Registered Nurse III 35.76
12315 - Registered Nurse III Anesthetist 35.76

12316 - Registered Nurse IV		42.85
12317 - Scheduler (Drug and Alcohol Testing)		25.71
12320 - Substance Abuse Treatment Counselor		21.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.75
13012 - Exhibits Specialist II		20.68
13013 - Exhibits Specialist III		24.54
13041 - Illustrator I		17.75
13042 - Illustrator II		20.68
13043 - Illustrator III		24.54
13047 - Librarian		20.34
13050 - Library Aide/Clerk		12.46
13054 - Library Information Technology Systems Administrator		18.67
13058 - Library Technician		14.06
13061 - Media Specialist I		13.25
13062 - Media Specialist II		14.83
13063 - Media Specialist III		16.53
13071 - Photographer I		14.69
13072 - Photographer II		18.91
13073 - Photographer III		22.03
13074 - Photographer IV		26.14
13075 - Photographer V		31.63
13090 - Technical Order Library Clerk		15.65
13110 - Video Teleconference Technician		13.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.05
14042 - Computer Operator II		19.10
14043 - Computer Operator III		21.79
14044 - Computer Operator IV		24.22
14045 - Computer Operator V		26.82
14071 - Computer Programmer I	(see 1)	21.03
14072 - Computer Programmer II	(see 1)	26.05
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		17.05
14160 - Personal Computer Support Technician		24.22
14170 - System Support Specialist		26.19
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.90
15020 - Aircrew Training Devices Instructor (Rated)		36.18
15030 - Air Crew Training Devices Instructor (Pilot)		43.36
15050 - Computer Based Training Specialist / Instructor		29.90
15060 - Educational Technologist		29.31
15070 - Flight Instructor (Pilot)		43.36
15080 - Graphic Artist		22.91
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.36

15086 - Maintenance Test Pilot Rotary Wing 43.36
15088 - Non-Maintenance Test/Co-Pilot 43.36
15090 - Technical Instructor 28.19
15095 - Technical Instructor/Course Developer 34.47
15110 - Test Proctor 22.75
15120 - Tutor 22.75
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.74
16030 - Counter Attendant 13.74
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 13.74
16090 - Presser Hand 13.74
16110 - Presser Machine Drycleaning 13.74
16130 - Presser Machine Shirts 13.74
16160 - Presser Machine Wearing Apparel Laundry 13.74
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.05
19040 - Tool And Die Maker 29.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.88
21030 - Material Coordinator 22.52
21040 - Material Expediter 22.52
21050 - Material Handling Laborer 12.89
21071 - Order Filler 11.93
21080 - Production Line Worker (Food Processing) 13.88
21110 - Shipping Packer 15.02
21130 - Shipping/Receiving Clerk 15.02
21140 - Store Worker I 13.86
21150 - Stock Clerk 18.05
21210 - Tools And Parts Attendant 13.88
21410 - Warehouse Specialist 13.88
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.45
23019 - Aircraft Logs and Records Technician 21.11
23021 - Aircraft Mechanic I 23.56
23022 - Aircraft Mechanic II 24.45
23023 - Aircraft Mechanic III 25.32
23040 - Aircraft Mechanic Helper 18.91
23050 - Aircraft Painter 22.77
23060 - Aircraft Servicer 21.11
23070 - Aircraft Survival Flight Equipment Technician 22.77
23080 - Aircraft Worker 21.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.56
23110 - Appliance Mechanic 24.05

23120 - Bicycle Repairer	19.53
23125 - Cable Splicer	32.55
23130 - Carpenter Maintenance	20.71
23140 - Carpet Layer	22.54
23160 - Electrician Maintenance	32.15
23181 - Electronics Technician Maintenance I	22.54
23182 - Electronics Technician Maintenance II	24.05
23183 - Electronics Technician Maintenance III	25.58
23260 - Fabric Worker	21.03
23290 - Fire Alarm System Mechanic	25.58
23310 - Fire Extinguisher Repairer	19.53
23311 - Fuel Distribution System Mechanic	28.63
23312 - Fuel Distribution System Operator	21.87
23370 - General Maintenance Worker	17.45
23380 - Ground Support Equipment Mechanic	23.56
23381 - Ground Support Equipment Servicer	21.11
23382 - Ground Support Equipment Worker	21.92
23391 - Gunsmith I	19.53
23392 - Gunsmith II	22.54
23393 - Gunsmith III	25.58
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.11
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.09
23430 - Heavy Equipment Mechanic	26.91
23440 - Heavy Equipment Operator	25.67
23460 - Instrument Mechanic	25.58
23465 - Laboratory/Shelter Mechanic	24.05
23470 - Laborer	12.89
23510 - Locksmith	24.05
23530 - Machinery Maintenance Mechanic	26.68
23550 - Machinist Maintenance	25.37
23580 - Maintenance Trades Helper	18.23
23591 - Metrology Technician I	25.58
23592 - Metrology Technician II	26.89
23593 - Metrology Technician III	28.28
23640 - Millwright	25.58
23710 - Office Appliance Repairer	24.05
23760 - Painter Maintenance	20.75
23790 - Pipefitter Maintenance	24.18
23810 - Plumber Maintenance	22.74
23820 - Pneudraulic Systems Mechanic	25.58
23850 - Rigger	25.58
23870 - Scale Mechanic	22.54
23890 - Sheet-Metal Worker Maintenance	22.70
23910 - Small Engine Mechanic	22.54
23931 - Telecommunications Mechanic I	32.33
23932 - Telecommunications Mechanic II	35.26
23950 - Telephone Lineman	24.66
23960 - Welder Combination Maintenance	27.99

23965 - Well Driller	24.29
23970 - Woodcraft Worker	25.58
23980 - Woodworker	19.53
24000 - Personal Needs Occupations	
24550 - Case Manager	15.79
24570 - Child Care Attendant	11.87
24580 - Child Care Center Clerk	14.81
24610 - Chore Aide	12.02
24620 - Family Readiness And Support Services Coordinator	15.79
24630 - Homemaker	17.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.58
25040 - Sewage Plant Operator	21.83
25070 - Stationary Engineer	25.58
25190 - Ventilation Equipment Tender	18.03
25210 - Water Treatment Plant Operator	21.83
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.15
27007 - Baggage Inspector	15.32
27008 - Corrections Officer	19.04
27010 - Court Security Officer	19.14
27030 - Detection Dog Handler	17.15
27040 - Detention Officer	19.04
27070 - Firefighter	18.02
27101 - Guard I	15.32
27102 - Guard II	17.15
27131 - Police Officer I	22.61
27132 - Police Officer II	25.13
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.38
28042 - Carnival Equipment Repairer	16.67
28043 - Carnival Worker	11.65
28210 - Gate Attendant/Gate Tender	15.00
28310 - Lifeguard	13.28
28350 - Park Attendant (Aide)	16.79
28510 - Recreation Aide/Health Facility Attendant	12.25
28515 - Recreation Specialist	20.80
28630 - Sports Official	13.36
28690 - Swimming Pool Operator	19.23
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.30
29020 - Hatch Tender	24.30
29030 - Line Handler	24.30
29041 - Stevedore I	22.67
29042 - Stevedore II	25.89
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.31
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.79
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.61

30021 - Archeological Technician I		17.97
30022 - Archeological Technician II		20.10
30023 - Archeological Technician III		24.88
30030 - Cartographic Technician		24.91
30040 - Civil Engineering Technician		25.89
30051 - Cryogenic Technician I		27.55
30052 - Cryogenic Technician II		30.42
30061 - Drafter/CAD Operator I		17.97
30062 - Drafter/CAD Operator II		20.10
30063 - Drafter/CAD Operator III		22.42
30064 - Drafter/CAD Operator IV		27.55
30081 - Engineering Technician I		15.98
30082 - Engineering Technician II		17.97
30083 - Engineering Technician III		20.10
30084 - Engineering Technician IV		24.91
30085 - Engineering Technician V		30.47
30086 - Engineering Technician VI		36.86
30090 - Environmental Technician		24.91
30095 - Evidence Control Specialist		24.88
30210 - Laboratory Technician		28.60
30221 - Latent Fingerprint Technician I		27.55
30222 - Latent Fingerprint Technician II		30.42
30240 - Mathematical Technician		24.91
30361 - Paralegal/Legal Assistant I		19.10
30362 - Paralegal/Legal Assistant II		23.66
30363 - Paralegal/Legal Assistant III		28.94
30364 - Paralegal/Legal Assistant IV		35.01
30375 - Petroleum Supply Specialist		30.42
30390 - Photo-Optics Technician		24.91
30395 - Radiation Control Technician		30.42
30461 - Technical Writer I		24.88
30462 - Technical Writer II		30.42
30463 - Technical Writer III		36.81
30491 - Unexploded Ordnance (UXO) Technician I		25.62
30492 - Unexploded Ordnance (UXO) Technician II		31.00
30493 - Unexploded Ordnance (UXO) Technician III		37.15
30494 - Unexploded (UXO) Safety Escort		25.62
30495 - Unexploded (UXO) Sweep Personnel		25.62
30501 - Weather Forecaster I		27.55
30502 - Weather Forecaster II		33.51
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.42
30621 - Weather Observer Senior	(see 2)	24.88
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.00
31020 - Bus Aide		13.84
31030 - Bus Driver		19.47
31043 - Driver Courier		16.97
31260 - Parking and Lot Attendant		12.86
31290 - Shuttle Bus Driver		18.39

31310 - Taxi Driver	13.05
31361 - Truckdriver Light	18.39
31362 - Truckdriver Medium	19.80
31363 - Truckdriver Heavy	20.39
31364 - Truckdriver Tractor-Trailer	20.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	11.80
99050 - Desk Clerk	12.13
99095 - Embalmer	25.62
99130 - Flight Follower	25.62
99251 - Laboratory Animal Caretaker I	15.94
99252 - Laboratory Animal Caretaker II	17.27
99260 - Marketing Analyst	27.59
99310 - Mortician	25.62
99410 - Pest Controller	21.91
99510 - Photofinishing Worker	13.46
99710 - Recycling Laborer	20.17
99711 - Recycling Specialist	23.86
99730 - Refuse Collector	18.16
99810 - Sales Clerk	12.75
99820 - School Crossing Guard	14.96
99830 - Survey Party Chief	31.35
99831 - Surveying Aide	19.51
99832 - Surveying Technician	26.76
99840 - Vending Machine Attendant	19.75
99841 - Vending Machine Repairer	24.69
99842 - Vending Machine Repairer Helper	19.75

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5480
Revision No.: 14
Date Of Last Revision: 06/06/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona County of La Paz

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.28
01012 - Accounting Clerk II		16.03
01013 - Accounting Clerk III		17.94
01020 - Administrative Assistant		22.12
01035 - Court Reporter		17.09
01041 - Customer Service Representative I		12.61
01042 - Customer Service Representative II		14.17
01043 - Customer Service Representative III		15.46
01051 - Data Entry Operator I		12.85
01052 - Data Entry Operator II		14.02
01060 - Dispatcher Motor Vehicle		16.43
01070 - Document Preparation Clerk		13.60

01090 - Duplicating Machine Operator 13.60
01111 - General Clerk I 12.47
01112 - General Clerk II 13.60
01113 - General Clerk III 15.27
01120 - Housing Referral Assistant 19.05
01141 - Messenger Courier 11.09
01191 - Order Clerk I 12.91
01192 - Order Clerk II 15.17
01261 - Personnel Assistant (Employment) I 15.69
01262 - Personnel Assistant (Employment) II 17.56
01263 - Personnel Assistant (Employment) III 19.57
01270 - Production Control Clerk 22.52
01290 - Rental Clerk 12.09
01300 - Scheduler Maintenance 15.27
01311 - Secretary I 15.27
01312 - Secretary II 17.09
01313 - Secretary III 19.05
01320 - Service Order Dispatcher 14.18
01410 - Supply Technician 22.12
01420 - Survey Worker 13.82
01460 - Switchboard Operator/Receptionist 13.19
01531 - Travel Clerk I 13.81
01532 - Travel Clerk II 15.06
01533 - Travel Clerk III 16.24
01611 - Word Processor I 14.61
01612 - Word Processor II 16.40
01613 - Word Processor III 18.35
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.69
05010 - Automotive Electrician 19.99
05040 - Automotive Glass Installer 19.24
05070 - Automotive Worker 19.24
05110 - Mobile Equipment Servicer 17.70
05130 - Motor Equipment Metal Mechanic 20.69
05160 - Motor Equipment Metal Worker 19.24
05190 - Motor Vehicle Mechanic 20.32
05220 - Motor Vehicle Mechanic Helper 16.60
05250 - Motor Vehicle Upholstery Worker 18.53
05280 - Motor Vehicle Wrecker 19.24
05310 - Painter Automotive 19.99
05340 - Radiator Repair Specialist 19.24
05370 - Tire Repairer 15.52
05400 - Transmission Repair Specialist 20.69
07000 - Food Preparation And Service Occupations
07010 - Baker 13.12
07041 - Cook I 13.38
07042 - Cook II 15.39
07070 - Dishwasher 11.67
07130 - Food Service Worker 11.82
07210 - Meat Cutter 16.04

07260 - Waiter/Waitress	11.56
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.05
09040 - Furniture Handler	14.93
09080 - Furniture Refinisher	24.05
09090 - Furniture Refinisher Helper	18.03
09110 - Furniture Repairer Minor	21.03
09130 - Upholsterer	24.05
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.80
11060 - Elevator Operator	12.86
11090 - Gardener	16.21
11122 - Housekeeping Aide	12.86
11150 - Janitor	12.86
11210 - Laborer Grounds Maintenance	12.39
11240 - Maid or Houseman	11.64
11260 - Pruner	11.33
11270 - Tractor Operator	14.96
11330 - Trail Maintenance Worker	12.39
11360 - Window Cleaner	14.06
12000 - Health Occupations	
12010 - Ambulance Driver	17.23
12011 - Breath Alcohol Technician	20.75
12012 - Certified Occupational Therapist Assistant	28.47
12015 - Certified Physical Therapist Assistant	23.85
12020 - Dental Assistant	18.74
12025 - Dental Hygienist	40.96
12030 - EKG Technician	31.44
12035 - Electroneurodiagnostic Technologist	31.44
12040 - Emergency Medical Technician	17.23
12071 - Licensed Practical Nurse I	18.54
12072 - Licensed Practical Nurse II	20.75
12073 - Licensed Practical Nurse III	23.13
12100 - Medical Assistant	16.49
12130 - Medical Laboratory Technician	23.88
12160 - Medical Record Clerk	17.16
12190 - Medical Record Technician	19.20
12195 - Medical Transcriptionist	18.54
12210 - Nuclear Medicine Technologist	45.59
12221 - Nursing Assistant I	11.26
12222 - Nursing Assistant II	12.67
12223 - Nursing Assistant III	13.82
12224 - Nursing Assistant IV	15.51
12235 - Optical Dispenser	16.90
12236 - Optical Technician	18.54
12250 - Pharmacy Technician	18.24
12280 - Phlebotomist	16.09
12305 - Radiologic Technologist	30.35
12311 - Registered Nurse I	24.17
12312 - Registered Nurse II	29.55

12313 - Registered Nurse II Specialist		29.55
12314 - Registered Nurse III		35.76
12315 - Registered Nurse III Anesthetist		35.76
12316 - Registered Nurse IV		42.85
12317 - Scheduler (Drug and Alcohol Testing)		25.71
12320 - Substance Abuse Treatment Counselor		21.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.75
13012 - Exhibits Specialist II		20.68
13013 - Exhibits Specialist III		24.54
13041 - Illustrator I		17.75
13042 - Illustrator II		20.68
13043 - Illustrator III		24.54
13047 - Librarian		20.34
13050 - Library Aide/Clerk		12.46
13054 - Library Information Technology Systems Administrator		18.67
13058 - Library Technician		14.06
13061 - Media Specialist I		13.25
13062 - Media Specialist II		14.83
13063 - Media Specialist III		16.53
13071 - Photographer I		14.69
13072 - Photographer II		18.91
13073 - Photographer III		22.03
13074 - Photographer IV		26.14
13075 - Photographer V		31.63
13090 - Technical Order Library Clerk		15.65
13110 - Video Teleconference Technician		13.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.05
14042 - Computer Operator II		19.10
14043 - Computer Operator III		21.79
14044 - Computer Operator IV		24.22
14045 - Computer Operator V		26.82
14071 - Computer Programmer I	(see 1)	21.03
14072 - Computer Programmer II	(see 1)	26.05
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		17.05
14160 - Personal Computer Support Technician		24.22
14170 - System Support Specialist		26.19
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.90
15020 - Aircrew Training Devices Instructor (Rated)		36.18
15030 - Air Crew Training Devices Instructor (Pilot)		43.36
15050 - Computer Based Training Specialist / Instructor		29.90
15060 - Educational Technologist		29.31

15070 - Flight Instructor (Pilot) 43.36
15080 - Graphic Artist 22.91
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.36
15086 - Maintenance Test Pilot Rotary Wing 43.36
15088 - Non-Maintenance Test/Co-Pilot 43.36
15090 - Technical Instructor 28.19
15095 - Technical Instructor/Course Developer 34.47
15110 - Test Proctor 22.75
15120 - Tutor 22.75
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.74
16030 - Counter Attendant 13.74
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 13.74
16090 - Presser Hand 13.74
16110 - Presser Machine Drycleaning 13.74
16130 - Presser Machine Shirts 13.74
16160 - Presser Machine Wearing Apparel Laundry 13.74
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.05
19040 - Tool And Die Maker 29.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.88
21030 - Material Coordinator 22.52
21040 - Material Expediter 22.52
21050 - Material Handling Laborer 12.89
21071 - Order Filler 11.93
21080 - Production Line Worker (Food Processing) 13.88
21110 - Shipping Packer 15.02
21130 - Shipping/Receiving Clerk 15.02
21140 - Store Worker I 13.86
21150 - Stock Clerk 18.05
21210 - Tools And Parts Attendant 13.88
21410 - Warehouse Specialist 13.88
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.45
23019 - Aircraft Logs and Records Technician 21.11
23021 - Aircraft Mechanic I 23.56
23022 - Aircraft Mechanic II 24.45
23023 - Aircraft Mechanic III 25.32
23040 - Aircraft Mechanic Helper 18.91
23050 - Aircraft Painter 22.77
23060 - Aircraft Servicer 21.11
23070 - Aircraft Survival Flight Equipment Technician 22.77
23080 - Aircraft Worker 21.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.92

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.56
23110 - Appliance Mechanic 24.05
23120 - Bicycle Repairer 19.53
23125 - Cable Splicer 32.55
23130 - Carpenter Maintenance 20.71
23140 - Carpet Layer 22.54
23160 - Electrician Maintenance 32.15
23181 - Electronics Technician Maintenance I 22.54
23182 - Electronics Technician Maintenance II 24.05
23183 - Electronics Technician Maintenance III 25.58
23260 - Fabric Worker 21.03
23290 - Fire Alarm System Mechanic 25.58
23310 - Fire Extinguisher Repairer 19.53
23311 - Fuel Distribution System Mechanic 28.63
23312 - Fuel Distribution System Operator 21.87
23370 - General Maintenance Worker 17.45
23380 - Ground Support Equipment Mechanic 23.56
23381 - Ground Support Equipment Servicer 21.11
23382 - Ground Support Equipment Worker 21.92
23391 - Gunsmith I 19.53
23392 - Gunsmith II 22.54
23393 - Gunsmith III 25.58
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.11
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.09
23430 - Heavy Equipment Mechanic 26.91
23440 - Heavy Equipment Operator 25.67
23460 - Instrument Mechanic 25.58
23465 - Laboratory/Shelter Mechanic 24.05
23470 - Laborer 12.89
23510 - Locksmith 24.05
23530 - Machinery Maintenance Mechanic 26.68
23550 - Machinist Maintenance 25.37
23580 - Maintenance Trades Helper 18.23
23591 - Metrology Technician I 25.58
23592 - Metrology Technician II 26.89
23593 - Metrology Technician III 28.28
23640 - Millwright 25.58
23710 - Office Appliance Repairer 24.05
23760 - Painter Maintenance 20.75
23790 - Pipefitter Maintenance 24.18
23810 - Plumber Maintenance 22.74
23820 - Pneudraulic Systems Mechanic 25.58
23850 - Rigger 25.58
23870 - Scale Mechanic 22.54
23890 - Sheet-Metal Worker Maintenance 22.70
23910 - Small Engine Mechanic 22.54
23931 - Telecommunications Mechanic I 32.33

23932 - Telecommunications Mechanic II	35.26
23950 - Telephone Lineman	24.66
23960 - Welder Combination Maintenance	27.99
23965 - Well Driller	24.29
23970 - Woodcraft Worker	25.58
23980 - Woodworker	19.53
24000 - Personal Needs Occupations	
24550 - Case Manager	15.79
24570 - Child Care Attendant	11.87
24580 - Child Care Center Clerk	14.81
24610 - Chore Aide	12.02
24620 - Family Readiness And Support Services Coordinator	15.79
24630 - Homemaker	17.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.58
25040 - Sewage Plant Operator	21.83
25070 - Stationary Engineer	25.58
25190 - Ventilation Equipment Tender	18.03
25210 - Water Treatment Plant Operator	21.83
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.15
27007 - Baggage Inspector	15.32
27008 - Corrections Officer	19.04
27010 - Court Security Officer	19.14
27030 - Detection Dog Handler	17.15
27040 - Detention Officer	19.04
27070 - Firefighter	18.02
27101 - Guard I	15.32
27102 - Guard II	17.15
27131 - Police Officer I	22.61
27132 - Police Officer II	25.13
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.38
28042 - Carnival Equipment Repairer	16.67
28043 - Carnival Worker	11.65
28210 - Gate Attendant/Gate Tender	15.00
28310 - Lifeguard	13.28
28350 - Park Attendant (Aide)	16.79
28510 - Recreation Aide/Health Facility Attendant	12.25
28515 - Recreation Specialist	20.80
28630 - Sports Official	13.36
28690 - Swimming Pool Operator	19.23
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.30
29020 - Hatch Tender	24.30
29030 - Line Handler	24.30
29041 - Stevedore I	22.67
29042 - Stevedore II	25.89
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.31
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.79
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.61
30021 - Archeological Technician I 17.97
30022 - Archeological Technician II 20.10
30023 - Archeological Technician III 24.88
30030 - Cartographic Technician 24.91
30040 - Civil Engineering Technician 25.89
30051 - Cryogenic Technician I 27.55
30052 - Cryogenic Technician II 30.42
30061 - Drafter/CAD Operator I 17.97
30062 - Drafter/CAD Operator II 20.10
30063 - Drafter/CAD Operator III 22.42
30064 - Drafter/CAD Operator IV 27.55
30081 - Engineering Technician I 15.98
30082 - Engineering Technician II 17.97
30083 - Engineering Technician III 20.10
30084 - Engineering Technician IV 24.91
30085 - Engineering Technician V 30.47
30086 - Engineering Technician VI 36.86
30090 - Environmental Technician 24.91
30095 - Evidence Control Specialist 24.88
30210 - Laboratory Technician 28.60
30221 - Latent Fingerprint Technician I 27.55
30222 - Latent Fingerprint Technician II 30.42
30240 - Mathematical Technician 24.91
30361 - Paralegal/Legal Assistant I 19.10
30362 - Paralegal/Legal Assistant II 23.66
30363 - Paralegal/Legal Assistant III 28.94
30364 - Paralegal/Legal Assistant IV 35.01
30375 - Petroleum Supply Specialist 30.42
30390 - Photo-Optics Technician 24.91
30395 - Radiation Control Technician 30.42
30461 - Technical Writer I 24.88
30462 - Technical Writer II 30.42
30463 - Technical Writer III 36.81
30491 - Unexploded Ordnance (UXO) Technician I 25.62
30492 - Unexploded Ordnance (UXO) Technician II 31.00
30493 - Unexploded Ordnance (UXO) Technician III 37.15
30494 - Unexploded (UXO) Safety Escort 25.62
30495 - Unexploded (UXO) Sweep Personnel 25.62
30501 - Weather Forecaster I 27.55
30502 - Weather Forecaster II 33.51
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.42
30621 - Weather Observer Senior (see 2) 24.88
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.00
31020 - Bus Aide 13.84
31030 - Bus Driver 19.47

31043 - Driver Courier	16.97
31260 - Parking and Lot Attendant	12.86
31290 - Shuttle Bus Driver	18.39
31310 - Taxi Driver	13.05
31361 - Truckdriver Light	18.39
31362 - Truckdriver Medium	19.80
31363 - Truckdriver Heavy	20.39
31364 - Truckdriver Tractor-Trailer	20.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	11.80
99050 - Desk Clerk	12.13
99095 - Embalmer	25.62
99130 - Flight Follower	25.62
99251 - Laboratory Animal Caretaker I	15.94
99252 - Laboratory Animal Caretaker II	17.27
99260 - Marketing Analyst	27.59
99310 - Mortician	25.62
99410 - Pest Controller	21.91
99510 - Photofinishing Worker	13.46
99710 - Recycling Laborer	20.17
99711 - Recycling Specialist	23.86
99730 - Refuse Collector	18.16
99810 - Sales Clerk	12.75
99820 - School Crossing Guard	14.96
99830 - Survey Party Chief	31.35
99831 - Surveying Aide	19.51
99832 - Surveying Technician	26.76
99840 - Vending Machine Attendant	19.75
99841 - Vending Machine Repairer	24.69
99842 - Vending Machine Repairer Helper	19.75

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5481
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona Counties of Graham Greenlee Santa Cruz

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.28
01012 - Accounting Clerk II		16.03
01013 - Accounting Clerk III		17.94
01020 - Administrative Assistant		22.12
01035 - Court Reporter		17.97
01041 - Customer Service Representative I		12.61
01042 - Customer Service Representative II		14.17
01043 - Customer Service Representative III		15.46
01051 - Data Entry Operator I		12.85
01052 - Data Entry Operator II		14.02
01060 - Dispatcher Motor Vehicle		17.31
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.47
01112 - General Clerk II		13.60

01113 - General Clerk III 15.27
01120 - Housing Referral Assistant 19.05
01141 - Messenger Courier 11.09
01191 - Order Clerk I 12.91
01192 - Order Clerk II 14.09
01261 - Personnel Assistant (Employment) I 15.69
01262 - Personnel Assistant (Employment) II 17.56
01263 - Personnel Assistant (Employment) III 19.57
01270 - Production Control Clerk 24.90
01290 - Rental Clerk 13.06
01300 - Scheduler Maintenance 15.27
01311 - Secretary I 15.27
01312 - Secretary II 17.09
01313 - Secretary III 19.05
01320 - Service Order Dispatcher 15.15
01410 - Supply Technician 22.12
01420 - Survey Worker 13.82
01460 - Switchboard Operator/Receptionist 13.19
01531 - Travel Clerk I 13.81
01532 - Travel Clerk II 15.06
01533 - Travel Clerk III 16.24
01611 - Word Processor I 14.61
01612 - Word Processor II 16.40
01613 - Word Processor III 18.35
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.50
05010 - Automotive Electrician 19.27
05040 - Automotive Glass Installer 17.40
05070 - Automotive Worker 17.40
05110 - Mobile Equipment Servicer 15.55
05130 - Motor Equipment Metal Mechanic 19.27
05160 - Motor Equipment Metal Worker 17.40
05190 - Motor Vehicle Mechanic 19.27
05220 - Motor Vehicle Mechanic Helper 14.46
05250 - Motor Vehicle Upholstery Worker 16.51
05280 - Motor Vehicle Wrecker 17.40
05310 - Painter Automotive 18.34
05340 - Radiator Repair Specialist 17.40
05370 - Tire Repairer 13.37
05400 - Transmission Repair Specialist 19.27
07000 - Food Preparation And Service Occupations
07010 - Baker 13.12
07041 - Cook I 13.34
07042 - Cook II 15.39
07070 - Dishwasher 11.67
07130 - Food Service Worker 11.82
07210 - Meat Cutter 16.73
07260 - Waiter/Waitress 11.56
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.05

09040 - Furniture Handler 14.93
09080 - Furniture Refinisher 24.05
09090 - Furniture Refinisher Helper 18.03
09110 - Furniture Repairer Minor 21.03
09130 - Upholsterer 24.05
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.80
11060 - Elevator Operator 12.86
11090 - Gardener 16.21
11122 - Housekeeping Aide 12.86
11150 - Janitor 12.86
11210 - Laborer Grounds Maintenance 12.39
11240 - Maid or Houseman 11.64
11260 - Pruner 11.33
11270 - Tractor Operator 14.96
11330 - Trail Maintenance Worker 12.39
11360 - Window Cleaner 14.06
12000 - Health Occupations
12010 - Ambulance Driver 17.69
12011 - Breath Alcohol Technician 20.75
12012 - Certified Occupational Therapist Assistant 28.47
12015 - Certified Physical Therapist Assistant 23.01
12020 - Dental Assistant 18.74
12025 - Dental Hygienist 40.67
12030 - EKG Technician 31.44
12035 - Electroneurodiagnostic Technologist 31.44
12040 - Emergency Medical Technician 17.69
12071 - Licensed Practical Nurse I 18.54
12072 - Licensed Practical Nurse II 20.75
12073 - Licensed Practical Nurse III 23.13
12100 - Medical Assistant 16.49
12130 - Medical Laboratory Technician 23.88
12160 - Medical Record Clerk 17.16
12190 - Medical Record Technician 19.20
12195 - Medical Transcriptionist 18.54
12210 - Nuclear Medicine Technologist 45.59
12221 - Nursing Assistant I 11.26
12222 - Nursing Assistant II 12.67
12223 - Nursing Assistant III 13.82
12224 - Nursing Assistant IV 15.51
12235 - Optical Dispenser 16.80
12236 - Optical Technician 18.54
12250 - Pharmacy Technician 18.24
12280 - Phlebotomist 15.79
12305 - Radiologic Technologist 30.35
12311 - Registered Nurse I 25.04
12312 - Registered Nurse II 30.63
12313 - Registered Nurse II Specialist 30.63
12314 - Registered Nurse III 37.06
12315 - Registered Nurse III Anesthetist 37.06

12316 - Registered Nurse IV		44.41
12317 - Scheduler (Drug and Alcohol Testing)		25.71
12320 - Substance Abuse Treatment Counselor		21.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.70
13012 - Exhibits Specialist II		21.53
13013 - Exhibits Specialist III		26.33
13041 - Illustrator I		18.56
13042 - Illustrator II		21.47
13043 - Illustrator III		26.26
13047 - Librarian		22.65
13050 - Library Aide/Clerk		12.46
13054 - Library Information Technology Systems Administrator		20.46
13058 - Library Technician		17.94
13061 - Media Specialist I		14.76
13062 - Media Specialist II		16.51
13063 - Media Specialist III		18.41
13071 - Photographer I		14.80
13072 - Photographer II		18.32
13073 - Photographer III		20.51
13074 - Photographer IV		25.09
13075 - Photographer V		30.35
13090 - Technical Order Library Clerk		15.65
13110 - Video Teleconference Technician		16.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.01
14042 - Computer Operator II		19.02
14043 - Computer Operator III		21.22
14044 - Computer Operator IV		23.57
14045 - Computer Operator V		26.10
14071 - Computer Programmer I	(see 1)	19.95
14072 - Computer Programmer II	(see 1)	24.53
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		17.01
14160 - Personal Computer Support Technician		23.57
14170 - System Support Specialist		26.19
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.90
15020 - Aircrew Training Devices Instructor (Rated)		36.18
15030 - Air Crew Training Devices Instructor (Pilot)		43.36
15050 - Computer Based Training Specialist / Instructor		29.90
15060 - Educational Technologist		28.82
15070 - Flight Instructor (Pilot)		43.36
15080 - Graphic Artist		21.46
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.36

15086 - Maintenance Test Pilot Rotary Wing 43.36
15088 - Non-Maintenance Test/Co-Pilot 43.36
15090 - Technical Instructor 26.24
15095 - Technical Instructor/Course Developer 32.09
15110 - Test Proctor 21.19
15120 - Tutor 21.19
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.74
16030 - Counter Attendant 13.74
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 13.74
16090 - Presser Hand 13.74
16110 - Presser Machine Drycleaning 13.74
16130 - Presser Machine Shirts 13.74
16160 - Presser Machine Wearing Apparel Laundry 13.74
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.05
19040 - Tool And Die Maker 29.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.05
21030 - Material Coordinator 24.90
21040 - Material Expediter 24.90
21050 - Material Handling Laborer 12.89
21071 - Order Filler 11.93
21080 - Production Line Worker (Food Processing) 14.05
21110 - Shipping Packer 15.40
21130 - Shipping/Receiving Clerk 15.40
21140 - Store Worker I 13.86
21150 - Stock Clerk 18.05
21210 - Tools And Parts Attendant 14.05
21410 - Warehouse Specialist 14.05
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.39
23019 - Aircraft Logs and Records Technician 19.83
23021 - Aircraft Mechanic I 23.17
23022 - Aircraft Mechanic II 24.38
23023 - Aircraft Mechanic III 25.54
23040 - Aircraft Mechanic Helper 17.39
23050 - Aircraft Painter 22.90
23060 - Aircraft Servicer 19.83
23070 - Aircraft Survival Flight Equipment Technician 22.90
23080 - Aircraft Worker 20.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.17
23110 - Appliance Mechanic 24.05

23120 - Bicycle Repairer 19.53
23125 - Cable Splicer 36.85
23130 - Carpenter Maintenance 20.71
23140 - Carpet Layer 22.54
23160 - Electrician Maintenance 30.07
23181 - Electronics Technician Maintenance I 22.54
23182 - Electronics Technician Maintenance II 25.44
23183 - Electronics Technician Maintenance III 26.86
23260 - Fabric Worker 21.03
23290 - Fire Alarm System Mechanic 25.58
23310 - Fire Extinguisher Repairer 19.53
23311 - Fuel Distribution System Mechanic 28.63
23312 - Fuel Distribution System Operator 21.87
23370 - General Maintenance Worker 16.69
23380 - Ground Support Equipment Mechanic 23.17
23381 - Ground Support Equipment Servicer 19.83
23382 - Ground Support Equipment Worker 20.94
23391 - Gunsmith I 19.53
23392 - Gunsmith II 22.54
23393 - Gunsmith III 25.58
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.11
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.09
23430 - Heavy Equipment Mechanic 27.20
23440 - Heavy Equipment Operator 25.58
23460 - Instrument Mechanic 25.58
23465 - Laboratory/Shelter Mechanic 24.05
23470 - Laborer 12.89
23510 - Locksmith 24.05
23530 - Machinery Maintenance Mechanic 26.68
23550 - Machinist Maintenance 25.37
23580 - Maintenance Trades Helper 16.74
23591 - Metrology Technician I 25.58
23592 - Metrology Technician II 26.89
23593 - Metrology Technician III 28.28
23640 - Millwright 25.58
23710 - Office Appliance Repairer 24.05
23760 - Painter Maintenance 20.75
23790 - Pipefitter Maintenance 24.18
23810 - Plumber Maintenance 22.95
23820 - Pneudraulic Systems Mechanic 25.58
23850 - Rigger 25.58
23870 - Scale Mechanic 22.54
23890 - Sheet-Metal Worker Maintenance 22.35
23910 - Small Engine Mechanic 22.54
23931 - Telecommunications Mechanic I 33.54
23932 - Telecommunications Mechanic II 35.26
23950 - Telephone Lineman 24.66
23960 - Welder Combination Maintenance 27.99

23965 - Well Driller		24.55
23970 - Woodcraft Worker		25.58
23980 - Woodworker		19.53
24000 - Personal Needs Occupations		
24550 - Case Manager		15.79
24570 - Child Care Attendant		11.87
24580 - Child Care Center Clerk		14.81
24610 - Chore Aide		12.06
24620 - Family Readiness And Support Services Coordinator		15.79
24630 - Homemaker		15.79
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.58
25040 - Sewage Plant Operator		21.83
25070 - Stationary Engineer		25.58
25190 - Ventilation Equipment Tender		18.03
25210 - Water Treatment Plant Operator		21.83
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.93
27007 - Baggage Inspector		15.32
27008 - Corrections Officer		20.11
27010 - Court Security Officer		22.42
27030 - Detection Dog Handler		17.15
27040 - Detention Officer		20.11
27070 - Firefighter		20.11
27101 - Guard I		15.32
27102 - Guard II		17.15
27131 - Police Officer I		24.73
27132 - Police Officer II		29.60
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.31
28042 - Carnival Equipment Repairer		16.42
28043 - Carnival Worker		11.65
28210 - Gate Attendant/Gate Tender		15.40
28310 - Lifeguard		13.72
28350 - Park Attendant (Aide)		17.23
28510 - Recreation Aide/Health Facility Attendant		13.08
28515 - Recreation Specialist		20.80
28630 - Sports Official		13.72
28690 - Swimming Pool Operator		19.23
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.30
29020 - Hatch Tender		24.30
29030 - Line Handler		24.30
29041 - Stevedore I		22.67
29042 - Stevedore II		25.89
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.31
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.79
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.61

30021 - Archeological Technician I		17.95
30022 - Archeological Technician II		20.08
30023 - Archeological Technician III		24.88
30030 - Cartographic Technician		24.88
30040 - Civil Engineering Technician		25.89
30051 - Cryogenic Technician I		27.55
30052 - Cryogenic Technician II		30.42
30061 - Drafter/CAD Operator I		17.95
30062 - Drafter/CAD Operator II		20.08
30063 - Drafter/CAD Operator III		22.38
30064 - Drafter/CAD Operator IV		27.55
30081 - Engineering Technician I		15.98
30082 - Engineering Technician II		17.95
30083 - Engineering Technician III		20.08
30084 - Engineering Technician IV		24.88
30085 - Engineering Technician V		30.42
30086 - Engineering Technician VI		36.81
30090 - Environmental Technician		24.88
30095 - Evidence Control Specialist		24.88
30210 - Laboratory Technician		28.31
30221 - Latent Fingerprint Technician I		27.55
30222 - Latent Fingerprint Technician II		30.42
30240 - Mathematical Technician		24.88
30361 - Paralegal/Legal Assistant I		21.49
30362 - Paralegal/Legal Assistant II		26.65
30363 - Paralegal/Legal Assistant III		28.53
30364 - Paralegal/Legal Assistant IV		34.52
30375 - Petroleum Supply Specialist		30.42
30390 - Photo-Optics Technician		24.88
30395 - Radiation Control Technician		30.42
30461 - Technical Writer I		24.88
30462 - Technical Writer II		30.42
30463 - Technical Writer III		36.81
30491 - Unexploded Ordnance (UXO) Technician I		25.62
30492 - Unexploded Ordnance (UXO) Technician II		31.00
30493 - Unexploded Ordnance (UXO) Technician III		37.15
30494 - Unexploded (UXO) Safety Escort		25.62
30495 - Unexploded (UXO) Sweep Personnel		25.62
30501 - Weather Forecaster I		27.55
30502 - Weather Forecaster II		33.51
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.38
30621 - Weather Observer Senior	(see 2)	24.88
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.00
31020 - Bus Aide		13.84
31030 - Bus Driver		19.47
31043 - Driver Courier		16.97
31260 - Parking and Lot Attendant		12.86
31290 - Shuttle Bus Driver		18.39

31310 - Taxi Driver	13.05
31361 - Truckdriver Light	18.39
31362 - Truckdriver Medium	19.80
31363 - Truckdriver Heavy	20.39
31364 - Truckdriver Tractor-Trailer	20.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	11.80
99050 - Desk Clerk	12.13
99095 - Embalmer	25.62
99130 - Flight Follower	25.62
99251 - Laboratory Animal Caretaker I	14.86
99252 - Laboratory Animal Caretaker II	16.06
99260 - Marketing Analyst	27.59
99310 - Mortician	25.62
99410 - Pest Controller	22.12
99510 - Photofinishing Worker	13.46
99710 - Recycling Laborer	18.51
99711 - Recycling Specialist	22.32
99730 - Refuse Collector	16.95
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	12.25
99830 - Survey Party Chief	38.11
99831 - Surveying Aide	21.56
99832 - Surveying Technician	26.76
99840 - Vending Machine Attendant	18.99
99841 - Vending Machine Repairer	22.84
99842 - Vending Machine Repairer Helper	18.99

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"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.: 2015-5482
Revision No.: 14
Date Of Last Revision: 06/06/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona Counties of Graham Greenlee Santa Cruz

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.28
01012 - Accounting Clerk II		16.03
01013 - Accounting Clerk III		17.94
01020 - Administrative Assistant		22.12
01035 - Court Reporter		17.97
01041 - Customer Service Representative I		12.61
01042 - Customer Service Representative II		14.17
01043 - Customer Service Representative III		15.46
01051 - Data Entry Operator I		12.85
01052 - Data Entry Operator II		14.02
01060 - Dispatcher Motor Vehicle		17.31
01070 - Document Preparation Clerk		13.60

01090 - Duplicating Machine Operator 13.60
01111 - General Clerk I 12.47
01112 - General Clerk II 13.60
01113 - General Clerk III 15.27
01120 - Housing Referral Assistant 19.05
01141 - Messenger Courier 11.09
01191 - Order Clerk I 12.91
01192 - Order Clerk II 14.09
01261 - Personnel Assistant (Employment) I 15.69
01262 - Personnel Assistant (Employment) II 17.56
01263 - Personnel Assistant (Employment) III 19.57
01270 - Production Control Clerk 24.90
01290 - Rental Clerk 13.06
01300 - Scheduler Maintenance 15.27
01311 - Secretary I 15.27
01312 - Secretary II 17.09
01313 - Secretary III 19.05
01320 - Service Order Dispatcher 15.15
01410 - Supply Technician 22.12
01420 - Survey Worker 13.82
01460 - Switchboard Operator/Receptionist 13.19
01531 - Travel Clerk I 13.81
01532 - Travel Clerk II 15.06
01533 - Travel Clerk III 16.24
01611 - Word Processor I 14.61
01612 - Word Processor II 16.40
01613 - Word Processor III 18.35
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.50
05010 - Automotive Electrician 19.27
05040 - Automotive Glass Installer 17.40
05070 - Automotive Worker 17.40
05110 - Mobile Equipment Servicer 15.55
05130 - Motor Equipment Metal Mechanic 19.27
05160 - Motor Equipment Metal Worker 17.40
05190 - Motor Vehicle Mechanic 19.27
05220 - Motor Vehicle Mechanic Helper 14.46
05250 - Motor Vehicle Upholstery Worker 16.51
05280 - Motor Vehicle Wrecker 17.40
05310 - Painter Automotive 18.34
05340 - Radiator Repair Specialist 17.40
05370 - Tire Repairer 13.37
05400 - Transmission Repair Specialist 19.27
07000 - Food Preparation And Service Occupations
07010 - Baker 13.12
07041 - Cook I 13.34
07042 - Cook II 15.39
07070 - Dishwasher 11.67
07130 - Food Service Worker 11.82
07210 - Meat Cutter 16.73

07260 - Waiter/Waitress	11.56
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.05
09040 - Furniture Handler	14.93
09080 - Furniture Refinisher	24.05
09090 - Furniture Refinisher Helper	18.03
09110 - Furniture Repairer Minor	21.03
09130 - Upholsterer	24.05
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.80
11060 - Elevator Operator	12.86
11090 - Gardener	16.21
11122 - Housekeeping Aide	12.86
11150 - Janitor	12.86
11210 - Laborer Grounds Maintenance	12.39
11240 - Maid or Houseman	11.64
11260 - Pruner	11.33
11270 - Tractor Operator	14.96
11330 - Trail Maintenance Worker	12.39
11360 - Window Cleaner	14.06
12000 - Health Occupations	
12010 - Ambulance Driver	17.69
12011 - Breath Alcohol Technician	20.75
12012 - Certified Occupational Therapist Assistant	28.47
12015 - Certified Physical Therapist Assistant	23.01
12020 - Dental Assistant	18.74
12025 - Dental Hygienist	40.67
12030 - EKG Technician	31.44
12035 - Electroneurodiagnostic Technologist	31.44
12040 - Emergency Medical Technician	17.69
12071 - Licensed Practical Nurse I	18.54
12072 - Licensed Practical Nurse II	20.75
12073 - Licensed Practical Nurse III	23.13
12100 - Medical Assistant	16.49
12130 - Medical Laboratory Technician	23.88
12160 - Medical Record Clerk	17.16
12190 - Medical Record Technician	19.20
12195 - Medical Transcriptionist	18.54
12210 - Nuclear Medicine Technologist	45.59
12221 - Nursing Assistant I	11.26
12222 - Nursing Assistant II	12.67
12223 - Nursing Assistant III	13.82
12224 - Nursing Assistant IV	15.51
12235 - Optical Dispenser	16.80
12236 - Optical Technician	18.54
12250 - Pharmacy Technician	18.24
12280 - Phlebotomist	15.79
12305 - Radiologic Technologist	30.35
12311 - Registered Nurse I	25.04
12312 - Registered Nurse II	30.63

12313 - Registered Nurse II Specialist		30.63
12314 - Registered Nurse III		37.06
12315 - Registered Nurse III Anesthetist		37.06
12316 - Registered Nurse IV		44.41
12317 - Scheduler (Drug and Alcohol Testing)		25.71
12320 - Substance Abuse Treatment Counselor		21.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.70
13012 - Exhibits Specialist II		21.53
13013 - Exhibits Specialist III		26.33
13041 - Illustrator I		18.56
13042 - Illustrator II		21.47
13043 - Illustrator III		26.26
13047 - Librarian		22.65
13050 - Library Aide/Clerk		12.46
13054 - Library Information Technology Systems Administrator		20.46
13058 - Library Technician		17.94
13061 - Media Specialist I		14.76
13062 - Media Specialist II		16.51
13063 - Media Specialist III		18.41
13071 - Photographer I		14.80
13072 - Photographer II		18.32
13073 - Photographer III		20.51
13074 - Photographer IV		25.09
13075 - Photographer V		30.35
13090 - Technical Order Library Clerk		15.65
13110 - Video Teleconference Technician		16.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.01
14042 - Computer Operator II		19.02
14043 - Computer Operator III		21.22
14044 - Computer Operator IV		23.57
14045 - Computer Operator V		26.10
14071 - Computer Programmer I	(see 1)	19.95
14072 - Computer Programmer II	(see 1)	24.53
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		17.01
14160 - Personal Computer Support Technician		23.57
14170 - System Support Specialist		26.19
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.90
15020 - Aircrew Training Devices Instructor (Rated)		36.18
15030 - Air Crew Training Devices Instructor (Pilot)		43.36
15050 - Computer Based Training Specialist / Instructor		29.90
15060 - Educational Technologist		28.82

15070 - Flight Instructor (Pilot) 43.36
15080 - Graphic Artist 21.46
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.36
15086 - Maintenance Test Pilot Rotary Wing 43.36
15088 - Non-Maintenance Test/Co-Pilot 43.36
15090 - Technical Instructor 26.24
15095 - Technical Instructor/Course Developer 32.09
15110 - Test Proctor 21.19
15120 - Tutor 21.19
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.74
16030 - Counter Attendant 13.74
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 13.74
16090 - Presser Hand 13.74
16110 - Presser Machine Drycleaning 13.74
16130 - Presser Machine Shirts 13.74
16160 - Presser Machine Wearing Apparel Laundry 13.74
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.05
19040 - Tool And Die Maker 29.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.05
21030 - Material Coordinator 24.90
21040 - Material Expediter 24.90
21050 - Material Handling Laborer 12.89
21071 - Order Filler 11.93
21080 - Production Line Worker (Food Processing) 14.05
21110 - Shipping Packer 15.40
21130 - Shipping/Receiving Clerk 15.40
21140 - Store Worker I 13.86
21150 - Stock Clerk 18.05
21210 - Tools And Parts Attendant 14.05
21410 - Warehouse Specialist 14.05
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.39
23019 - Aircraft Logs and Records Technician 19.83
23021 - Aircraft Mechanic I 23.17
23022 - Aircraft Mechanic II 24.38
23023 - Aircraft Mechanic III 25.54
23040 - Aircraft Mechanic Helper 17.39
23050 - Aircraft Painter 22.90
23060 - Aircraft Servicer 19.83
23070 - Aircraft Survival Flight Equipment Technician 22.90
23080 - Aircraft Worker 20.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.94

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.17
23110 - Appliance Mechanic 24.05
23120 - Bicycle Repairer 19.53
23125 - Cable Splicer 36.85
23130 - Carpenter Maintenance 20.71
23140 - Carpet Layer 22.54
23160 - Electrician Maintenance 30.07
23181 - Electronics Technician Maintenance I 22.54
23182 - Electronics Technician Maintenance II 25.44
23183 - Electronics Technician Maintenance III 26.86
23260 - Fabric Worker 21.03
23290 - Fire Alarm System Mechanic 25.58
23310 - Fire Extinguisher Repairer 19.53
23311 - Fuel Distribution System Mechanic 28.63
23312 - Fuel Distribution System Operator 21.87
23370 - General Maintenance Worker 16.69
23380 - Ground Support Equipment Mechanic 23.17
23381 - Ground Support Equipment Servicer 19.83
23382 - Ground Support Equipment Worker 20.94
23391 - Gunsmith I 19.53
23392 - Gunsmith II 22.54
23393 - Gunsmith III 25.58
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.11
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.09
23430 - Heavy Equipment Mechanic 27.20
23440 - Heavy Equipment Operator 25.58
23460 - Instrument Mechanic 25.58
23465 - Laboratory/Shelter Mechanic 24.05
23470 - Laborer 12.89
23510 - Locksmith 24.05
23530 - Machinery Maintenance Mechanic 26.68
23550 - Machinist Maintenance 25.37
23580 - Maintenance Trades Helper 16.74
23591 - Metrology Technician I 25.58
23592 - Metrology Technician II 26.89
23593 - Metrology Technician III 28.28
23640 - Millwright 25.58
23710 - Office Appliance Repairer 24.05
23760 - Painter Maintenance 20.75
23790 - Pipefitter Maintenance 24.18
23810 - Plumber Maintenance 22.95
23820 - Pneudraulic Systems Mechanic 25.58
23850 - Rigger 25.58
23870 - Scale Mechanic 22.54
23890 - Sheet-Metal Worker Maintenance 22.35
23910 - Small Engine Mechanic 22.54
23931 - Telecommunications Mechanic I 33.54

23932 - Telecommunications Mechanic II 35.26
23950 - Telephone Lineman 24.66
23960 - Welder Combination Maintenance 27.99
23965 - Well Driller 24.55
23970 - Woodcraft Worker 25.58
23980 - Woodworker 19.53
24000 - Personal Needs Occupations
24550 - Case Manager 15.79
24570 - Child Care Attendant 11.87
24580 - Child Care Center Clerk 14.81
24610 - Chore Aide 12.06
24620 - Family Readiness And Support Services Coordinator 15.79
24630 - Homemaker 15.79
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.58
25040 - Sewage Plant Operator 21.83
25070 - Stationary Engineer 25.58
25190 - Ventilation Equipment Tender 18.03
25210 - Water Treatment Plant Operator 21.83
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.93
27007 - Baggage Inspector 15.32
27008 - Corrections Officer 20.11
27010 - Court Security Officer 22.42
27030 - Detection Dog Handler 17.15
27040 - Detention Officer 20.11
27070 - Firefighter 20.11
27101 - Guard I 15.32
27102 - Guard II 17.15
27131 - Police Officer I 24.73
27132 - Police Officer II 29.60
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.31
28042 - Carnival Equipment Repairer 16.42
28043 - Carnival Worker 11.65
28210 - Gate Attendant/Gate Tender 15.40
28310 - Lifeguard 13.72
28350 - Park Attendant (Aide) 17.23
28510 - Recreation Aide/Health Facility Attendant 13.08
28515 - Recreation Specialist 20.80
28630 - Sports Official 13.72
28690 - Swimming Pool Operator 19.23
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.30
29020 - Hatch Tender 24.30
29030 - Line Handler 24.30
29041 - Stevedore I 22.67
29042 - Stevedore II 25.89
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.31
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.79
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.61
30021 - Archeological Technician I 17.95
30022 - Archeological Technician II 20.08
30023 - Archeological Technician III 24.88
30030 - Cartographic Technician 24.88
30040 - Civil Engineering Technician 25.89
30051 - Cryogenic Technician I 27.55
30052 - Cryogenic Technician II 30.42
30061 - Drafter/CAD Operator I 17.95
30062 - Drafter/CAD Operator II 20.08
30063 - Drafter/CAD Operator III 22.38
30064 - Drafter/CAD Operator IV 27.55
30081 - Engineering Technician I 15.98
30082 - Engineering Technician II 17.95
30083 - Engineering Technician III 20.08
30084 - Engineering Technician IV 24.88
30085 - Engineering Technician V 30.42
30086 - Engineering Technician VI 36.81
30090 - Environmental Technician 24.88
30095 - Evidence Control Specialist 24.88
30210 - Laboratory Technician 28.31
30221 - Latent Fingerprint Technician I 27.55
30222 - Latent Fingerprint Technician II 30.42
30240 - Mathematical Technician 24.88
30361 - Paralegal/Legal Assistant I 21.49
30362 - Paralegal/Legal Assistant II 26.65
30363 - Paralegal/Legal Assistant III 28.53
30364 - Paralegal/Legal Assistant IV 34.52
30375 - Petroleum Supply Specialist 30.42
30390 - Photo-Optics Technician 24.88
30395 - Radiation Control Technician 30.42
30461 - Technical Writer I 24.88
30462 - Technical Writer II 30.42
30463 - Technical Writer III 36.81
30491 - Unexploded Ordnance (UXO) Technician I 25.62
30492 - Unexploded Ordnance (UXO) Technician II 31.00
30493 - Unexploded Ordnance (UXO) Technician III 37.15
30494 - Unexploded (UXO) Safety Escort 25.62
30495 - Unexploded (UXO) Sweep Personnel 25.62
30501 - Weather Forecaster I 27.55
30502 - Weather Forecaster II 33.51
30620 - Weather Observer Combined Upper Air Or (see 2) 22.38
Surface Programs
30621 - Weather Observer Senior (see 2) 24.88
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.00
31020 - Bus Aide 13.84
31030 - Bus Driver 19.47

31043 - Driver Courier	16.97
31260 - Parking and Lot Attendant	12.86
31290 - Shuttle Bus Driver	18.39
31310 - Taxi Driver	13.05
31361 - Truckdriver Light	18.39
31362 - Truckdriver Medium	19.80
31363 - Truckdriver Heavy	20.39
31364 - Truckdriver Tractor-Trailer	20.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	11.80
99050 - Desk Clerk	12.13
99095 - Embalmer	25.62
99130 - Flight Follower	25.62
99251 - Laboratory Animal Caretaker I	14.86
99252 - Laboratory Animal Caretaker II	16.06
99260 - Marketing Analyst	27.59
99310 - Mortician	25.62
99410 - Pest Controller	22.12
99510 - Photofinishing Worker	13.46
99710 - Recycling Laborer	18.51
99711 - Recycling Specialist	22.32
99730 - Refuse Collector	16.95
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	12.25
99830 - Survey Party Chief	38.11
99831 - Surveying Aide	21.56
99832 - Surveying Technician	26.76
99840 - Vending Machine Attendant	18.99
99841 - Vending Machine Repairer	22.84
99842 - Vending Machine Repairer Helper	18.99

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5483
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Utah

Area: Utah Counties of Box Elder Davis Morgan Weber

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.49
01012 - Accounting Clerk II		16.26
01013 - Accounting Clerk III		18.20
01020 - Administrative Assistant		25.62
01035 - Court Reporter		19.50
01041 - Customer Service Representative I		11.75
01042 - Customer Service Representative II		13.21
01043 - Customer Service Representative III		14.41
01051 - Data Entry Operator I		14.23
01052 - Data Entry Operator II		15.52
01060 - Dispatcher Motor Vehicle		20.33
01070 - Document Preparation Clerk		15.64
01090 - Duplicating Machine Operator		15.64
01111 - General Clerk I		13.25
01112 - General Clerk II		14.45

01113 - General Clerk III 16.22
01120 - Housing Referral Assistant 20.08
01141 - Messenger Courier 13.10
01191 - Order Clerk I 13.55
01192 - Order Clerk II 14.78
01261 - Personnel Assistant (Employment) I 17.89
01262 - Personnel Assistant (Employment) II 20.02
01263 - Personnel Assistant (Employment) III 22.31
01270 - Production Control Clerk 24.24
01290 - Rental Clerk 13.46
01300 - Scheduler Maintenance 16.10
01311 - Secretary I 16.10
01312 - Secretary II 18.02
01313 - Secretary III 20.08
01320 - Service Order Dispatcher 18.10
01410 - Supply Technician 25.62
01420 - Survey Worker 13.90
01460 - Switchboard Operator/Receptionist 12.91
01531 - Travel Clerk I 13.53
01532 - Travel Clerk II 14.36
01533 - Travel Clerk III 15.05
01611 - Word Processor I 14.34
01612 - Word Processor II 16.10
01613 - Word Processor III 18.02
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.97
05010 - Automotive Electrician 21.14
05040 - Automotive Glass Installer 19.80
05070 - Automotive Worker 19.80
05110 - Mobile Equipment Servicer 17.09
05130 - Motor Equipment Metal Mechanic 22.49
05160 - Motor Equipment Metal Worker 19.80
05190 - Motor Vehicle Mechanic 22.49
05220 - Motor Vehicle Mechanic Helper 15.74
05250 - Motor Vehicle Upholstery Worker 18.43
05280 - Motor Vehicle Wrecker 19.80
05310 - Painter Automotive 21.14
05340 - Radiator Repair Specialist 19.80
05370 - Tire Repairer 14.14
05400 - Transmission Repair Specialist 22.49
07000 - Food Preparation And Service Occupations
07010 - Baker 13.20
07041 - Cook I 13.15
07042 - Cook II 15.22
07070 - Dishwasher 9.52
07130 - Food Service Worker 11.08
07210 - Meat Cutter 16.32
07260 - Waiter/Waitress 11.21
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.05

09040 - Furniture Handler 12.27
09080 - Furniture Refinisher 17.05
09090 - Furniture Refinisher Helper 12.86
09110 - Furniture Repairer Minor 14.77
09130 - Upholsterer 17.05
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.31
11060 - Elevator Operator 11.79
11090 - Gardener 17.50
11122 - Housekeeping Aide 11.79
11150 - Janitor 11.79
11210 - Laborer Grounds Maintenance 13.35
11240 - Maid or Houseman 11.40
11260 - Pruner 11.93
11270 - Tractor Operator 16.12
11330 - Trail Maintenance Worker 13.35
11360 - Window Cleaner 13.19
12000 - Health Occupations
12010 - Ambulance Driver 17.45
12011 - Breath Alcohol Technician 19.20
12012 - Certified Occupational Therapist Assistant 29.54
12015 - Certified Physical Therapist Assistant 25.64
12020 - Dental Assistant 14.89
12025 - Dental Hygienist 35.36
12030 - EKG Technician 28.72
12035 - Electroneurodiagnostic Technologist 28.72
12040 - Emergency Medical Technician 17.45
12071 - Licensed Practical Nurse I 19.16
12072 - Licensed Practical Nurse II 21.44
12073 - Licensed Practical Nurse III 23.89
12100 - Medical Assistant 16.30
12130 - Medical Laboratory Technician 19.16
12160 - Medical Record Clerk 17.48
12190 - Medical Record Technician 19.56
12195 - Medical Transcriptionist 17.48
12210 - Nuclear Medicine Technologist 46.82
12221 - Nursing Assistant I 11.68
12222 - Nursing Assistant II 13.13
12223 - Nursing Assistant III 14.32
12224 - Nursing Assistant IV 16.08
12235 - Optical Dispenser 15.17
12236 - Optical Technician 18.63
12250 - Pharmacy Technician 17.76
12280 - Phlebotomist 14.92
12305 - Radiologic Technologist 27.14
12311 - Registered Nurse I 23.67
12312 - Registered Nurse II 28.95
12313 - Registered Nurse II Specialist 28.95
12314 - Registered Nurse III 35.03
12315 - Registered Nurse III Anesthetist 35.03

12316 - Registered Nurse IV		41.99
12317 - Scheduler (Drug and Alcohol Testing)		26.07
12320 - Substance Abuse Treatment Counselor		24.89
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.49
13012 - Exhibits Specialist II		20.44
13013 - Exhibits Specialist III		25.00
13041 - Illustrator I		19.03
13042 - Illustrator II		23.57
13043 - Illustrator III		28.84
13047 - Librarian		22.73
13050 - Library Aide/Clerk		12.15
13054 - Library Information Technology Systems Administrator		20.53
13058 - Library Technician		16.84
13061 - Media Specialist I		14.81
13062 - Media Specialist II		16.57
13063 - Media Specialist III		18.48
13071 - Photographer I		16.29
13072 - Photographer II		18.23
13073 - Photographer III		22.58
13074 - Photographer IV		27.62
13075 - Photographer V		33.42
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		19.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.62
14042 - Computer Operator II		18.59
14043 - Computer Operator III		21.95
14044 - Computer Operator IV		23.93
14045 - Computer Operator V		26.51
14071 - Computer Programmer I	(see 1)	23.80
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.62
14160 - Personal Computer Support Technician		23.93
14170 - System Support Specialist		30.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.89
15020 - Aircrew Training Devices Instructor (Rated)		38.58
15030 - Air Crew Training Devices Instructor (Pilot)		42.72
15050 - Computer Based Training Specialist / Instructor		31.89
15060 - Educational Technologist		35.86
15070 - Flight Instructor (Pilot)		42.72
15080 - Graphic Artist		23.11
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.00

15086 - Maintenance Test Pilot Rotary Wing 40.00
15088 - Non-Maintenance Test/Co-Pilot 40.00
15090 - Technical Instructor 18.64
15095 - Technical Instructor/Course Developer 22.82
15110 - Test Proctor 15.04
15120 - Tutor 15.04
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.98
16030 - Counter Attendant 9.98
16040 - Dry Cleaner 13.27
16070 - Finisher Flatwork Machine 9.98
16090 - Presser Hand 9.98
16110 - Presser Machine Drycleaning 9.98
16130 - Presser Machine Shirts 9.98
16160 - Presser Machine Wearing Apparel Laundry 9.98
16190 - Sewing Machine Operator 14.24
16220 - Tailor 15.08
16250 - Washer Machine 11.14
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.44
19040 - Tool And Die Maker 31.66
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.96
21030 - Material Coordinator 24.24
21040 - Material Expediter 24.24
21050 - Material Handling Laborer 14.43
21071 - Order Filler 14.95
21080 - Production Line Worker (Food Processing) 16.96
21110 - Shipping Packer 16.46
21130 - Shipping/Receiving Clerk 16.46
21140 - Store Worker I 12.50
21150 - Stock Clerk 16.93
21210 - Tools And Parts Attendant 16.96
21410 - Warehouse Specialist 16.96
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.84
23019 - Aircraft Logs and Records Technician 23.85
23021 - Aircraft Mechanic I 29.10
23022 - Aircraft Mechanic II 30.84
23023 - Aircraft Mechanic III 32.37
23040 - Aircraft Mechanic Helper 20.36
23050 - Aircraft Painter 27.35
23060 - Aircraft Servicer 23.85
23070 - Aircraft Survival Flight Equipment Technician 27.35
23080 - Aircraft Worker 25.62
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.62
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.10
23110 - Appliance Mechanic 18.84

23120 - Bicycle Repairer 19.73
23125 - Cable Splicer 38.04
23130 - Carpenter Maintenance 20.72
23140 - Carpet Layer 20.62
23160 - Electrician Maintenance 25.32
23181 - Electronics Technician Maintenance I 27.16
23182 - Electronics Technician Maintenance II 28.99
23183 - Electronics Technician Maintenance III 30.84
23260 - Fabric Worker 21.28
23290 - Fire Alarm System Mechanic 23.07
23310 - Fire Extinguisher Repairer 19.73
23311 - Fuel Distribution System Mechanic 29.10
23312 - Fuel Distribution System Operator 22.11
23370 - General Maintenance Worker 19.58
23380 - Ground Support Equipment Mechanic 29.10
23381 - Ground Support Equipment Servicer 23.85
23382 - Ground Support Equipment Worker 25.62
23391 - Gunsmith I 19.73
23392 - Gunsmith II 22.86
23393 - Gunsmith III 25.96
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.57
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.92
23430 - Heavy Equipment Mechanic 27.05
23440 - Heavy Equipment Operator 23.56
23460 - Instrument Mechanic 27.78
23465 - Laboratory/Shelter Mechanic 24.40
23470 - Laborer 14.43
23510 - Locksmith 24.40
23530 - Machinery Maintenance Mechanic 28.18
23550 - Machinist Maintenance 26.00
23580 - Maintenance Trades Helper 13.49
23591 - Metrology Technician I 27.78
23592 - Metrology Technician II 29.44
23593 - Metrology Technician III 30.90
23640 - Millwright 25.96
23710 - Office Appliance Repairer 21.82
23760 - Painter Maintenance 20.89
23790 - Pipefitter Maintenance 25.34
23810 - Plumber Maintenance 23.81
23820 - Pneudraulic Systems Mechanic 25.96
23850 - Rigger 25.28
23870 - Scale Mechanic 22.86
23890 - Sheet-Metal Worker Maintenance 27.06
23910 - Small Engine Mechanic 17.46
23931 - Telecommunications Mechanic I 29.81
23932 - Telecommunications Mechanic II 31.60
23950 - Telephone Lineman 25.96
23960 - Welder Combination Maintenance 21.01

23965 - Well Driller	25.96
23970 - Woodcraft Worker	25.96
23980 - Woodworker	19.73
24000 - Personal Needs Occupations	
24550 - Case Manager	15.03
24570 - Child Care Attendant	9.97
24580 - Child Care Center Clerk	12.45
24610 - Chore Aide	12.14
24620 - Family Readiness And Support Services Coordinator	15.03
24630 - Homemaker	15.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.51
25040 - Sewage Plant Operator	23.19
25070 - Stationary Engineer	27.51
25190 - Ventilation Equipment Tender	19.25
25210 - Water Treatment Plant Operator	23.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.89
27007 - Baggage Inspector	15.83
27008 - Corrections Officer	23.82
27010 - Court Security Officer	20.86
27030 - Detection Dog Handler	18.83
27040 - Detention Officer	23.82
27070 - Firefighter	18.02
27101 - Guard I	15.83
27102 - Guard II	18.83
27131 - Police Officer I	22.47
27132 - Police Officer II	24.96
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.65
28042 - Carnival Equipment Repairer	13.74
28043 - Carnival Worker	9.39
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	11.17
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.91
28515 - Recreation Specialist	16.29
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	15.91
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.92
29020 - Hatch Tender	24.92
29030 - Line Handler	24.92
29041 - Stevedore I	23.20
29042 - Stevedore II	26.60
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.36
30022 - Archeological Technician II		18.62
30023 - Archeological Technician III		23.06
30030 - Cartographic Technician		23.06
30040 - Civil Engineering Technician		25.16
30051 - Cryogenic Technician I		25.53
30052 - Cryogenic Technician II		28.20
30061 - Drafter/CAD Operator I		17.36
30062 - Drafter/CAD Operator II		18.62
30063 - Drafter/CAD Operator III		20.75
30064 - Drafter/CAD Operator IV		25.53
30081 - Engineering Technician I		14.79
30082 - Engineering Technician II		16.34
30083 - Engineering Technician III		18.28
30084 - Engineering Technician IV		22.65
30085 - Engineering Technician V		27.71
30086 - Engineering Technician VI		36.12
30090 - Environmental Technician		23.90
30095 - Evidence Control Specialist		23.06
30210 - Laboratory Technician		23.66
30221 - Latent Fingerprint Technician I		25.53
30222 - Latent Fingerprint Technician II		28.20
30240 - Mathematical Technician		23.06
30361 - Paralegal/Legal Assistant I		20.07
30362 - Paralegal/Legal Assistant II		24.86
30363 - Paralegal/Legal Assistant III		30.41
30364 - Paralegal/Legal Assistant IV		36.79
30375 - Petroleum Supply Specialist		28.20
30390 - Photo-Optics Technician		22.75
30395 - Radiation Control Technician		28.20
30461 - Technical Writer I		21.72
30462 - Technical Writer II		26.58
30463 - Technical Writer III		32.15
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.53
30502 - Weather Forecaster II		31.06
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.75
30621 - Weather Observer Senior	(see 2)	23.06
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.88
31030 - Bus Driver		18.21
31043 - Driver Courier		14.37
31260 - Parking and Lot Attendant		12.33
31290 - Shuttle Bus Driver		15.59

31310 - Taxi Driver	11.78
31361 - Truckdriver Light	15.59
31362 - Truckdriver Medium	17.90
31363 - Truckdriver Heavy	22.15
31364 - Truckdriver Tractor-Trailer	22.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.75
99050 - Desk Clerk	11.83
99095 - Embalmer	33.91
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.45
99252 - Laboratory Animal Caretaker II	12.43
99260 - Marketing Analyst	25.11
99310 - Mortician	33.91
99410 - Pest Controller	16.96
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.25
99711 - Recycling Specialist	24.45
99730 - Refuse Collector	18.10
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	11.06
99830 - Survey Party Chief	22.54
99831 - Surveying Aide	16.06
99832 - Surveying Technician	20.48
99840 - Vending Machine Attendant	15.14
99841 - Vending Machine Repairer	18.30
99842 - Vending Machine Repairer Helper	15.14

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5484
Revision No.: 12
Date Of Last Revision: 07/01/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Utah

Area: Utah Counties of Box Elder Davis Morgan Weber

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.49
01012 - Accounting Clerk II		16.26
01013 - Accounting Clerk III		18.20
01020 - Administrative Assistant		25.62
01035 - Court Reporter		19.50
01041 - Customer Service Representative I		11.75
01042 - Customer Service Representative II		13.21
01043 - Customer Service Representative III		14.41
01051 - Data Entry Operator I		14.23
01052 - Data Entry Operator II		15.52
01060 - Dispatcher Motor Vehicle		20.33
01070 - Document Preparation Clerk		15.64

01090 - Duplicating Machine Operator	15.64
01111 - General Clerk I	13.25
01112 - General Clerk II	14.45
01113 - General Clerk III	16.22
01120 - Housing Referral Assistant	20.08
01141 - Messenger Courier	13.10
01191 - Order Clerk I	13.55
01192 - Order Clerk II	14.78
01261 - Personnel Assistant (Employment) I	17.89
01262 - Personnel Assistant (Employment) II	20.02
01263 - Personnel Assistant (Employment) III	22.31
01270 - Production Control Clerk	24.24
01290 - Rental Clerk	13.46
01300 - Scheduler Maintenance	16.10
01311 - Secretary I	16.10
01312 - Secretary II	18.02
01313 - Secretary III	20.08
01320 - Service Order Dispatcher	18.10
01410 - Supply Technician	25.62
01420 - Survey Worker	13.90
01460 - Switchboard Operator/Receptionist	12.91
01531 - Travel Clerk I	13.53
01532 - Travel Clerk II	14.36
01533 - Travel Clerk III	15.05
01611 - Word Processor I	14.34
01612 - Word Processor II	16.10
01613 - Word Processor III	18.02
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.97
05010 - Automotive Electrician	21.14
05040 - Automotive Glass Installer	19.80
05070 - Automotive Worker	19.80
05110 - Mobile Equipment Servicer	17.09
05130 - Motor Equipment Metal Mechanic	22.49
05160 - Motor Equipment Metal Worker	19.80
05190 - Motor Vehicle Mechanic	22.49
05220 - Motor Vehicle Mechanic Helper	15.74
05250 - Motor Vehicle Upholstery Worker	18.43
05280 - Motor Vehicle Wrecker	19.80
05310 - Painter Automotive	21.14
05340 - Radiator Repair Specialist	19.80
05370 - Tire Repairer	14.14
05400 - Transmission Repair Specialist	22.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.20
07041 - Cook I	13.15
07042 - Cook II	15.22
07070 - Dishwasher	9.52
07130 - Food Service Worker	11.08
07210 - Meat Cutter	16.32

07260 - Waiter/Waitress	11.21
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.05
09040 - Furniture Handler	12.27
09080 - Furniture Refinisher	17.05
09090 - Furniture Refinisher Helper	12.86
09110 - Furniture Repairer Minor	14.77
09130 - Upholsterer	17.05
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.31
11060 - Elevator Operator	11.79
11090 - Gardener	17.50
11122 - Housekeeping Aide	11.79
11150 - Janitor	11.79
11210 - Laborer Grounds Maintenance	13.35
11240 - Maid or Houseman	11.40
11260 - Pruner	11.93
11270 - Tractor Operator	16.12
11330 - Trail Maintenance Worker	13.35
11360 - Window Cleaner	13.19
12000 - Health Occupations	
12010 - Ambulance Driver	17.45
12011 - Breath Alcohol Technician	19.20
12012 - Certified Occupational Therapist Assistant	29.54
12015 - Certified Physical Therapist Assistant	25.64
12020 - Dental Assistant	14.89
12025 - Dental Hygienist	35.36
12030 - EKG Technician	28.72
12035 - Electroneurodiagnostic Technologist	28.72
12040 - Emergency Medical Technician	17.45
12071 - Licensed Practical Nurse I	19.16
12072 - Licensed Practical Nurse II	21.44
12073 - Licensed Practical Nurse III	23.89
12100 - Medical Assistant	16.30
12130 - Medical Laboratory Technician	19.16
12160 - Medical Record Clerk	17.48
12190 - Medical Record Technician	19.56
12195 - Medical Transcriptionist	17.48
12210 - Nuclear Medicine Technologist	46.82
12221 - Nursing Assistant I	11.68
12222 - Nursing Assistant II	13.13
12223 - Nursing Assistant III	14.32
12224 - Nursing Assistant IV	16.08
12235 - Optical Dispenser	15.17
12236 - Optical Technician	18.63
12250 - Pharmacy Technician	17.76
12280 - Phlebotomist	14.92
12305 - Radiologic Technologist	27.14
12311 - Registered Nurse I	23.67
12312 - Registered Nurse II	28.95

12313 - Registered Nurse II Specialist		28.95
12314 - Registered Nurse III		35.03
12315 - Registered Nurse III Anesthetist		35.03
12316 - Registered Nurse IV		41.99
12317 - Scheduler (Drug and Alcohol Testing)		26.07
12320 - Substance Abuse Treatment Counselor		24.89
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.49
13012 - Exhibits Specialist II		20.44
13013 - Exhibits Specialist III		25.00
13041 - Illustrator I		19.03
13042 - Illustrator II		23.57
13043 - Illustrator III		28.84
13047 - Librarian		22.73
13050 - Library Aide/Clerk		12.15
13054 - Library Information Technology Systems Administrator		20.53
13058 - Library Technician		16.84
13061 - Media Specialist I		14.81
13062 - Media Specialist II		16.57
13063 - Media Specialist III		18.48
13071 - Photographer I		16.29
13072 - Photographer II		18.23
13073 - Photographer III		22.58
13074 - Photographer IV		27.62
13075 - Photographer V		33.42
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		19.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.62
14042 - Computer Operator II		18.59
14043 - Computer Operator III		21.95
14044 - Computer Operator IV		23.93
14045 - Computer Operator V		26.51
14071 - Computer Programmer I	(see 1)	23.80
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.62
14160 - Personal Computer Support Technician		23.93
14170 - System Support Specialist		30.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.89
15020 - Aircrew Training Devices Instructor (Rated)		38.58
15030 - Air Crew Training Devices Instructor (Pilot)		42.72
15050 - Computer Based Training Specialist / Instructor		31.89
15060 - Educational Technologist		35.86

15070 - Flight Instructor (Pilot) 42.72
15080 - Graphic Artist 23.11
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.00
15086 - Maintenance Test Pilot Rotary Wing 40.00
15088 - Non-Maintenance Test/Co-Pilot 40.00
15090 - Technical Instructor 18.64
15095 - Technical Instructor/Course Developer 22.82
15110 - Test Proctor 15.04
15120 - Tutor 15.04
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.98
16030 - Counter Attendant 9.98
16040 - Dry Cleaner 13.27
16070 - Finisher Flatwork Machine 9.98
16090 - Presser Hand 9.98
16110 - Presser Machine Drycleaning 9.98
16130 - Presser Machine Shirts 9.98
16160 - Presser Machine Wearing Apparel Laundry 9.98
16190 - Sewing Machine Operator 14.24
16220 - Tailor 15.08
16250 - Washer Machine 11.14
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.44
19040 - Tool And Die Maker 31.66
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.96
21030 - Material Coordinator 24.24
21040 - Material Expediter 24.24
21050 - Material Handling Laborer 14.43
21071 - Order Filler 14.95
21080 - Production Line Worker (Food Processing) 16.96
21110 - Shipping Packer 16.46
21130 - Shipping/Receiving Clerk 16.46
21140 - Store Worker I 12.50
21150 - Stock Clerk 16.93
21210 - Tools And Parts Attendant 16.96
21410 - Warehouse Specialist 16.96
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.84
23019 - Aircraft Logs and Records Technician 23.85
23021 - Aircraft Mechanic I 29.10
23022 - Aircraft Mechanic II 30.84
23023 - Aircraft Mechanic III 32.37
23040 - Aircraft Mechanic Helper 20.36
23050 - Aircraft Painter 27.35
23060 - Aircraft Servicer 23.85
23070 - Aircraft Survival Flight Equipment Technician 27.35
23080 - Aircraft Worker 25.62
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.62

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.10
23110 - Appliance Mechanic 18.84
23120 - Bicycle Repairer 19.73
23125 - Cable Splicer 38.04
23130 - Carpenter Maintenance 20.72
23140 - Carpet Layer 20.62
23160 - Electrician Maintenance 25.32
23181 - Electronics Technician Maintenance I 27.16
23182 - Electronics Technician Maintenance II 28.99
23183 - Electronics Technician Maintenance III 30.84
23260 - Fabric Worker 21.28
23290 - Fire Alarm System Mechanic 23.07
23310 - Fire Extinguisher Repairer 19.73
23311 - Fuel Distribution System Mechanic 29.10
23312 - Fuel Distribution System Operator 22.11
23370 - General Maintenance Worker 19.58
23380 - Ground Support Equipment Mechanic 29.10
23381 - Ground Support Equipment Servicer 23.85
23382 - Ground Support Equipment Worker 25.62
23391 - Gunsmith I 19.73
23392 - Gunsmith II 22.86
23393 - Gunsmith III 25.96
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.57
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.92
23430 - Heavy Equipment Mechanic 27.05
23440 - Heavy Equipment Operator 23.56
23460 - Instrument Mechanic 27.78
23465 - Laboratory/Shelter Mechanic 24.40
23470 - Laborer 14.43
23510 - Locksmith 24.40
23530 - Machinery Maintenance Mechanic 28.18
23550 - Machinist Maintenance 26.00
23580 - Maintenance Trades Helper 13.49
23591 - Metrology Technician I 27.78
23592 - Metrology Technician II 29.44
23593 - Metrology Technician III 30.90
23640 - Millwright 25.96
23710 - Office Appliance Repairer 21.82
23760 - Painter Maintenance 20.89
23790 - Pipefitter Maintenance 25.34
23810 - Plumber Maintenance 23.81
23820 - Pneudraulic Systems Mechanic 25.96
23850 - Rigger 25.28
23870 - Scale Mechanic 22.86
23890 - Sheet-Metal Worker Maintenance 27.06
23910 - Small Engine Mechanic 17.46
23931 - Telecommunications Mechanic I 29.81

23932 - Telecommunications Mechanic II 31.60
23950 - Telephone Lineman 25.96
23960 - Welder Combination Maintenance 21.01
23965 - Well Driller 25.96
23970 - Woodcraft Worker 25.96
23980 - Woodworker 19.73
24000 - Personal Needs Occupations
24550 - Case Manager 15.03
24570 - Child Care Attendant 9.97
24580 - Child Care Center Clerk 12.45
24610 - Chore Aide 12.14
24620 - Family Readiness And Support Services Coordinator 15.03
24630 - Homemaker 15.03
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.51
25040 - Sewage Plant Operator 23.19
25070 - Stationary Engineer 27.51
25190 - Ventilation Equipment Tender 19.25
25210 - Water Treatment Plant Operator 23.19
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.89
27007 - Baggage Inspector 15.83
27008 - Corrections Officer 23.82
27010 - Court Security Officer 20.86
27030 - Detection Dog Handler 18.83
27040 - Detention Officer 23.82
27070 - Firefighter 18.02
27101 - Guard I 15.83
27102 - Guard II 18.83
27131 - Police Officer I 22.47
27132 - Police Officer II 24.96
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.65
28042 - Carnival Equipment Repairer 13.74
28043 - Carnival Worker 9.39
28210 - Gate Attendant/Gate Tender 14.59
28310 - Lifeguard 11.17
28350 - Park Attendant (Aide) 16.32
28510 - Recreation Aide/Health Facility Attendant 11.91
28515 - Recreation Specialist 16.29
28630 - Sports Official 13.00
28690 - Swimming Pool Operator 15.91
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.92
29020 - Hatch Tender 24.92
29030 - Line Handler 24.92
29041 - Stevedore I 23.20
29042 - Stevedore II 26.60
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.36
30022 - Archeological Technician II 18.62
30023 - Archeological Technician III 23.06
30030 - Cartographic Technician 23.06
30040 - Civil Engineering Technician 25.16
30051 - Cryogenic Technician I 25.53
30052 - Cryogenic Technician II 28.20
30061 - Drafter/CAD Operator I 17.36
30062 - Drafter/CAD Operator II 18.62
30063 - Drafter/CAD Operator III 20.75
30064 - Drafter/CAD Operator IV 25.53
30081 - Engineering Technician I 14.79
30082 - Engineering Technician II 16.34
30083 - Engineering Technician III 18.28
30084 - Engineering Technician IV 22.65
30085 - Engineering Technician V 27.71
30086 - Engineering Technician VI 36.12
30090 - Environmental Technician 23.90
30095 - Evidence Control Specialist 23.06
30210 - Laboratory Technician 23.66
30221 - Latent Fingerprint Technician I 25.53
30222 - Latent Fingerprint Technician II 28.20
30240 - Mathematical Technician 23.06
30361 - Paralegal/Legal Assistant I 20.07
30362 - Paralegal/Legal Assistant II 24.86
30363 - Paralegal/Legal Assistant III 30.41
30364 - Paralegal/Legal Assistant IV 36.79
30375 - Petroleum Supply Specialist 28.20
30390 - Photo-Optics Technician 22.75
30395 - Radiation Control Technician 28.20
30461 - Technical Writer I 21.72
30462 - Technical Writer II 26.58
30463 - Technical Writer III 32.15
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.53
30502 - Weather Forecaster II 31.06
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.75
30621 - Weather Observer Senior (see 2) 23.06
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.88
31030 - Bus Driver 18.21

31043 - Driver Courier	14.37
31260 - Parking and Lot Attendant	12.33
31290 - Shuttle Bus Driver	15.59
31310 - Taxi Driver	11.78
31361 - Truckdriver Light	15.59
31362 - Truckdriver Medium	17.90
31363 - Truckdriver Heavy	22.15
31364 - Truckdriver Tractor-Trailer	22.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.75
99050 - Desk Clerk	11.83
99095 - Embalmer	33.91
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.45
99252 - Laboratory Animal Caretaker II	12.43
99260 - Marketing Analyst	25.11
99310 - Mortician	33.91
99410 - Pest Controller	16.96
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.25
99711 - Recycling Specialist	24.45
99730 - Refuse Collector	18.10
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	11.06
99830 - Survey Party Chief	22.54
99831 - Surveying Aide	16.06
99832 - Surveying Technician	20.48
99840 - Vending Machine Attendant	15.14
99841 - Vending Machine Repairer	18.30
99842 - Vending Machine Repairer Helper	15.14

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5485
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Utah

Area: Utah Counties of Juab Utah

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.84
01012 - Accounting Clerk II		15.54
01013 - Accounting Clerk III		17.39
01020 - Administrative Assistant		26.99
01035 - Court Reporter		19.50
01041 - Customer Service Representative I		11.51
01042 - Customer Service Representative II		12.94
01043 - Customer Service Representative III		14.12
01051 - Data Entry Operator I		12.35
01052 - Data Entry Operator II		13.47
01060 - Dispatcher Motor Vehicle		22.12
01070 - Document Preparation Clerk		14.10
01090 - Duplicating Machine Operator		14.10
01111 - General Clerk I		12.59
01112 - General Clerk II		13.74

01113 - General Clerk III 15.42
01120 - Housing Referral Assistant 20.10
01141 - Messenger Courier 12.80
01191 - Order Clerk I 13.61
01192 - Order Clerk II 14.85
01261 - Personnel Assistant (Employment) I 15.50
01262 - Personnel Assistant (Employment) II 17.35
01263 - Personnel Assistant (Employment) III 19.34
01270 - Production Control Clerk 20.40
01290 - Rental Clerk 13.68
01300 - Scheduler Maintenance 16.11
01311 - Secretary I 16.11
01312 - Secretary II 18.03
01313 - Secretary III 20.10
01320 - Service Order Dispatcher 19.77
01410 - Supply Technician 26.99
01420 - Survey Worker 15.49
01460 - Switchboard Operator/Receptionist 12.74
01531 - Travel Clerk I 14.99
01532 - Travel Clerk II 15.92
01533 - Travel Clerk III 16.68
01611 - Word Processor I 13.94
01612 - Word Processor II 15.88
01613 - Word Processor III 17.61
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.13
05010 - Automotive Electrician 19.03
05040 - Automotive Glass Installer 17.83
05070 - Automotive Worker 17.83
05110 - Mobile Equipment Servicer 15.39
05130 - Motor Equipment Metal Mechanic 20.25
05160 - Motor Equipment Metal Worker 17.83
05190 - Motor Vehicle Mechanic 20.25
05220 - Motor Vehicle Mechanic Helper 14.17
05250 - Motor Vehicle Upholstery Worker 16.60
05280 - Motor Vehicle Wrecker 17.83
05310 - Painter Automotive 19.03
05340 - Radiator Repair Specialist 17.83
05370 - Tire Repairer 16.31
05400 - Transmission Repair Specialist 20.25
07000 - Food Preparation And Service Occupations
07010 - Baker 14.64
07041 - Cook I 13.14
07042 - Cook II 15.23
07070 - Dishwasher 10.51
07130 - Food Service Worker 12.34
07210 - Meat Cutter 15.01
07260 - Waiter/Waitress 11.41
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.05

09040 - Furniture Handler 12.27
09080 - Furniture Refinisher 17.05
09090 - Furniture Refinisher Helper 12.86
09110 - Furniture Repairer Minor 14.77
09130 - Upholsterer 17.05
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.96
11060 - Elevator Operator 10.96
11090 - Gardener 19.35
11122 - Housekeeping Aide 9.99
11150 - Janitor 9.99
11210 - Laborer Grounds Maintenance 14.76
11240 - Maid or Houseman 11.56
11260 - Pruner 13.19
11270 - Tractor Operator 17.82
11330 - Trail Maintenance Worker 14.76
11360 - Window Cleaner 11.14
12000 - Health Occupations
12010 - Ambulance Driver 14.67
12011 - Breath Alcohol Technician 19.64
12012 - Certified Occupational Therapist Assistant 26.36
12015 - Certified Physical Therapist Assistant 26.36
12020 - Dental Assistant 14.66
12025 - Dental Hygienist 35.09
12030 - EKG Technician 29.75
12035 - Electroneurodiagnostic Technologist 29.75
12040 - Emergency Medical Technician 14.67
12071 - Licensed Practical Nurse I 17.55
12072 - Licensed Practical Nurse II 19.64
12073 - Licensed Practical Nurse III 21.89
12100 - Medical Assistant 15.08
12130 - Medical Laboratory Technician 22.53
12160 - Medical Record Clerk 16.23
12190 - Medical Record Technician 18.16
12195 - Medical Transcriptionist 15.49
12210 - Nuclear Medicine Technologist 43.15
12221 - Nursing Assistant I 11.32
12222 - Nursing Assistant II 12.73
12223 - Nursing Assistant III 13.89
12224 - Nursing Assistant IV 15.60
12235 - Optical Dispenser 15.49
12236 - Optical Technician 17.12
12250 - Pharmacy Technician 17.17
12280 - Phlebotomist 14.80
12305 - Radiologic Technologist 28.57
12311 - Registered Nurse I 24.96
12312 - Registered Nurse II 30.54
12313 - Registered Nurse II Specialist 30.54
12314 - Registered Nurse III 36.95
12315 - Registered Nurse III Anesthetist 36.95

12316 - Registered Nurse IV		44.29
12317 - Scheduler (Drug and Alcohol Testing)		24.32
12320 - Substance Abuse Treatment Counselor		24.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.49
13012 - Exhibits Specialist II		20.44
13013 - Exhibits Specialist III		25.00
13041 - Illustrator I		18.72
13042 - Illustrator II		23.20
13043 - Illustrator III		28.30
13047 - Librarian		22.73
13050 - Library Aide/Clerk		10.56
13054 - Library Information Technology Systems Administrator		20.53
13058 - Library Technician		14.51
13061 - Media Specialist I		14.81
13062 - Media Specialist II		16.57
13063 - Media Specialist III		18.48
13071 - Photographer I		15.59
13072 - Photographer II		17.59
13073 - Photographer III		21.61
13074 - Photographer IV		26.44
13075 - Photographer V		31.98
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.10
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.84
14042 - Computer Operator II		17.73
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		21.96
14045 - Computer Operator V		24.32
14071 - Computer Programmer I	(see 1)	24.00
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.84
14160 - Personal Computer Support Technician		21.96
14170 - System Support Specialist		26.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.89
15020 - Aircrew Training Devices Instructor (Rated)		38.58
15030 - Air Crew Training Devices Instructor (Pilot)		44.19
15050 - Computer Based Training Specialist / Instructor		31.89
15060 - Educational Technologist		24.47
15070 - Flight Instructor (Pilot)		44.19
15080 - Graphic Artist		22.32
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.86

15086 - Maintenance Test Pilot Rotary Wing 41.86
15088 - Non-Maintenance Test/Co-Pilot 41.86
15090 - Technical Instructor 20.75
15095 - Technical Instructor/Course Developer 25.39
15110 - Test Proctor 16.76
15120 - Tutor 16.76
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.98
16030 - Counter Attendant 9.98
16040 - Dry Cleaner 13.27
16070 - Finisher Flatwork Machine 9.98
16090 - Presser Hand 9.98
16110 - Presser Machine Drycleaning 9.98
16130 - Presser Machine Shirts 9.98
16160 - Presser Machine Wearing Apparel Laundry 9.98
16190 - Sewing Machine Operator 14.24
16220 - Tailor 15.08
16250 - Washer Machine 11.14
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.84
19040 - Tool And Die Maker 27.18
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.86
21030 - Material Coordinator 20.40
21040 - Material Expediter 20.40
21050 - Material Handling Laborer 13.43
21071 - Order Filler 13.53
21080 - Production Line Worker (Food Processing) 16.86
21110 - Shipping Packer 14.61
21130 - Shipping/Receiving Clerk 14.61
21140 - Store Worker I 12.50
21150 - Stock Clerk 16.93
21210 - Tools And Parts Attendant 16.86
21410 - Warehouse Specialist 16.86
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.04
23019 - Aircraft Logs and Records Technician 22.46
23021 - Aircraft Mechanic I 27.40
23022 - Aircraft Mechanic II 29.04
23023 - Aircraft Mechanic III 30.48
23040 - Aircraft Mechanic Helper 19.17
23050 - Aircraft Painter 25.75
23060 - Aircraft Servicer 22.46
23070 - Aircraft Survival Flight Equipment Technician 25.75
23080 - Aircraft Worker 24.13
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.13
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.40
23110 - Appliance Mechanic 20.72

23120 - Bicycle Repairer 18.17
23125 - Cable Splicer 38.04
23130 - Carpenter Maintenance 20.45
23140 - Carpet Layer 22.51
23160 - Electrician Maintenance 27.10
23181 - Electronics Technician Maintenance I 26.18
23182 - Electronics Technician Maintenance II 28.68
23183 - Electronics Technician Maintenance III 30.50
23260 - Fabric Worker 20.41
23290 - Fire Alarm System Mechanic 23.62
23310 - Fire Extinguisher Repairer 18.92
23311 - Fuel Distribution System Mechanic 26.10
23312 - Fuel Distribution System Operator 19.83
23370 - General Maintenance Worker 17.63
23380 - Ground Support Equipment Mechanic 27.40
23381 - Ground Support Equipment Servicer 22.46
23382 - Ground Support Equipment Worker 24.13
23391 - Gunsmith I 18.92
23392 - Gunsmith II 21.91
23393 - Gunsmith III 24.89
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.19
23430 - Heavy Equipment Mechanic 23.92
23440 - Heavy Equipment Operator 21.88
23460 - Instrument Mechanic 24.89
23465 - Laboratory/Shelter Mechanic 23.39
23470 - Laborer 13.43
23510 - Locksmith 23.39
23530 - Machinery Maintenance Mechanic 24.65
23550 - Machinist Maintenance 24.29
23580 - Maintenance Trades Helper 13.62
23591 - Metrology Technician I 24.89
23592 - Metrology Technician II 26.38
23593 - Metrology Technician III 27.69
23640 - Millwright 24.89
23710 - Office Appliance Repairer 18.51
23760 - Painter Maintenance 18.54
23790 - Pipefitter Maintenance 26.13
23810 - Plumber Maintenance 24.57
23820 - Pneudraulic Systems Mechanic 24.89
23850 - Rigger 24.89
23870 - Scale Mechanic 21.91
23890 - Sheet-Metal Worker Maintenance 29.17
23910 - Small Engine Mechanic 21.91
23931 - Telecommunications Mechanic I 30.57
23932 - Telecommunications Mechanic II 32.40
23950 - Telephone Lineman 21.10
23960 - Welder Combination Maintenance 18.76

23965 - Well Driller		22.57
23970 - Woodcraft Worker		24.89
23980 - Woodworker		18.92
24000 - Personal Needs Occupations		
24550 - Case Manager		12.65
24570 - Child Care Attendant		9.97
24580 - Child Care Center Clerk		12.45
24610 - Chore Aide		12.14
24620 - Family Readiness And Support Services Coordinator		12.65
24630 - Homemaker		13.78
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.82
25040 - Sewage Plant Operator		21.03
25070 - Stationary Engineer		25.82
25190 - Ventilation Equipment Tender		17.42
25210 - Water Treatment Plant Operator		21.03
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.87
27007 - Baggage Inspector		16.07
27008 - Corrections Officer		21.64
27010 - Court Security Officer		19.30
27030 - Detection Dog Handler		18.83
27040 - Detention Officer		21.64
27070 - Firefighter		18.02
27101 - Guard I		16.07
27102 - Guard II		18.83
27131 - Police Officer I		22.37
27132 - Police Officer II		24.85
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.73
28042 - Carnival Equipment Repairer		13.82
28043 - Carnival Worker		9.42
28210 - Gate Attendant/Gate Tender		14.59
28310 - Lifeguard		11.17
28350 - Park Attendant (Aide)		16.32
28510 - Recreation Aide/Health Facility Attendant		11.91
28515 - Recreation Specialist		17.44
28630 - Sports Official		13.00
28690 - Swimming Pool Operator		16.01
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.52
29020 - Hatch Tender		22.52
29030 - Line Handler		22.52
29041 - Stevedore I		20.98
29042 - Stevedore II		24.05
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		17.36
30022 - Archeological Technician II		18.98
30023 - Archeological Technician III		23.51
30030 - Cartographic Technician		23.51
30040 - Civil Engineering Technician		26.65
30051 - Cryogenic Technician I		26.04
30052 - Cryogenic Technician II		28.76
30061 - Drafter/CAD Operator I		17.36
30062 - Drafter/CAD Operator II		18.98
30063 - Drafter/CAD Operator III		21.16
30064 - Drafter/CAD Operator IV		26.04
30081 - Engineering Technician I		15.72
30082 - Engineering Technician II		17.65
30083 - Engineering Technician III		19.75
30084 - Engineering Technician IV		24.46
30085 - Engineering Technician V		29.93
30086 - Engineering Technician VI		36.21
30090 - Environmental Technician		24.66
30095 - Evidence Control Specialist		23.51
30210 - Laboratory Technician		20.50
30221 - Latent Fingerprint Technician I		26.04
30222 - Latent Fingerprint Technician II		28.76
30240 - Mathematical Technician		25.86
30361 - Paralegal/Legal Assistant I		19.35
30362 - Paralegal/Legal Assistant II		23.96
30363 - Paralegal/Legal Assistant III		29.30
30364 - Paralegal/Legal Assistant IV		35.46
30375 - Petroleum Supply Specialist		28.76
30390 - Photo-Optics Technician		23.51
30395 - Radiation Control Technician		28.76
30461 - Technical Writer I		23.05
30462 - Technical Writer II		28.20
30463 - Technical Writer III		34.10
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.04
30502 - Weather Forecaster II		31.66
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.16
30621 - Weather Observer Senior	(see 2)	23.51
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.87
31030 - Bus Driver		18.19
31043 - Driver Courier		15.35
31260 - Parking and Lot Attendant		12.31
31290 - Shuttle Bus Driver		16.67

31310 - Taxi Driver	12.74
31361 - Truckdriver Light	16.67
31362 - Truckdriver Medium	18.06
31363 - Truckdriver Heavy	20.94
31364 - Truckdriver Tractor-Trailer	20.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.79
99050 - Desk Clerk	11.21
99095 - Embalmer	33.91
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.33
99252 - Laboratory Animal Caretaker II	12.91
99260 - Marketing Analyst	26.06
99310 - Mortician	33.91
99410 - Pest Controller	14.02
99510 - Photofinishing Worker	14.40
99710 - Recycling Laborer	20.55
99711 - Recycling Specialist	24.56
99730 - Refuse Collector	18.40
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	9.59
99830 - Survey Party Chief	23.70
99831 - Surveying Aide	16.88
99832 - Surveying Technician	21.53
99840 - Vending Machine Attendant	18.51
99841 - Vending Machine Repairer	23.29
99842 - Vending Machine Repairer Helper	18.51

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."